

Hello!

Congratulations and thank you for choosing to participate in the Salmon Camp Research Team. You have been selected as a member of the Salmon Camp Research Team because of your leadership abilities and your potential to represent Salmon Camp, our families, our cultures, and OMSI.

Before we begin, we are asking both students and leaders together to take responsibility for the program's success. Everyone including Salmon Camp staff, researchers, and students who are a part of the program will be held to these expectations.

First and foremost, to ensure everyone's safety - physically, spiritually, psychologically and emotionally we need your help in making Salmon Camp a safe and welcoming place. That is why we have adopted a code of conduct that reflects traditional beliefs of most, if not all, Tribal nations: Respect.

Respect is the over-arching principle. Salmon Camp represents a place where everyone can explore, learn, and have fun without being harmed in any way. All participants – youth and adults – are to be treated with utmost respect. Another guiding principle is this: If you don't think an action would be considered respectful, then don't do it. Maintain the highest standards of conduct – like those taught by your parents/guardians, grandparents and other teachers.

- **Respect Yourself:** Let Salmon Camp bring out the best in you. Think of how your parents/guardians, grandparents and teachers would want you to act.
- **Respect Others:** Use questions and discussion to solve problems. Violence will not be tolerated at all. Hitting, fighting, punching, shoving, among other violent acts are not acceptable or welcome on Salmon Camp Trips. These actions are grounds for students to be removed from the program.
- **Respect Relationships:** We all have our talents and gifts—appreciate them among other research team members and adults. Find the good in people. Put-downs and insults will not be tolerated. Salmon Camp is a place where people should be able to explore, learn, and have fun without being insulted by others. The folks we work with are giving up their time to work with us, which means they will be treated with the utmost respect. Disagreeing with people's opinions is fine; find a respectful way to voice your disagreement.
- **Respect Privacy and Personal Space:** During sleeping times males and females will be sleeping in separate tents, cabins, or hostel rooms. There will be no sharing of tents or rooms between males and females.
- **Respect Nature and Property:** We will be privileged to be in some beautiful natural areas and use a variety of cool technology special equipment, and facilities. Please treat the natural world, objects, and places we use with respect. Vandalism or destruction of property will not be tolerated. We will all be leaving things in at least the same condition, and where possible, better condition than we found them in.

Ensuring a Great Trip for All is Everyone's Responsibility!

All youths and adults at Salmon Camp are responsible for maintaining the highest standards of respect. When in doubt, report suspected violations of these expectations to your counselor or someone else in authority. You always have more than one way for bringing your concerns forward. You can do so by telling someone or writing it on an Incident Report form to be included in your Salmon Camp packet. If you prefer, you are welcome to contact the manager and/or director whose numbers are included below which will also be included in your packet. Any and all reports will be held in strict confidence to the extent allowed by law. Of course, we hope for the best and plan for those challenges that can arise from time to time. Overall, we want you to be assured of our commitment to work together to maintain a safe and welcoming environment for everyone throughout your Salmon Camp experience.

If we face challenges concerning a lack of Respect:

We will strive to work out problems through discussion, and positive alternatives such as, but not limited to:

- Providing as many opportunities as possible to try and find an interest for everyone
- Allowing students to take breaks from the activity going on, when practical
- Keeping open the lines of communication so ALL people have a chance to work through issues before they become problems.

When the above does not work, the three strikes policy comes into play.

- *The First Strike* for inappropriate behavior will be a warning, because people can accidentally mess up.
- *The Second Strike* is given if the behavior does not improve or worsens then there will be a discussion between the leaders of the program, the student, and potentially the parents and the program manager.
- *The Third Strike* comes when things continue to worsen then the student will be removed from the program.

There may be circumstances where an action warrants an immediate removal, and the three strikes do not apply. This is up to the discretion of the instructors and the program manager.

When everyone is responsible for their own actions, the goal of ensuring a positive experience for everyone will be achieved. Together we can make life-long friends and create an unforgettable experience.

Thank You!!

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