

# Camp Alleghany Staff Health Policy

1. Camp Alleghany is an equal opportunity employer.
2. Staff members understand that the overall health and well being of the campers at Camp Alleghany is their paramount responsibility.
3. Staff members must be able to perform the essential functions of their job. Specific job duties require several prolonged physical and mental challenges throughout the 24 hour day. Duties include but are not limited to:
  - Lifting up to 75 pounds
  - Walking up and down hills and stairs
  - Interrupted sleep
  - Care and supervision of children with various physical and emotional stressors throughout the 24 hour cycle
  - Tolerating extremes of temperature, hydration, and humidity
  - Exposure to insects, wildlife, sun, allergens and wind
  - Exposure to communicable illness, such as viral and bacterial diseases common among groups in group housing
  - Changes in schedule and routine, as well as eating a diet different from the individual's usual and customary diet
4. Camp Alleghany offers on-site medical consultation at no cost to the employee/volunteer through volunteer physicians and nurses. Physical and mental health conditions beyond the scope or practice or practical ability of these health professionals to treat in camp require transfer to an outside facility in the case of emergency. These providers may, at times, require that medical conditions beyond the scope of treatment at camp, or lack of necessary medical facilities or equipment in camp, may require treatment and stabilization at a medical facility or other non-camp setting before a counselor may return to duty. The medical staff at camp shall have sole discretion to decide if a staff member is medically stable and fit for duty, whether the staff member's medical needs may be addressed at camp or whether the staff member's condition, or lack of appropriate treatment facilities, require the staff member to be treated at a medical facility outside of camp. When possible, if off-site medical treatment is required, camp medical staff will consult with the staff member or the staff member's family regarding preference for treatment at a medical facility. It is understood and agreed that emergency situations may not permit camp medical staff to consult with the staff member or family before arranging for off-site medical treatment.

By signing below, I affirm that I have read and agree to the terms and conditions in the Camp Alleghany Staff Health Policy.

---

(Printed Name)

---

(Signature)

---

(Date)