

ARKANSAS YOUTH STUDENT CONDUCT POLICY FOR CAMP

RULE 1 DISREGARD OF DIRECTIONS OR COMMANDS/INSUBORDINATION

A student shall comply with reasonable directions or commands of camp staff, Arkansas Youth Committee, pastors, district board members and any designated leader of the camp.

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or spiritual authority; and/or
4. Recommendation for Expulsion

RULE 2 DISRUPTIONS AND INTERFERENCE WITH CAMP

No student shall by the use of violence, force, noise, coercion, threat, intimidation, fear, passive resistance, or any other conduct, intentionally cause the disruption of any mission, process, or function of the camp, or engage in any such conduct for the purpose of causing disruption or obstruction of any mission, process, or function. Nor shall any student encourage any other student to engage in such activities.

Disorderly activities by any student or group of students that adversely affect the camp's orderly environment shall not be tolerated at any time on the camp grounds. The Camp Principal, Department Heads and/or Youth Committee members may remove students from activities and send to the Camp Principal or District Youth President/District Youth a student whose behavior is so unruly, disruptive, or abusive that it seriously interferes with the camp activity.

In addition, no student shall:

- Prevent or attempt to prevent the convening or continued functioning of any camp activity.
 - Prevent students from attending any camp activity.
 - In any manner by the use of violence, force, noise, coercion, threat, intimidation, harassment, fear, passive resistance, or any other conduct intentionally cause the disruption of any process or function of the camp or engage in any such conduct for the purpose of causing the disruption or obstruction of any process or function.
 - Refuse to identify himself/herself on request of any camp staff, youth committee, administrator, or other designated leader of the camp.
 - Encourage other students to violate any rules or camp policy.
1. Student/camp Principal Conference/Warning; and/or
 2. Loss of privileges; and/or
 3. Contact Parent, Pastor and/or spiritual authority; and/or
 4. Recommendation for Expulsion

RULE 3A THREAT OF PHYSICAL ABUSE/ASSAULT OF ANOTHER STUDENT

A student will not harass, threaten or attempt to cause injury or physical harm to another student, nor will a student strike or beat another student, nor direct verbal abuse toward another person.

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or

3. Contact Parent, Pastor and/or spiritual authority; and/or
4. Recommendation for Expulsion

RULE 3B FIGHTING/ENCOURAGEMENT TO FIGHT/FILMING FIGHT

Students are to make every effort possible to avoid fighting. Any student found to be encouraging a fight is subject to the consequences of fighting. Any student found to be filming a fight is subject to the same consequences of encouraging a fight.

Evidence of an unwilling participant is as follows:

1. Attempts to walk away; AND
2. Does not engage in verbal exchange; AND
3. Verbally expresses an intent to avoid the conflict.

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or spiritual authority; and/or
4. Recommendation for Expulsion

Cases of battery may result in more extreme disciplinary action and referral to law enforcement officials.

RULE 3C PHYSICAL ABUSE/ASSAULT OF ANY STUDENT OR SCHOOL EMPLOYEE

A student will not harass, threaten, or attempt to cause injury or physical harm to any PERSON, including a student, camp staff, or any other PERSON on the camp grounds, nor will a student strike or beat any PERSON or direct verbal abuse toward a school employee. A student who commits assault or battery upon any member of the faculty or staff of the camp will immediately be expelled.

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or spiritual authority; and/or
4. Recommendation for Expulsion

RULE 4 WEAPONS AND DANGEROUS INSTRUMENTS

No student shall possess a weapon, display what appears to be a weapon, or threaten to use a weapon while attending camp, on or about the camp grounds, before or after camp activities or at any point on the properties of the camp grounds.

A weapon is defined as any firearm, knife, razor, ice pick, dirk, box cutter, numchucks, taser, pepper spray or other noxious spray, explosive, Taser or other instrument that uses electrical current to cause neuromuscular incapacitation; or any other instrument or substance capable of causing bodily harm. For the purposes of this policy, "firearm" means any device designed, made, or adapted to expel a projectile by the action of an explosive or any device readily convertible to that use.

Possession means having a weapon, as defined in this policy, on the student's body or in an area under his/her control. If a student discovers prior to any questioning or search by any camp personnel that he/she has accidentally brought a weapon, other than a firearm, to school on his/her person, in a book bag/purse, or vehicle on school grounds, and the student informs the principal or a staff person immediately, the student will not be considered to be in possession of a weapon unless it is a firearm. The weapon shall be confiscated and held in the administrative office until such time as the student's parent/legal guardian shall pick up the weapon from the

camp's administrative office. Repeated offenses are unacceptable and shall be grounds for disciplinary action against the student as otherwise provided for in this policy.

