

Effective Date: November 12th, 2025

Last Revision Date: N/A

Responsible Party: Governance

Approved by: The Board of Directors

Date of Approval: December 15th, 2025

Next Review Date: November 12th, 2026

Purpose:

This policy exists to ensure that volunteers of Camp Fatima of New Jersey maintain a standard of conduct in their public-facing interactions that reflects the values, integrity, and community-centered mission of the Organization. It protects both the right of volunteers to provide feedback and the Organization's need to function without disruption or reputational harm.

Scope:

This policy applies to all volunteers of the Organization, across all programs, seasons, events, and communications channels, including online and offline activity. This policy covers all forms of Public-Facing Communication and all references to Leadership and Camp Programs.

Definitions:

- **The Organization** refers to Camp Fatima of New Jersey, including all programs, Leadership, branding, logos, uniforms, official communications, and affiliated materials or events. Any reference — written, verbal, or visual — that clearly implies or reasonably suggests an association with Camp Fatima of New Jersey shall be considered a reference to the Organization for the purposes of this policy.
- **Leadership** refers to the Board of Directors of Camp Fatima of New Jersey and may also include, where applicable, Program Directors, Staff Heads, or other individuals in official positions of responsibility within the Organization's operational or programmatic structure.
- **Volunteer** refers to any individual who contributes their time or service to the Organization in an unpaid capacity that volunteered at one or more programs.
- **Disparaging Content** refers to false, misleading, or hostile communications that harm the reputation of Camp Fatima or its leadership. This can be in the form of an image, written text, or audio.
- **Inflammatory Communication** refers to statements or posts designed to provoke anger, conflict, or division within the community.

- **Public Channels** include any method of communication that is accessible to the general public, such as social media (including private accounts), blogs, mass emails, public speaking engagements, audio platforms such as radio or podcasts, and printed materials. Etc.
- **Established Feedback Channels** are approved avenues for volunteers to raise concerns or offer feedback, including private conversations with leadership, anonymous forms, or board-facilitated meetings.

Policy & Procedure Statement / Guidelines:

Intent of Policy:

This policy is not intended to discourage or penalize constructive criticism, expressions of concern, or respectful disagreement with Camp Fatima leadership, volunteers, and campers. Volunteers are welcome to express frustrations, pose questions, and offer feedback through the appropriate internal channels. They also are more than able to express their frustrations and disagreements about the Organization and/or Leadership to individuals or groups in private settings and communications. However, when communication becomes publicly derogatory, inflammatory, or deliberately harmful to the organization or its leadership, it may trigger disciplinary review. Additionally, this policy shall not be used as a tool for internal disputes or personal grievances among volunteers. Claims made under this policy must be evaluated objectively, with consideration of intent, context, and impact.

Core Conduct Expectations

Volunteers are expected to embody Camp Fatima's values of respect, inclusion, compassion, service, and integrity in all of their interactions, both within and beyond camp programming.

Public Communication Standards

Camp Fatima welcomes constructive feedback. Volunteers must use established feedback channels to share concerns. Publicly sharing criticisms or hostile content about Camp Fatima, its leadership, programs, campers, or fellow volunteers is prohibited.

This applies to all public-facing communications and channels, which include but are not limited to social media posts, private social media accounts, videos, comments, blogs, podcasts, online reviews, public speaking engagements, printed communications, and interactions with media or donors that misrepresent the organization. If a form of

communication is not explicitly listed here but is reasonably interpreted by the Board of Directors as a public channel with the potential to impact the reputation or operations of Camp Fatima, it will be considered subject to this policy.

Attempts to obscure, crop, edit, or otherwise conceal identifying references (such as the Camp logo, names, uniforms, or recognizable imagery) in any public-facing communication — where the content or context clearly implies Camp Fatima is the subject — shall still be treated as a reference to the organization. Efforts to disguise affiliation do not exempt a volunteer's content from review under this policy when it can be reasonably determined that the organization, campers, or volunteers are being targeted.

Disciplinary Process:

Violations of this policy may result in action from the Board of Directors, including but not limited to a formal warning, suspension from volunteering, or permanent removal from Camp activities, depending on the severity and impact of the conduct.

If a sitting Board member is found to be in violation of this policy, any disciplinary action taken — such as a written warning or suspension from participation in Camp programming — does not automatically constitute removal from the Board of Directors. Should the Board deem removal necessary, it must follow the procedures outlined in the organization's bylaws. In such instances, the bylaws shall govern any decision related to the individual's continued service on the Board.

Appeals Process:

Volunteers have the right to submit a written response prior to any disciplinary decision being finalized. Additionally, volunteers may submit a formal appeal in writing to the Board of Directors within 14 days of notification of disciplinary action. The Board will review the appeal and provide a final decision within 30 days. All appeal decisions are final.

Rejoining After Suspension:

Volunteers who have been suspended for three years or more may request reinstatement by submitting a written request to the Board of Directors. The Board will consider such requests on a case-by-case basis and determine whether reinstatement is appropriate based on the volunteer's history, conduct, and alignment with the values of Camp Fatima. The Board's decision is final.

Related Policies:

Social Media Policy

Volunteer discipline Policy

References / Citations:

N/A

Revision History:

[Pending Initial Adoption]

Objective of Camp:

The objective of Camp Fatima of New Jersey is to provide free, high-quality recreational programs for individuals with developmental disabilities, from school age through adulthood. Through safe, inclusive, and nurturing experiences, Camp Fatima aims to promote personal growth, meaningful connection, and lasting joy for campers, while also offering respite, relief, and support to their caregivers. As an all-volunteer organization, Camp Fatima is built on a foundation of compassion, community, and service.

Background:

In recent years, Camp Fatima of New Jersey has faced instances where individual volunteers have made public-facing comments, posts, or materials that were antagonistic, crude, or divisive in nature towards Camp Fatima. These actions have created tension within the community and disrupted the unity essential to the camp's mission.

In response, our organization has taken steps to ensure that volunteers have appropriate and professional avenues to express disagreements or provide feedback, while also giving Camp Fatima the tools it needs to address public conduct that undermines leadership or damages the culture of respect and trust that is foundational to our work. This policy reflects a commitment to protecting both the integrity of the organization and the dignity of every volunteer, ensuring Camp Fatima remains a place where individuals are heard, supported, and held to shared standards of conduct.