



Udaleku

Instructor and Aide Code of Conduct

Revised 2025

Udaleku relies on the professionalism, dedication, and enthusiasm of our instructors and aides to create a positive and meaningful experience for campers. All staff must adhere to the following Code of Conduct to ensure a safe, respectful, and enriching environment for everyone.

Please remember: if there is a situation that is more than what you can handle immediately notify a supervisor or camp organizer. They are responsible for the heavy lifting, not instructors or aides. All communication with parents should be done by the camp organizers.

1. Professionalism

- Serve as a positive role model at all times through language, behavior, and attitude.
- Maintain appropriate boundaries with all campers and staff members.
- Dress appropriately for all camp activities, reflecting your leadership role.
- You are expected to actively participate in all activities and outings.

2. Respect for Campers

- Treat all campers with dignity, respect, and fairness.
- Encourage participation and celebrate effort and improvement.
- Never engage in any form of bullying, favoritism, or discriminatory behavior.
- Ensure that all interactions with campers are age-appropriate and supportive.

3. Safety and Supervision

- Always prioritize the physical and emotional safety of campers.
- Remain alert and attentive during all activities and transitions.
- Never leave campers unsupervised; always know where your assigned group is.
- Immediately report any injuries, misconduct, or safety concerns to the Camp Director.

4. Substance-Free Environment

- The use, possession, or being under the influence of legal or illegal substances during camp is strictly prohibited.
- Staff must not discuss personal use of substances with campers.



5. Communication and Teamwork

- Communicate openly, respectfully, and professionally with fellow instructors, aides, and camp leadership.
- Participate in daily briefings, staff meetings, and assigned responsibilities.
- Support and collaborate with team members to maintain a positive work environment.

6. Confidentiality

- Respect the confidentiality of camper information.
- Do not share personal or sensitive information about campers or their families outside of camp staff discussions.

7. Digital & Social Media Etiquette

- Personal cell phone use should be limited to breaks and emergencies.
- Do not take or share photos of campers without prior approval from camp leadership.
- Represent Basque Udaleku positively in any social media postings related to camp.

Acknowledgment & Agreement

I, _____ (Instructor/Aide Name), understand and agree to follow the Basque Udaleku Instructor and Aide Code of Conduct. I recognize that failure to uphold these standards may result in disciplinary action, including dismissal from my role.

Instructor/Aide Name (Print): _____

Instructor/Aide Signature: _____

Date: _____

Thank you for your commitment to making Udaleku a safe, fun, and culturally enriching experience for all!