

Camp Eagle

Walkabout Handbook



Index

Introduction
Page 3

General Walkabout Policies
Page 4

Walkabout Student Conduct
Page 13

Walkabout Conflict Resolution and Discipline Policies
Page 14

Walkabout Student Health and Safety
Page 16

Introduction

General Information

Camp Eagle is a Not-for-Profit 501(c)(3) organization that exists to promote the glory of God. We desire to follow this mission statement:

*Inspire Christ-like change through outdoor adventure,
authentic relationships, and biblical truth.*

Our desire is that during your time in Walkabout, you will personally experience Christ-like change. In addition, you will be called to lead in serving guests at Camp Eagle and to facilitate Christ-like change in their lives. Due to this, we need you to meet specific standards, agree to our guidelines for ministry, and consent to abide by standards that will guide our community. The following are the policies held by our organization. We require all Walkabout students to abide by these policies during their duration at Camp Eagle in the Walkabout program.

Program Participation

Your entry into the Walkabout program at Camp Eagle is “at will” and entered into voluntarily. You are free to leave the program at any time, for any reason, with or without notice. Similarly, Camp Eagle is free to dismiss you from the program at any time, for any reason, with or without notice.

Forms Required

All those joining the Walkabout program at Camp Eagle must fill out the following forms:

- Application for Walkabout
- Health History
- Statement of Faith
- Walkabout Commitment
- Signed copy of Camp Eagle Walkabout Program Handbook Receipt
- Signed consent for a background check
- Sexual Abuse Awareness Training

Document Retention

Walkabout Student files and financial records, are filed and kept for 7 years.

Role of Walkabout Students and the Role of Others

Due to the work/study format of the Walkabout Program, there will be times when you will appear to serve in the role of a Camp Eagle employee. *However, it should be noted that you are not employed by Camp Eagle.* Instead, you are a paying customer who has voluntarily entered into a leadership and discipleship program. This means that you will enjoy some benefits that employees do not have. In addition, it also means you will not have other benefits that Camp Eagle employees have.

The following terms will be used to describe the classification of people at Camp Eagle and their employment or non-employment status:

Walkabout Student	Students who pay to come to a program and through a work/study format help to offset the cost of the Walkabout Program. Although serving groups and doing work projects are part of the Walkabout program, Walkabout students are not employees.
Full Time	Employees scheduled to work 40 hours or more per week. Most have made at least a two year commitment to work at Camp Eagle. Abide under staff handbook created for employees.
Part Time	Employees scheduled to work 20 hours or less per week. Abide under staff handbook created for employees.
Summer Staff	Employees who are hired to work 40 hours or more for a 13 week period during summer months. Abide under Summer staff handbook.
Seasonal Workers	Employees who work at Camp Eagle who are hired for special projects for an hourly wage.
Volunteer	Unpaid worker who volunteers hours to Camp Eagle. These people partner with Camp Eagle in ministry areas like kitchen maintenance, construction, and various work projects. Volunteer time can vary from one day to several weeks.

General Walkabout Policies

Overall Philosophy Behind the Walkabout Policies

It is our belief that environments free from distractions provide opportunities for greater amounts of learning and growth. In our lives, time and space to intentionally study and focus on learning and relationships is sometimes consumed by other things. Although some of these things can be godly, we ask that Walkabout students agree to limit time in certain areas and activities in order to create more time for intentional growth and learning.

Movies, Music, and Video Games

God can be honored with time spent watching movies, listening to music, and playing video games. However, due to our philosophy above, we ask that you abide by the following limitations:

To refrain from viewing movies, DVDs, T.V. programs, and online videos during the duration of the program, unless scheduled as a Walkabout event or included in Walkabout programming. These limitations include time spent at full-time staff housing.

Walkabout students are not permitted to watch movies on their off days at Camp Eagle, or their town days. During scheduled vacation time (ie. Christmas and Thanksgiving) Walkabout students are allowed to watch movies but must follow the agreed upon principles they commit to as a group at the beginning of the program.

The same rules apply to video games during the duration of the program.

