

LEX Expectations

We're so glad to have you as part of the Leadership Experience (LEX) program this summer. Your LEX training week and LEX volunteering are chances for you to practice and improve your leadership skills and be a role model in many different ways.

Please read these expectations carefully!

We expect LEXers to:

- Attend and actively participate in at least 4 of the 5 days of the LEX training week.
 - Contribute meaningfully to the best of their ability to group discussions, projects, reflections, and team building activities.
- Treat all campers, fellow LEXers, and camp staff with respect.
- Listen to and follow instructions from camp staff.
 - Ask questions to clarify expectations or instructions.
 - Share concerns with camp staff and let them know of any problems or incidents as soon as possible.
 - Get permission from camp staff before leaving the camp group or LEX cohort.
- Behave appropriately for the activity they are participating in
- Use camp appropriate language at all times. This includes no swearing, slurs, or slang related to sexual activity or drugs/alcohol, or conversations that would be inappropriate for a small child to hear.
- Wear their uniform shirts (or a camp shirt from a previous year) and otherwise dress appropriately for camp activities.
- Use personal electronics only during lunch or other breaks or as approved by the LEX staff, and only access materials (games, music, etc.) that are appropriate for a camp setting.
 - Note: We discourage LEXers from bringing electronics to camp, as they can be a distraction and can also get damaged on the farm. We also recognize that for some youth, reading or playing a game on their device during breaks may be a way to help them self-regulate. Part of developing leadership skills is learning how to make appropriate choices and we ask LEXer and their families to think about what is the best choice for them.

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What happens if a LEXer isn't meeting these expectations?

If LEXers are not meeting these expectations, the Leadership Specialist and/or the Director will take the following steps:

1. Have a conversation with them about what is happening and address the causes to the best of our ability.
2. Discuss the behaviour with the LEXer's parent or guardian and create a plan to ensure the LEXer can meet expectations.
3. Participants who cannot meet these expectations may be required to repeat their training week before returning to volunteer.
4. Participants who consistently cannot meet expectations may be asked to leave the LEX program.

The following behaviours will not be tolerated and may be grounds for expulsion from the program.

- Failing to cooperate with camp staff.
- Verbal, physical or visual harassment of another participant, staff member or volunteer.
- Abusive language towards a staff member, LEXer, or another participant.
- Actual or threatened violence toward any individual or group.
- Bullying or taking unfair advantage of any participant.
- Leaving camp property without permission.
- Conduct endangering the life, safety, health or well-being of others.
- Possession or use of alcoholic beverages or other controlled substances on Fresh Roots' sites or reporting to the program while under the influence of drugs or alcohol.
- Bringing dangerous or unauthorized materials such as explosives, firearms, weapons or other similar items.