Students found to be in possession on the school campus of a firearm shall be recommended for expulsion for a period of not less than one year. The District Superintendent shall have the discretion to modify such expulsion recommendation for a student on a case-by-case basis.

The district shall report any student who brings a firearm to school to the criminal justice system or juvenile delinquency system by notifying local law enforcement. Violation may result in disciplinary action up to and including expulsion.

1. Any student found in violation of this policy shall be expelled from the camp immediately with a recommendation for expulsion and be reported to legal authorities.

RULE 5 SMOKING AND SMOKELESS TOBACCO/E-CIGARETTES/VAPING

A student shall not smoke or have possession or control of any tobacco product or tobacco related substances to include lighters OR E-Cigarettes or other similar vaping device on district property at any time.

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or
4. Recommendation for Expulsion

In addition to these consequences, students may be referred to law enforcement authorities.

RULE 6 DAMAGE, DESTRUCTION, OR THEFT OF SCHOOL PROPERTY

A student shall not cause or attempt to cause damage to camp property or steal or attempt to steal camp property. Arkansas District UPCI will recover damages from the student destroying school property. Parents of minor students under the age of 18 will be liable for damage or theft caused by said minor.

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or
4. Restitution, and/or
4. Recommendation for Expulsion

RULE 7 NARCOTICS, ALCOHOLIC BEVERAGES, AND DRUGS

An orderly and safe camp environment that is conducive to promoting spiritual achievement requires a student population free from the dangerous effects of alcohol and drugs. Their use is illegal, disruptive to the camp environment, and diminishes the capacity of students to function properly at our camps. Therefore, no student in at our camp shall possess, attempt to possess, consume, use, distribute, sell, buy, attempt to sell, attempt to buy, give to any person, or be under the influence of any substance as defined in this policy, or what the student represents or believes to be any substance as defined in this policy. The policy applies to any student who; is on or about camp property, has left the camp grounds for any reason and returns to the camp, is en route to or from the camp grounds. Prohibited substances shall include, but are not limited to, alcohol, or any alcoholic beverage, inhalants or any ingestible matter that alter the student's ability to act, think or respond, LSD, or any other hallucinogen, marijuana, cocaine, heroin, or any other narcotic drug, PCP, amphetamines, steroids, designer

drugs, look-alike drugs, paraphernalia pertaining to these, any prescribed medication (without documentation with school authorities), or any controlled substance. Students who are taking prescribed medicine must notify the office of such prescription.

1. Any student found in violation of this drug policy shall be suspended from the school immediately with a recommendation for expulsion and may be reported to legal authorities.

Students who are found in possession of narcotics, alcohol, and/or drugs will be recommended for expulsion for the remainder of the camp.

Students who are under the influence of narcotics, alcohol, and/or drugs at school will be recommended for expulsion for the remainder of the camp.

Students who are distributing narcotics, alcohol, and/or drugs at school will be recommended for expulsion for the remainder of the camp.

Sharing, selling, distributing, or attempting to sell or distribute, or using over-the-counter or prescription drugs not in accordance with the recommended dosage is prohibited. No student should be in possession of prescription drugs. Parents may file the proper documentation to leave medication in the office through the camp nurse.

1. Any student found in violation of this policy shall be suspended from the school immediately with a recommendation for expulsion and be reported to legal authorities.

RULE 8 PUBLIC DISPLAY OF AFFECTION

Public display of affection of any kind is inappropriate behavior at camp and during any camp related activities. Public display of affection includes hugging, kissing, and touching in a sensual or sexual manner for the purpose of sensual or sexual pleasure. Failure to comply with reasonable expectations of camp staff will lead to disciplinary action.

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or
4. Recommendation for Expulsion

RULE 9 PROFANITY/VULGARITY/PORNOGRAPHY/OBSCENE MATERIAL/EXPOSURE

A student shall not use abusive, vulgar, profane, or obscene language or gestures at camp and not have in his/her possession any pornographic or obscene material, included that displayed, stored, or sent/received on laptops, tablets, phones, and other electronic devices.

A student shall not expose any part of his/her personal body in the presence of any student, camp staff, or any other individual. Any form of immoral behavior will not be tolerated.

No student shall involve or attempt to involve another student in any act of moral turpitude.

