

1. My Ex-Director Should Be Fired Because He Required Us to Clean!

One month after a staffer resigned and left camp before the last day, they requested the camp's board remove the director for harassing the staffer and making them feel unsafe. The staff member, a former camper, resigned after being asked to contribute to the end-of-season cleanup that all staff were helping to accomplish. The staff had some unusual conversations with the director throughout the summer — discussions for which someone in the mental health field may have been better equipped. The staffer was requesting to meet with the board without the director present.

What can we learn from this case?

Policies and Risk Management	Staff Training	Key Takeaway
<ul style="list-style-type: none"> • How frequently are your employment policies and procedures reviewed by an HR professional and/or legal counsel? • Are your HR policies comprehensive enough to address disgruntled employees' issues? • Do you have access to a mental health professional who understands camp life? • How well are your board members oriented to their fiduciary duties as board members of your camp/ organization? • Do you require your board members to stay objective, unselfish, responsible, honest, trustworthy, and efficient? • Are your board members onboarded to act for the good of the organization, rather than for their own benefit? • Have you ever considered employment practices liability insurance? • What kind of board do you have? If they are a governance board, then is this conversation appropriate for your board vs being dealt with by the camp's/ organization's CEO? 	<ul style="list-style-type: none"> • Are staff trained on what to do if they have a grievance with a supervisor? With the camp? With the CEO? • Are your staff fully onboarded regarding their end-of-session and end-of-season responsibilities? • Are staff trained regarding harassment in all its forms during orientation? • Do staff have access to a mental health professional to help throughout the summer if the need arises? 	<p>Hiring, firing, and employment policies matter.</p>

Resources

- Edward A. Schirick, CPCU, CIC., CRM, "Evolving Risks — Employment Practices / Sexual Harassment / Unlawful Discrimination," By Edward A. Schirick, CPUCU, CIC, CRM; *Camping Magazine*, September 1, 2016: [ACAcamps.org/article/camping-magazine/evolving-risks-employment-practices-sexual-harassment-unlawful-discrimination](https://www.acacamps.org/article/camping-magazine/evolving-risks-employment-practices-sexual-harassment-unlawful-discrimination)
- *Alert: Review Your Workplace Harassment Policies NOW!* [ACAcamps.org/article/campline/alert-review-your-workplace-harassment-policies-now](https://www.acacamps.org/article/campline/alert-review-your-workplace-harassment-policies-now)