



Camp Outright, P.O. Box 5235, Burlington, VT 05402

New Volunteer Staff Application

Application Information		
Legal Name (Last, First, Middle)	Preferred Name	Pronouns
Current Address (Street, City, State & Zip)	Phone	Date of Birth
Permanent Address (Street, City, State & Zip)	Alt. Phone	SSN
Email Address:		
Present Occupation & Employer:		
Race/Ethnicity (optional):	Gender identity (optional):	Sexual Orientation (optional):
Please mark the positions you are applying for:	Age & Program Preference (x all that apply)	
<input type="checkbox"/> Cabin Counselor <input type="checkbox"/> Floater <input type="checkbox"/> Kitchen <input type="checkbox"/> Lifeguard <input type="checkbox"/> Other: _____	<input type="checkbox"/> 13-15 <input type="checkbox"/> 15-18 (must be 3+yrs older than the oldest camper) Do you prefer to bunk with: (x all that apply): <input type="checkbox"/> Female identified <input type="checkbox"/> Male identified <input type="checkbox"/> Gender Liberated <input type="checkbox"/> Any	
Please Note Camp Outright 7.0 Dates: August 20th-26th Mandatory All Staff Training Weekends: Friday, August 18th - Sunday, August 20th		

Background Information and Experience

Please provide the following information or attach a resume or cv.

Education

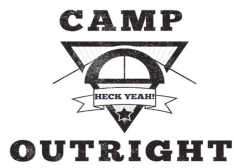
College/High School	Location	Major Subjects	Dates	Type of diploma/degree

Employment and Volunteer Experience (other than camps)

Employer/Agency	Nature of Work	Supervisor	Phone/Email	Dates

Camp & Environmental or Experiential Education Experience

Camp/Program	Position	Supervisor	Phone/Email	Dates



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Background Information and Experience

Copies of all certification cards and/or written documentation will be required.

<p>ABILITY TO LEAD OR CO-LEAD IN THESE PROGRAM AREAS:</p> <p><input type="checkbox"/> LEADERSHIP</p> <p><input type="checkbox"/> GARDENING/PLANT IDENTIFICATION</p> <p><input type="checkbox"/> FOREST/WETLAND ECOLOGY</p> <p><input type="checkbox"/> TEAM BUILDING/CAMP GAMES</p> <p><input type="checkbox"/> ARCHERY</p> <p><input type="checkbox"/> DRAMA/THEATER</p> <p><input type="checkbox"/> WRITING/DESIGN: _____</p> <p><input type="checkbox"/> MUSIC: _____</p> <p><input type="checkbox"/> DANCE: _____</p> <p><input type="checkbox"/> OUTDOOR LIVING SKILLS: _____</p> <p><input type="checkbox"/> SPORT(S): _____</p> <p><input type="checkbox"/> ARTS AND CRAFTS: _____</p> <p><input type="checkbox"/> DIY SKILLS (KNITTING, KOMBUCHA, ETC): _____</p> <p><input type="checkbox"/> OTHER: _____</p>	<p>CERTIFICATIONS - LIST SPONSOR AND EXPIRATION DATE:</p> <p><input type="checkbox"/> FIRST AID: _____</p> <p><input type="checkbox"/> CPR: _____</p> <p><input type="checkbox"/> CPR - PROFESSIONAL RESCUER: _____</p> <p><input type="checkbox"/> FIRST RESPONDER/EMT: _____</p> <p><input type="checkbox"/> LIFEGUARD: _____</p> <p><input type="checkbox"/> WATER SAFETY INSTRUCTOR (WSI): _____</p> <p><input type="checkbox"/> SMALL CRAFT CERTIFICATION: _____</p> <p><input type="checkbox"/> ADVENTURE/ROPES/INITIATIVES: _____</p> <p><input type="checkbox"/> ARCHERY: _____</p> <p><input type="checkbox"/> LPN/RN/MD: : _____</p> <p><input type="checkbox"/> OTHER: _____</p>
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Social Justice

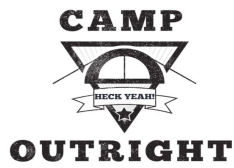
Please list activities, group discussions and workshops you are experienced in leading (i.e. Social change and justice, performance education, anti-oppression, being an ally or anything else you think would be beneficial).

Required Questions for New Staff

Please answer the following questions in 200 words or less.

1. Explain your interest, background in volunteering and/or experience with the LGBTQIA community?
2. At Camp we strive to provide a physically and emotionally safe place for our youth. Describe what a positive and safe camp culture means to you.
3. What do you consider “personal information”? How do you decide what to share with youth?
4. Please list and describe 3 STRENGTHS and/or skills you will bring to the Camp Outright Community this summer.
5. Please list and describe 3 WEAKNESSES and/or skills that you would like to develop during Camp Outright 7.0.

References



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List a total of three references (employers, teachers, supervisors, mentors, etc.) that are not family members or friends. Please have each listed reference complete a Camp Outright Reference Request Form that can be found at the end of this document and online. **All references will be verified for all applicants.**

Name	Email	Phone	How do you know this person?	How long have you known this person?