When you are assigned to serve guests at Camp Eagle, listening to music on a personal music-playing device is not allowed. This includes your time in the kitchen and dish-room. Abiding by this policy will allow you to be more approachable to guests as well as each other. The only exception to this policy is that music on a personal music-playing device may be allowed during cleaning and only with the approval of the Walkabout Director. Music played publicly is allowed in the Walkabout living quarters, but must be kept at a reasonable volume and be Christ-honoring. Music played in living quarters should be respectful of all residents. Music played publicly is allowed in the kitchen only upon approval of the Guest Services Director.

Personal music listening devices (cell phones, Ipods, etc...) are not allowed on any Walkabout trips.

Dating

The Walkabout program has a no dating policy. We ask that you set dating relationships aside for the 9 months you are here, in an attempt, to focus entirely on the meaning of discipleship and how it interacts with your daily living. It is our understanding that this level of focus cannot exist without an equal level of commitment from the students.

Crushes, flirting, PDA, inappropriate DA, one-on-one time, and sneaky behavior will be discouraged and subject to consequences. We will be enforcing the rule of odds, which means that all hang out time between students must be in a public area, and the ratio of guys and girls must be offset. Meaning that if there are two girls there needs to be three guys and vice-versa.

Learning how to have a Godly relationship is valued in Walkabout. We feel that this can be done without the distraction of having a dating relationship while you are here, and that this time should be set aside as a time to wholly focus on what it is to be a part of the kingdom of God.

Please talk to any of the Walkabout leadership staff if you have any questions.

Drugs, Smoking, and Tobacco Use

Camp Eagle encourages Walkabout students to view their bodies as a living temple for the Lord Jesus Christ. It is strictly prohibited that any Walkabout students partake of illegal drugs, smoke cigarettes, or use tobacco products while participating in the Walkabout program. Confirmed drug use will result in an automatic dismissal from the Walkabout program, and legal authorities will also be contacted. Walkabout students may be subjected to periodic and random drug testing at the discretion of the Walkabout Director.

Body Piercing, Tattoos, and Hair

During their nine-month long stay in the program, Walkabout students agree to refrain from getting additional tattoos or body-piercings that they did not already have before arrival at Camp Eagle. In order to maintain a professional image while serving guests, Walkabout students may be asked by the Walkabout director to remove piercings. In addition, if a hairstyle or haircut is deemed inappropriate, this will be addressed by the Walkabout director.

Alcohol Consumption

Camp Eagle believes that there is no command in scripture that prohibits alcohol consumption. However, alcohol consumption must be limited (Eph. 5:18), done in carefully chosen circumstances (1 Cor. 8; Rom. 14:1-15:6), and only by those of legal age (Rom. 13:1-7).

The Walkabout program is a time that you have decided to set yourselves apart in order to focus on personal growth, leadership, and your walk with God. **Due to this, alcohol consumption is not allowed (even for those of legal age) while you are a participant in the Walkabout program.** This includes time off and breaks.

Confirmed cases of underage drinking during the program will result in automatic dismissal from the program.

Internet Availability and Use

Internet usage will be available only on a limited basis at Mi Casa. Walkabout students are not allowed to use the internet any other place at camp. There will be some weeks when internet usage is not available at all. The times the internet is available will be determined by the Walkabout director and will be communicated in advance. All wifi capable devices (phones, computers, iPods, Kindles, etc...) will be stored by Walkabout staff until students' off days.

Firearms and Archery

Walkabout students are allowed to bring personal firearms and bows for target shooting only. Hunting is not allowed at Camp Eagle. All personal firearms, ammunition, and bows must be locked in the Camp Eagle safe during non-use. Only the Walkabout director or designated full-time Camp Eagle staff member is allowed to remove or replace firearms or bows in the safe. All users must gain permission to shoot from the Walkabout Director. All shooters who use firearms must have completed a hunter education course before they are allowed to shoot at Camp Eagle. This course may or may not be taught at Camp Eagle. Eyewear and ear wear must always be worn when shooting. Camp Eagle does not provide ammunition for firearms unless Walkabout students lead guests of Camp Eagle in this activity.

Mail

Mail to Walkabout students will be distributed to their bag in the mailroom, the bag will be transported to Mi Casa by a Walkabout staff member. Outgoing mail should be placed in the "outgoing" mailbox in Mi Casa and will be taken to the Post Office the next time someone goes into town.