1. Student/camp Principal Conference/Warning; and/or

2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or spiritual authority; and/or
4. Recommendation for Expulsion

RULE 10 STUDENT HARASSMENT (SEXUAL AND PROTECTED STATUSES)

The Arkansas District UPCI and Arkansas Youth Department is committed to having an environment in which all students are treated with respect and dignity.

Sexual harassment AND Protected Status Harassment are forms of discrimination that undermines the integrity of the camp environment and will not be tolerated.

Believing that prevention is the best policy, the District will periodically inform students and staff about the nature of sexual harassment, the procedures for registering a complaint, and the possible redress that is available. The information will stress that the district does not tolerate sexual harassment and that students can report inappropriate behavior of a sexual nature without fear of adverse consequences. The information will take into account and be appropriate to the age of the students.

Protected Status Harassment means a pattern of unwelcome verbal or physical conduct relating to another person's constitutionally or statutorily protected status (such as *race, ethnicity, national origin, religion, sex, or disability*) that causes, or reasonably should be expected to cause, substantial interference with the other's wellness and experience at camp;

Sexual harassment refers to unwelcome sexual advances, requests for sexual favors, or other personally offensive verbal, visual, or physical conduct of a sexual nature made by someone.

Such conduct has the purpose or effect of substantially interfering with an individual's safety or creates an intimidating, hostile, or offensive environment.

The terms "**intimidating**", "**hostile**", and "**offensive**" include conduct of a sexual nature which has the effect of humiliation or embarrassment and is sufficiently severe, persistent, or pervasive that it limits the student's ability to participate in, or benefit from, a camp program or activity.

It shall be a violation of this policy for any student to be subjected to, or to subject another person to, sexual harassment or protected status harassment as defined in this policy. Any student found, after an investigation, to have engaged in sexual harassment or protected status harassment will be subject to disciplinary action up to, and including, expulsion.

Actionable sexual harassment is generally established when an individual is exposed to a pattern of objectionable behaviors or when a single, serious act is committed. What is, or is not, sexual harassment will depend upon all of the surrounding circumstances. Depending upon such circumstances, examples of sexual harassment include, but are not limited to: unwelcome touching; crude jokes or pictures; discussions of sexual experiences; pressure for sexual activity; intimidation by words, actions, insults, or name calling; and spreading rumors related to a person's alleged sexual activities.

Students who believe they have been subjected to sexual harassment or protected status harassment, or parents of a student who believes their child has been subjected to sexual harassment or protected status harassment, are

encouraged to file a complaint by contacting a member of the camp staff, youth committee or designated leader of the camp and/or District.

Under no circumstances shall a student be required to first report allegations of sexual harassment to a camp staff member if that person is the individual who is accused of the harassment.

To the extent possible, complaints will be treated in a confidential manner. Limited disclosure may be necessary in order to complete a thorough investigation. Students who file a complaint of sexual harassment will not be subject to retaliation or reprisal in any form. Students who knowingly fabricate allegations of sexual harassment shall be subject to disciplinary action up to and including expulsion.

Individuals who withhold information, purposely provide inaccurate facts, or otherwise hinder an investigation of sexual harassment shall be subject to disciplinary action up to and including expulsion.

Any student found in violation of any part of this policy shall be subject to the following disciplinary actions:

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or
4. Recommendation for Expulsion

RULE 11 HAZING AND BULLYING

Hazing, as defined by law, is forbidden in connection with initiation into, or affiliation with, any club, group, student organization, extracurricular activity, or sport program.

1. Any student caught violating this rule shall be subject to suspension not to exceed 10 days and/or recommendation for expulsion as well as being reported to legal authorities.

Respect for the dignity of others is a cornerstone of civil society. Bullying creates an atmosphere of fear and intimidation, robs a person of his/her dignity, detracts from the safe environment necessary to promote student learning, and will not be tolerated by the Arkansas District UPCI Board and Arkansas Youth. Students who bully another person shall be held accountable for their actions whether they occur on camp time or property.

The Camp Principal or camp staff who receives a credible report or complaint of bullying shall promptly investigate the complaint or report and make a record of the investigation and any action taken as a result of the investigation.