Additional Questions

Can you perform the essential functions of a camp job with or without reasonable accommodation? YES NO

Have you ever been convicted of a crime, other than a minor traffic offense? The type of conviction and when it occurred will be evaluated by the camp before any decision is made. **(Note: a prior accusation or conviction is not an automatic bar to employment)** YES NO

If yes, please explain.

The camp's policy is to prohibit all forms of harassment by our employees. This includes sexual, racial, religious, and other forms of harassment. Have you ever been accused of harassment of any person including, but not limited to workplace harassment? The type of conviction and when it occurred will be evaluated by the camp before any decision is made.

YES NO If yes, please explain.

Disclaimer and Authorization:

I authorize investigation of all statements herein, including any background checks and checks of criminal records, and release Outright Vermont, Common Ground Center and all others from liability in connection with same. I also understand that I will have a chance to discuss my background and criminal records check if I am called in for an interview. I understand that untrue, misleading, or omitted information herein or in other documents completed by the applicant may result in dismissal, regardless of the time of discovery by Outright Vermont or Common Ground Center. Outright Vermont and Common Ground Center do not discriminate in opportunities and employment on the basis of race, color, religion, national origin, pregnancy, gender, sexual orientation, marital/civil union status, ancestry, place of birth, age, citizenship status, veteran status, political affiliation or disability, as defined and required by state and federal laws.

Common Ground Center and Outright Vermont do not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

Applicant Signature: _____

Date: _____

Employee Release and Authorization Form:

I hereby authorize Common Ground Center or authorized representatives of this organization bearing this release to obtain and release any information pertaining to my background for employment or volunteer purposes. I hereby fully release and discharge my prospective employer or other source providing information from all claims and damages arising out of or relating to any investigation of my background for said purposes.

Applicant Signature: _____

Date: _____



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Camp Outright 7.0 Reference Form

_____ has applied for the position of _____ volunteer at Camp Outright. Please provide us with your opinion of this person's qualifications and abilities. Your insight is important part to the volunteer selection process. We greatly appreciate your honest, complete and prompt response. THANK YOU for assisting us in selecting the best people to volunteer with the youth we serve.

This reference may be shared with the applicant upon the applicant's request. ____ Yes ____ No

1. How long and in what capacity have you known the applicant?

If employer, would you re-hire? ____ Yes ____ No If no, please explain:

2. As demonstrated in work, at school, or on the job, how competent is the applicant in accomplishing what the applicant sets out to do?

- ____ **Excellent** (Very Competent)
- ____ **Good** (Competent, follows up)
- ____ **Average Performance**
- ____ **Below Average** (Sometimes does not follow through or leaves projects unfinished)
- ____ **Poor** (Shows little follow-up)

3. Volunteers work long hours and we are responsible for youth 24 hours a day. How would you rate the applicant's ability to be flexible and adapt to change?

- ____ **Excellent** (Highly effective even under stress. Mature and emotionally stable)
- ____ **Good** (Mature and stable)
- ____ **Average Performance**
- ____ **Below Average** (Applicant may not adapt well under stress)
- ____ **Poor** (Applicant is unstable, not flexible and needs very close supervision)

4. Volunteers work in a community living environment while facilitating inclusiveness and acceptance among staff and youth of various backgrounds. Please rate the applicant on relationships with other people.

- ____ **Excellent** (Works well alone or in groups. Can lead or follow and is very respectful of others)
- ____ **Good** (Highly respectful of others and usually works well alone or in groups)
- ____ **Average Performance**
- ____ **Below Average** (Sometimes accepting, sometimes inclusive, rarely respectful))
- ____ **Poor** (Works ineffectively as a team member or model respectful behavior)

Briefly comment on applicant's ability to communicate, understand others' perspectives and handle conflict:

5. How would you rate the applicant's ability to mentor, guide and plan with a group of 5-10 youth?

- ____ **Excellent** (Works extremely well with youth, collaborates with youth in planning)
- ____ **Good** (Works well with youth)
- ____ **Average** (Sets a good example, enjoys working with youth)
- ____ **Poor** (Does not work well with youth)
- ____ **Do not know** (Have not seen this applicant work with youth)

Briefly comment on the applicant's style of working with youth, ability to motivate and inspire youth:



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6. Please comment on the applicant's strengths and skills they will bring to the camp community.

7. Please describe any reservations you have or potential challenges you see in the applicant as camp staff.

8. Are you aware of any inappropriate relationships this applicant has had with youth?

9. Overall Recommendation:

- I recommend the applicant without reservations as an excellent applicant for camp staff.
- Overall, I would recommend the applicant as a good potential camp staff member.
- I have reservations, but feel there is a reasonable chance of success at camp
- I feel the applicant is not suited for camp staff.

10. Anything else you would like us to know about this applicant?

Signature: _____

Date: _____

Printed Name: _____

Position: _____

Address: _____

Phone: _____

Email: _____

May we call you for further information? Yes No