Postage and use of the mail meter in the office is for Camp mail only. Please bring your own stamps. If you have a question about postage, please ask the Business Manager.

Phones

Due to Camp Eagle's isolated location, cell phone service is not available at Camp Eagle. Long distance calls require a calling card. Please bring a calling card with you to camp.

Walkabout students will only use the phone at Mi Casa. All other phones on campus are off limits to Walkabout students. Due to the number of students and the fact that there is only one phone available, calling times will be limited to 30 minutes/person/day.

If a Walkabout student is assigned to serve a group, phone usage can occur only when the task to which they are assigned has been adequately completed or the program has ended for the day. If you are serving guests as a facilitator or group leader, you are not to use the phone during the group's free time – as this will distract from time you could be impacting and pouring into guests.

Walkabout students who choose to volunteer by serving at either the Camp Wood or Rocksprings youth groups will not be allowed to take their cell phones with them. One person will be assigned to take a phone for emergency use only. You are there to build relationships with students, your ride there and back should be time intentionally spent planning, communicating, or fellowshiping with one another.

If your family needs to contact you by phone for emergencies or has a critical message to relay to you, they can call the Walkabout director who will transfer the message to you.

Time Off

Walkabout students will get 14 days off for Christmas and 7 days off for Thanksgiving.

An additional five days off are available for family events, etc. but must be confirmed by the Walkabout Director. Ideally, these dates should be confirmed before the start of the program, as this will increase the likelihood that you will get them dates off. The dates that you desire to have off are not guaranteed, as they are determined by the program schedule. The additional five days off will not be given for requests received later than two weeks in advance.

From the start day of the program each student will have 5 personal days, 3 of these days must be used by January 1st or you will lose them. This means that starting in January everyone that has used 3 or less of their personal days will have 2 left.

In order to use a personal day, students must fill out a "day off request form" and turn it into the Wilderness office for approval **at least 2 weeks in advance.**

Time off during each week in the program will vary from week to week and will be determined by the Walkabout Director. The time off that you will specifically have during the week will be communicated to you on a week-by-week basis.

Visitors and Guests

There will be a scheduled Parent's Weekend as well as Final Weekend. Your parents/guardians are encouraged to visit you during these special weekends and are also welcome to visit anytime with pre-approval.

You may have visitors (family only) during your time in Walkabout, but they can only come during approved time. All visitors must call and gain approval at least **two weeks in advance** of their intended visit. Visitations must be coordinated and scheduled with the Walkabout director who will check with the retreats program. Upon arrival visitors must check in at the camp office. If visitors are a distraction to Walkabout student work responsibilities, this will be addressed by the Walkabout director or other full-time staff member.

All visitors must pay for their room, meals, and activities during their stay at Camp Eagle. Family members of Walkabout students are given a reduced rate only during the planned family weekends and the final graduation weekend. A limited number of guests are allowed to stay in Walkabout living quarters if there is availability. However, only guests that are invited by a Walkabout student who lives in the room will be allowed to stay in that room. In addition, the people who live in that room must approve the invitation. Overnight stays in the common area are not allowed. Males will never stay in female rooms and vice-versa. Room availability is not guaranteed.

Meals for visitors coming must be paid for two weeks in advance and communicated to the Food Service Director.

Visiting Full-time Staff Housing

Walkabout is a program with time scheduled for study, learning modules, worship, mentoring, Sabbath, educational trips, service, service projects, etc. Although many of these events are planned in advance, the times spent in these areas may change from week to week and even day to day. (We say with Walkabout that a willingness to be flexible is a must!)

Due to these facts, the time spent in full-time staff housing will be limited. Full-time staff are free to invite Walkabout students after receiving permission from the Walkabout Director. Walkabout is never permitted to invite themselves over to full time housing. Walkabout students are never permitted to stay the night at a full time/ part time staff member's home.

Some weeks in the Walkabout program (not all weeks) will include times that are available for interaction with full-time staff in their homes. Both full-time staff and Walkabout students will be notified of these available times at least one week in advance. If full time staff wish to take advantage of this and have Walkabout over to their house, they will first check with the Walkabout Director

If a full-time staff member is spending time in a scheduled mentoring meeting with a Walkabout student, Walkabout students are allowed to enter full-time staff homes.

