



# Ukrainian Orthodox Church of the USA

## Camping Programs

### Staff On-line and Social Networking Policy

As a staff member you accept a great responsibility for nurturing the lives of young people, lasting well beyond your time at camp. Campers will look to you as a model of Christian living, and are likely to model many of their decisions based on what they see (or perceive) you doing. Your responsibility as a role model will not cease when camp is finished. Staff members will forever be recognized by campers, parents, clergy, fellow staff members, and many others, as representatives of your respective camp.

With this in mind, the Ukrainian Orthodox Church of the USA and their camps have adopted the following policies: The Ukrainian Orthodox Church of the USA and this camp recognize that social networking sites (e.g. Facebook, MySpace, etc.), personal web sites, and blogs can be used in a positive way, and respect the right of staff to use them as a medium of self-expression, communication and interaction.

With the advent of the Internet and social networking sites, information can be posted and seen by anyone. Each staff member who posts information (text and photos) on the Internet in any format (including social networking sites, personal websites, instant messenger profiles and away messages, etc.,) is expected to do so in accordance with the teachings of the Orthodox Faith and the policies the camp. One must also consider that certain photographs, stories, or video clips, without their proper and original context, could be misunderstood or misconstrued, ultimately damaging the reputation of the Ukrainian Orthodox Church of the USA, this camp, and its participants.

Also, although being Facebook friends with an underage camper may appear to be harmless and a good way to keep in touch, we ask you to refrain from this for your own protection and the protection of the campers. All communications between yourself and minors must be done in a public and open forum.

In addition, it is required that staff observe the following guidelines when referring to the camp, its programs or activities, its campers, and/or other staff:

1. It is suggested that staff not accept "Friends" who are under the age of 18  
Director's Note: We will discuss this line during Orientation. Please don't let this be a hindrance to your application.
2. Any photos or messages that are linked or "tagged" from "friends" and attached to your site(s) or profile(s) that are inappropriate should be removed.
3. Staff must be respectful in all communications and blogs related to or referencing the camp, its campers, and/or other employees.
4. Staff must not use obscenities, profanity, or vulgar language.
5. Staff must not use blogs or personal websites to disparage the camp, its campers or other staff.
6. Staff must not use these venues to discuss engaging in conduct prohibited by camp policies and an Orthodox Christian lifestyle, including, but not limited to, the abuse of alcohol and drugs, sexual behavior, sexual harassment, and bullying.
7. Staff must not post pictures of campers on a Web site without obtaining written permission from the parents of the camper(s).
8. Any staff member found to be in violation of any portion of this policy will be subject to immediate disciplinary action, up to and including the staff member's voluntary dismissal from the staff and exclusion from future programs, events and activities at the discretion of the Camp Director.

**I HAVE READ AND UNDERSTAND THE ABOVE PROVISIONS.**

If you have any questions/concerns, please contact:

Natalie Kapeluck Nixon, Director Office of Youth & Young Adult Ministry  
ph: 412.279.1076, email: uocyouth@aol.com