



Camp Napowan Statement Regarding Youth Protection Policies

In an assessment of Camp Napowan's youth protection policies, we have made the following additions, updates, and reaffirmations:

1. As part of the camp staff training and orientation, parents of youth scouts will be invited to attend a meeting where camp leadership will review and discuss Youth Protection policies, safeguards, and expectations.
2. During the staff training week, training sessions will include emphasis on Scouts BSA's Barriers to Abuse, including the requirement that youth staff and adult staff are not permitted inside each other's living quarters for any reason.
3. During the camp staff training week at Napowan, a social worker/counselor will be utilized to reinforce with the camp staff the topics of consent, signs of abuse, and the importance of reporting concerns and suspicious behavior.
4. In the staff housing area known as Staff City, there will be a clear and consistent separation of staff members based on age:
 - a. Counselors-in-Training (CITs) will be placed in the housing area known as "Terra."
 - b. Staff members who are 15 – 17 years old will be placed in housing units known as "Quads" which make up a Circle in the center of Staff City.
 - c. Staff members who are 18 years or older will be placed in the back two rows of Quads behind the Circle of Staff City. Quad 1, which is separated from the Circle by a clear separation of foliage, will also be used to house staff who are 18 years or older.
 - d. A member of the camp's administrative team will reside in the Staff City area.
5. Two 21-and-older, or senior staff members, will be placed in one of the two rooms at the front of Terra. These staff members will act, as in universities, as Resident Advisors who ensure a safe environment.
6. There will be a reaffirmation of the buddy system for scouts and staff, as well as the "no one-on-one contact" between youth and adult rule. Places of the buddy system includes, but is not limited to, trails, program areas, living quarters, buildings, and campsites.
7. There will be a reaffirmation on check-out policies for staff if they choose to spend any of their 24-hours off camp. At least one member of the camp administration is always on camp property during that time and will enforce check-out policies, including the need for two-deep leadership off camp.
8. Any CIT or staff member who joins the staff any time after Staff Week will have a YPT seminar on the above topics by the Camp Administration before assuming work duties.
9. Any staff member who turns 18 years old during camp will receive the 18 and older YPT training prior or on the day they turn 18. This will be conducted by the Camp Administration.

Pathway to Adventure Council and the Camp Napowan staff are committed to the reaffirmation and enforcement of these policies in order to provide the safest environment for scouts and staff members.

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