Walkabout students are never allowed to be in a one-on-one situation in a private area (full-time housing, etc...) If entering full time housing, there must be another person present.

Walkabout students are allowed to be one-on-one with full time staff in a public or open space (such as a deck or porch).

H.A.F. Homes – Walkabout students will be placed in groups of 4-5 and assigned a H.A.F. Home (home away from home) for the 9 months. Once a month the students will eat a meal with their H.A.F. Home family. This is designed for students to grow into the community here at camp and be able to spend quality time with families not directly involved with the WA program. Students must adhere to the specific rules of their particular H.A.F. Home. Rules will be made at the discretion of the family to which they are assigned.

Personal Attire

All Walkabout students are expected to maintain personal dress and appearance appropriate for the activity or work position. Due to the fact that Walkabout students often represent Camp Eagle and visitors often frequent the property, professional and appropriate attire is mandatory. These policies are also in place during your time off when you are on camp property.

For men and women, clothing that allows skin to show at the waistline is not allowed. Spaghetti strap tops and two-piece swimming suits are not allowed for men or women. In addition, women must change swimming suits immediately after lifeguarding and men must put their shirts on. Shirts with inappropriate material are not allowed.

Failure to dress appropriately may be addressed by any of the Full Time Staff. Camp Eagle shirts will be provided for times when Walkabout students serve Camp Eagle guests. If you lose a shirt Camp Eagle has provided for you to wear while serving groups, you will be required to replace it at your own expense.

Cleaning of Walkabout Areas

Walkabout Students are responsible for cleaning Walkabout areas, including but not limited to Mi Casa, Library and living quarters. This will be done on a rotation basis and will be evaluated for quality. There will be daily, weekly, and monthly chore charts.

Walkabout Living Quarters

Living Quarters are to be kept clean and organized at **all** times. Any of the Walkabout Team staff may inspect at any time. If any Walkabout area needs to be cleaned or organized, Camp Eagle staff members will report this to the Walkabout Director who will take action. If areas are not kept sufficiently organized and clean, consequences that affect the whole community may be experienced.

General rules for the Walkabout living quarters that must be followed at all times:

no food or snacks unless it is in a sealed tupperware container that is tight enough to prevent ants and bugs

windows can be opened for ventilation if Walkabout is in their cabins, but must be closed when Walkabout leaves the room. Also, please use common sense and don't open windows if it is extremely cold outside so that camp's money is not wasted on electricity.

The porches outside the cabins must not be too cluttered; counters and bathroom floors must be kept dry of excess water to prevent falls and mold from growing. If there is a maintenance

problem in the cabins or at Mi Casa or the bathhouse, then it must immediately be reported to any member of the Walkabout Team who will immediately report the incident to the Maintenance Manager so that the problem gets fixed promptly.

Male walkabout students are not allowed in the female cabin rooms, and vice versa. All co-ed gatherings must be done in public places. Males and Females are never allowed to sleep in the same room or area unless this is dictated by a sponsored event.

Quiet time for the wilderness campus and cabins will be at 10:30 p.m. to 7:30 am. This is to ensure that the students are able to get ample sleep and are not disturbed by other students.

Mi Casa

All books taken from Mi Casa must be checked out. Failure to return books, or damage to books will result in fines.

Mi Casa is open to both males and females.

Since it is also a dining area, food and drink are allowed at Mi Casa however if things are not kept clean, trash is not thrown away, and the cleanliness or quality is compromised then other regulations may be enforced by the Walkabout Director.

Personal items (backpacks, rain gear, books, bibles, sweatshirts, etc) may not be left at Mi Casa for any reason without express permission from a member of the Walkabout Team.

Every morning Mi Casa must be clutter free and all items left over night will be collected and demerits will be given out to the owner of the item.

Other Common Areas at Camp Eagle

Due to frequent camp tours, the guest use of other Camp Eagle common areas, and room preparation for guests, other Camp Eagle common areas (coffee shop, game room, etc.) are off limits unless allowed by the Walkabout director. Things left in the coffee shop unattended will be taken to lost and found.

