



**Tri-State CAMP Conference
Code of Conduct
Revised 2024**

The Tri-State CAMP Conference (run by the American Camp Association, NY and NJ) works to promote a welcoming environment at its conference that is safe, collaborative, supportive, and productive for all who participate, including, but not limited to attendees, exhibitors, volunteers, service providers, staff, speakers and guests. To this end, we expect participants to accept, value, and abide by the following **code of conduct**:

Tri-State participants agree to:

- Treat everyone with respect
- Be mindful of others and willing to report any observed unfair or inappropriate treatment of others to members of Tri-State's Planning Committee, the ACA, NY and NJ Board of Directors or the ACA, NY and NJ Staff
- Be mindful of your surroundings, and alert the Tri-State Planning Committee or ACA, NY and NJ Staff if you observe a situation that could cause your fellow participants harm
- Respect rules and policies of Tri-State venues

Examples of unacceptable behavior:

- Inappropriate communication, which may be harassing or intimidating or discriminating.
- Verbal or physical abuse
- Disrespectful behavior toward service providers including contractors, wait staff, or venue personnel

Consequences:

- Being immediately asked to stop inappropriate behavior and comply with the code
- If the situation warrants, being asked to leave the conference
- If the situation is egregious, being banned from participation in future conferences

Reporting unacceptable behavior:

If you observe inappropriate behavior, or are the subject of inappropriate behavior, please notify a member of the Tri-State Planning Committee, the ACA, NY and NJ Staff or a member of the ACA, NY and NJ Board of Directors. Contact information for these individuals may be found here: <http://www.acanynj.org/our-staff>