Definitions:

Attribute means an actual or perceived personal characteristic including without limitation race, color, religion, ancestry, national origin, socioeconomic status, academic status, disability, gender, physical appearance, health condition;

Bullying means the intentional harassment, intimidation, humiliation, ridicule, defamation, or threat or incitement of violence by a student against another student or camp staff by a written, verbal, electronic, or physical act that may address an attribute of the other student, camp staff, or person with whom the other student or staff is associated and that causes or creates actual or reasonably foreseeable:

- Physical harm to a camp staff member or student or damage to camp staff members' or student's property;

- Substantial interference with a student's experience or with a camp staff members role in the camp;
- A hostile educational environment for one (1) or more students or camp staff due to the severity, persistence, or pervasiveness of the act; or
- Substantial disruption of the orderly operation of the camp;

Electronic act means without limitation a communication or image transmitted by means of an electronic device, including without limitation a telephone, wireless phone or other wireless communications device, computer, or pager that results in the substantial disruption of the orderly operation of the camp or camp environment.

Electronic acts of bullying are prohibited whether or not the electronic act originated on the camp grounds, if the electronic act is directed specifically at students and maliciously intended for the purpose of disrupting school, and has a high likelihood of succeeding in that purpose;

Harassment means a pattern of unwelcome verbal or physical conduct relating to another person's constitutionally or statutorily protected status that causes, or reasonably should be expected to cause, substantial interference with the other's performance in the school environment;

Substantial disruption means without limitation that any one or more of the following occur as a result of the bullying:

- Necessary cessation of camp related activities;
- Inability of students or staff to focus on camp activities because of a hostile environment;

Examples of "Bullying" may also include but are not limited to a pattern of behavior involving one or more of the following:

1. Sarcastic comments "compliments" about another student's personal appearance or actual or perceived attributes,
2. Pointed questions intended to embarrass or humiliate,
3. Mocking, taunting or belittling,
4. Non-verbal threats and/or intimidation such as "fronting" or "chesting" a person,
5. Demeaning humor relating to a student's race, gender, ethnicity
6. Blackmail, extortion, demands for protection money or other involuntary donations or loans,
7. Blocking access to camp property or facilities,
8. Deliberate physical contact or injury to person or property,
9. Stealing or hiding belongings,
10. Threats of harm to student(s), possessions, or others,
11. Sexual harassment is also a form of bullying, and/or

Students are encouraged to report behavior they consider to be bullying, including a single action which if allowed to continue would constitute bullying, to a camp staff member or principal. The report may be made anonymously. Camp Staff and other camp workers who have witnessed, or are reliably informed that, a student has been a victim of behavior they consider to be bullying, including a single action which if allowed to continue would constitute bullying, shall report the incident(s) to the principal.

The person or persons reporting behavior they consider to be bullying shall not be subject to retaliation or reprisal in any form.

Students found to be in violation of this policy shall be subject to disciplinary action up to and including expulsion. In determining the appropriate disciplinary action, consideration may be given to other violations of the student handbook which may have simultaneously occurred.

Any student found in violation of any part of this policy shall be subject to the following disciplinary actions:

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or
4. Recommendation for Expulsion

RULE 12 DISORDERLY CONDUCT, HORSEPLAYING, ROUGH-HOUSING, AND WRESTLING

A student shall not engage in behavior, which produces situations in which instruction or activities of other students are adversely affected including but not limited to disorderly conduct, horse playing, rough-housing, and wrestling.

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or
4. Recommendation for Expulsion

RULE 13 DISRESPECT TO SCHOOL EMPLOYEES

A student shall not behave in a disrespectful manner to any camp staff via behavior, speech, gestures, etc.

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or
4. Recommendation for Expulsion

RULE 14 BEHAVIOR NOT COVERED ABOVE

The Arkansas District UPCI and Arkansas Youth reserves the right to pursue disciplinary action for behavior which is subversive to good order, discipline and contradicts the manual and position of the United Pentecostal Church International even though such behavior is not specified in the preceding written rules.

Any student found in violation of any part of this policy shall be subject to the following disciplinary actions:

1. Student/camp Principal Conference/Warning; and/or
2. Loss of privileges; and/or
3. Contact Parent, Pastor and/or
4. Recommendation for Expulsion

THOSE HOLDING DISTRICT OR CAMP POSITIONS MAY ALTER THE SEVERITY OF PUNISHMENT BASED ON CIRCUMSTANCES AND OTHER CONDITIONS. CONTINUAL VIOLATION OF ANY CAMP POLICY WILL RESULT IN PROGRESSIVELY MORE SEVERE PUNISHMENT. ONE WARNING WILL BE GIVEN (IF APPROPRIATE) AND OTHER PUNISHMENTS WILL FOLLOW WHEN DIFFERENT RULES ARE BROKEN.