Eating

If the Camp Eagle kitchen cooks for guests, the Walkabout students will eat in the Camp Eagle Rio. If there are no guests at Camp, the Walkabout students will cook for themselves and eat together as a group in Mi Casa. The details of this will be given in advance and there will be adequate ingredients and instruction before this takes place. Walkabout students will be assigned either to cook or clean up those meals and it will be presented as a rotational chart. During meal prep times at Mi Casa, students not involved in the preparation of the meal are not allowed to be in the kitchen; it is small and will become cramped and inefficient with too many bodies.

When Walkabout eats meals in the Rio, students will eat family style, consuming the food that was prepared for that day. Meal choices are left to the discretion of the Food Service Director, and no allowances will be made for likes/dislikes in food taste. Special dietary needs, allergies, and other dietary concerns must be discussed prior to coming to Walkabout.

Also, in order to practice hospitality, invite people into our "home," reach out and encourage Camp Eagle guests, and engage in relational ministry, Walkabout students will often be asked to sit and interact with Camp Eagle guests at separate tables from other Walkabout students

when eating in the cafeteria. The details of this will be communicated in Retreat logistics meetings.

Use of Camp Gear

Walkabout students are free to use camp gear for recreational use. **All gear must be checked out and checked back in. Gear in need of repair must be reported to the Walkabout director.**

All camp policy for recreational sites must be heeded.

Mountain Bikes

After completing in-depth training on mountain bike maintenance, care and riding, Walkabout students have the option of renting a Camp Eagle mountain bike for their personal use during the program. Walkabout students will repair flat tires and maintain their assigned bike through washing and greasing the chain. **These tools will be available at Mi Casa. All other repairs must be reported to Andrew Alison, Adam, the Walkabout director, or Jonathan Thomas (Headwaters director).** Camp Eagle will pay for repairs only under normal use.

Bikes will be rentable for two week periods. At the end of the two weeks each bike must be checked in (brought to the HW barn at a designated time), and inspected by Andrew, Adam, Jonathan, or Jackson. After passing inspection the bike will, once again, be available for rent.

Helmets must always be worn when riding the bikes.

Bikes can only be parked at one of the following five sites: (1) the bike rack on the north side of the office; (2) the bike rack on the south side of the office; (3) the bike rack at the rock-talk circle below the rock climb; (4) on the front porch of the Walkabout cabins; and (5) the bike racks at Mi Casa. Bikes cannot be left uncovered overnight. Bikes that are found parked in any other place will be immediately confiscated for two week, and renters will be given demerits for neglect.

Neglect of the bikes, failure to maintain them, or disregard of Camp policy will result in the individual losing the privilege of bike use for two weeks or another amount of time determined by the Walkabout director. Demerits will also be distributed to students who neglect bikes.

Mountain bikes will be used for recreation or Camp Eagle work only.

Personal Vehicles

Walkabout students must keep their cars in the designated parking area. They are never to be in or around the individual campuses. The personal vehicles of Walkabout students are not allowed as transportation for participants. For your own protection, the personal vehicles of Walkabout students cannot be borrowed or loaned.

Due to the isolated location of Camp Eagle, on days where Walkabout students are allowed to drive off Camp Eagle property, a 10:30 p.m. arrival back at Camp will be enforced. This

applies only to days where Walkabout students are required to be back at Camp Eagle the next day.

In order to operate your vehicle on camp property, a copy of your driver's license and personal vehicle insurance must be given to our Business Manager. This assures that if an accident were to occur on camp property, your personal insurance would cover the incident. If a vehicle is not available to you, Camp Eagle will provide transportation. This will occur only at scheduled intervals determined by the Walkabout Director.

Camp Vehicles

No Walkabout student will operate Camp Eagle's road vehicles. On campus vehicles can only be used by approval from the Executive Director or Operations Director. In order to operate a camp vehicle, a copy of your driver's license must be given to the Business Manager. Approval of the Executive Director must be obtained. Seatbelts must be worn at all times in Camp Eagle vehicles. If for any reason (medical or family emergency) a Walkabout student must receive a ride for personal reasons or health issues and a camp vehicle is used then that student must pay 15 cents per every mile driven with the vehicle.

