



**DRUG, ALCOHOL AND TOBACCO POLICY**  
*For Summer Camp Counseling Staff and Volunteers*

**TOBACCO POLICY**

The use of tobacco products will not be permitted on Camp Warwick or The Warwick Center grounds at any time. Therefore, summer staff and volunteers are required to abstain from tobacco products while on The Warwick Center property for the entire term of their employment. Use of tobacco products will be permitted off grounds during nights off and on weekends.

**DRUG & ALCOHOL POLICY**

Should summer staff members who are of age be allowed to drink when they are off duty? Many camps ask themselves that question year after year. Alcohol policies are tough - tough to form and tough to enforce. They can cause a clash between staff rights and staff responsibilities. They can lead to the dismissal of even the best employees. Camp Warwick has a zero-drug/alcohol policy because we view our staff as role models for the campers.

Staff members are required to abstain from all alcoholic beverages and illegal drugs for the entire term of employment at Camp Warwick. This policy holds whether staff is under or over 21 years of age, on duty or off duty, on grounds or off grounds, including weekends. Violation of the policy could be reason for immediate dismissal.

*I can and will comply with this policy.*

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Counselor Name (Print)

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Counselor Signature

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Date