Vehicle Policies

The speed limit inside camp is 10mph.

The speed limit on the county road is 25mph.

Full Time Employees of Camp Eagle are the **only** persons allowed to transport campers in vehicles. If a camper needs a ride or has an emergency and needs transportation, locate a Full Time employee. **Never** use your own vehicle or a camp vehicle to give rides to campers or guests of Camp Eagle.

Walkabout Evaluations

Since part of your time will be spent serving guests of Camp Eagle, the Walkabout Director will conduct periodic performance evaluations at their discretion. The goal is to learn how to best encourage and promote Christian growth in the life of each Walkabout student, as well as most effectively perform the duties for which they were assigned. Please receive such evaluations as a loving encouragement and challenge.

Exit Interviews

Upon leaving Camp Eagle, you will be asked to complete a voluntary exit interview with the Walkabout director. The exit interview documents the reason you are leaving, and asks for constructive feedback concerning your experience here at Camp Eagle. The information contained in your exit interview will remain confidential, although it will be made available to the Administrative Team and the Walkabout Team.

Summer Employment Process

Participating in the Walkabout Program does not guarantee summer employment at Camp Eagle. However, Walkabout students will be free to apply for summer positions at Camp Eagle if they so choose.

Leadership positions for the summer are not guaranteed for Walkabout students. Those who enter the summer program must agree to abide by the Summer Staff Handbook. All those Walkabout students applying for summer-time positions will be required to fill out an application for that position.

Walkabout Student Conduct

Standards of Conduct

Due to living in community and your role in representing Camp Eagle in service to guests, the following Standards of Conduct serve as a guideline for behavior expected of you at Camp Eagle. These standards are not inclusive. The Executive Director and Walkabout Director may further define, modify, or add to these standards as needed.

It is company policy that while serving guests and while in the Walkabout program, no Walkabout student shall:

Disclose confidential information acquired by his or her position without sufficient authorization.

Accept tips from visitors, campers, or families. If they insist, put it in the missionary fund.

Dialogue in such a way that it is reasonably construed as offensive and contributes to the creation of a hostile work and living environment. This includes cussing or crude language.

Engage in sexual harassment of any type.

Be negligent in the performance of duties.

Use Camp Eagle equipment for personal use without appropriate authorization.

Be excessively tardy or absent from work without authorization.

Be insubordinate.

Engage in acts of dishonesty against Camp Eagle, its clients, or employees.

Interactions with Campers

Walkabout students will not enter student dorms unless there is a medical emergency. In addition, Walkabout students will maintain all one-on-one conversations and interactions with guests and campers in public areas only.

Walkabout Conflict Resolution and Discipline Policies

Conflict with Other Walkabout Students

We want our ministry and our lives at Camp Eagle to reflect our genuine desire to obey God by following Jesus' command to "Love your neighbor as yourself", and to follow the Matthew 18:15-20 guidelines for handling conflict.

We do not want complaining, discouraging remarks, or rumors to be spread. If you have followed the Matthew 18 principles and still have an issue, we encourage all Walkabout students to "gripe up"; ie: to present your complaints to the Walkabout director, or the Executive director.

If you have a problem with another student, employee, volunteer, or a full-time staff member please first try to address the issue one-on-one. If the issue is not resolved, tell the Walkabout director, another full time employee, or the Executive director. This will be the most effective way of reaching a solution, and the most God-honoring way of handling conflict.

If a full time staff member needs to confront the Walkabout Students corporately, they will first confer with the Walkabout Director.

If a full-time employee *physically observes* a Walkabout student acting against Camp Eagle or Walkabout policy, they will address the issue immediately. Then, the Walkabout Director will be informed, and a meeting with the full-time staff member, the student, and the Walkabout director will take place. The Walkabout director will determine the appropriate number of demerits (for demerits see below).

If a full-time staff member suspects that a student has broken Walkabout or Camp Eagle policy, then the staff member will not address the student directly, but will bring the issue to the attention of the Walkabout director who will investigate.

Demerit System

A demerit system is used in the Walkabout program. Demerits are earned if a Walkabout student violates Camp Eagle or Walkabout policy without prior acknowledgement and permission from their supervisor, engages in illegal, disruptive or inappropriate behavior, is excessively tardy, is negligent in their assigned duties, disregards the Walkabout standard of conduct, or exhibits conduct that is not in line with Camp Eagle's beliefs, values, and mission statement. Consideration will be given on a case-by-case basis.

Only the Walkabout director, under the oversight of the Executive director, determines the value of demerits and administers them.

Demerits will only be recorded after a conversation with the Walkabout student. Depending on the situation and the nature of the offense, the Walkabout student may receive a verbal

warning without receiving a demerit. If demerits are given, the student will sign a document acknowledging the demerits received.

A total of 20 demerits throughout the nine-month program will result in the permanent dismissal of the student from the Walkabout program. Also, Walkabout students may be asked by the Walkabout Director to leave the program at any time, apart from the demerit system, and under the supervision of the Executive Director of Camp Eagle.

Harassment in Walkabout

Camp Eagle does not tolerate harassment of any kind, be it sexual, verbal or physical. It is against Camp Eagle policy and will result in corrective action, not excluding termination from the Walkabout program.

If you believe you may have been the victim of harassment, or know of someone else who may have been, you must report it immediately to either the Walkabout Director or Executive Director.

Whistleblower Policy

A whistleblower as defined by this policy is a Walkabout Student at Camp Eagle who reports an activity that he/she considers to be illegal or dishonest to one or more of the parties specified in this Policy. The whistleblower is not responsible for investigating the activity or for determining fault or corrective measures; appropriate management officials are charged with these responsibilities.

Examples of illegal or dishonest activities are violations of federal, state or local laws; billing for services not performed or for goods not delivered; and any other fraudulent financial reporting.

If a Walkabout student has knowledge of or a concern of illegal or dishonest fraudulent activity, the student is to contact his/her immediate supervisor or the Walkabout Director. The employee must exercise sound judgment to avoid baseless allegations. A Walkabout student who intentionally files a false report of wrongdoing will be subject to discipline up to and including termination.

Whistleblower protections are provided in two important areas: (1) confidentiality; and (2) retaliation. Insofar as possible, the confidentiality of the whistleblower will be maintained. However, identity may have to be disclosed to conduct a thorough investigation, to comply with the law and to provide accused individuals their legal rights of defense. The Company – Camp Eagle - will not retaliate against a whistleblower. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, or poor work assignments and threats of physical harm. Any whistleblower who believes he/she is being retaliated against must contact the Business Manager or Walkabout Director immediately. The right of a whistleblower for protection against retaliation does not include immunity for any personal wrongdoing that is alleged and investigated.

All reports of illegal and dishonest activities will be promptly submitted to the Executive Director who is responsible for alerting the Board of Directors, and for investigating and coordinating corrective action.

Walkabout students with any questions regarding this policy should contact the Business Manager.

Walkabout Student Health and Safety

Medical Policies

A copy of our Medical Policies can be obtained from the Business Manager in the office for your review. Our Medical Standards are in compliance with Texas State Law and follow the training standards for wilderness medicine by the Wilderness Medicine Institute.

Medications

Due to the many guests who use Camp Eagle, prescribed and over-the-counter drugs should be safely kept with your personal belongings. Any Walkabout student that feels ill should see someone from the Camp Medical team. If you are required to stay at the Nurses' Station, the Walkabout Director or immediate supervisor needs to be notified.

Personal Health Insurance

It is highly encouraged, but not a requirement for all Walkabout students to have personal medical health insurance during their time at Camp Eagle. Camp Eagle does not provide this, but can suggest various insurance options.

Camp Medical Supply

Camp medical supply is for guest and emergency use only. If you are in need of medical supply and unable to secure it on your own, please report this to the Walkabout Director.

Visits to the hospital or doctor

Scheduling of doctor appointments and calling in prescriptions is the Walkabout students' responsibility. Transportation for Doctor appointments is up to the student. If a person does not have a car, Camp Eagle will provide transportation to Doctors appointments. The student will be asked to pay for gas used in the transportation, plus a 5 cent per mile wear and tear fee on the camp vehicles.