



GSNETX will be an organization that fosters a just and fair Girl Scout community that strengthens our staff, volunteers, and girls. We are committed to removing barriers and creating an empowering experience for all through a culture of belonging.

The Camp Culture Code is intended to set expectations for campers, camp staff, and families ahead of their time at camp. The Culture Code is a pledge to ensure everyone at camp feels valued and safe. Together, we can create a safe and inclusive environment that celebrates who we are as authentic individuals. In an effort to help us all come to camp informed and empowered to be a part of our safe space, we ask everyone to commit to upholding the Camp Culture Code.

We ask that you review this document in its entirety and sign the acknowledgement.

It is an expectation of everyone in the camp community to respect one another. Respecting one another's beliefs means making space for them to believe what they do, without judgment. It does not mean that someone else needs to adjust their lifestyle or beliefs to align with someone else's.

Camp is a place where everyone can feel comfortable being their authentic self. GSNETX dedicates ourselves to making all youth feel welcomed, included, seen, heard, and safe. In the space of camp, this culture is especially empowering for youth. Our campers develop the confidence to know who they are, to feel that they are valued, and to experience the warmth and kindness of peers and mentors.

We strive to be an inclusive community – one that provides equitable access for all, including those who require additional physical, mental, social, or emotional support. Breaking down barriers and providing access is our ultimate goal, and we use a combination of reasonable accommodations and accessibility to create a culture of inclusion.

At Girl Scouts of Northeast Texas, we live by the Girl Scout Promise and Law, we value diversity and inclusion, and we are committed to creating a culture of belonging for all.

Girl Scout Promise

On my honor, I will try:
To serve God* and my country,
To help people at all times,
And to live by the Girl Scout Law.

*Members may substitute for the word God
in accordance with their own spiritual beliefs.

Girl Scout Law

I will do my best to be
honest and fair,
friendly and helpful,

considerate and caring,
courageous and strong,
and responsible for what I say and do,
and to respect myself and others,
respect authority,
use resources wisely,
make the world a better place,
and be a sister to every Girl Scout.

Camp staff have intentional plans to create a welcoming, positive, and constructive environment for the entire camp community, and this environment is critical to the value of camp. Rules and policies are established for safety and to ensure that we have a common standard of behavior. The following expectations are essential to the particular environment we support. Please discuss these with your camper and ensure that camper and caregivers can commit to meeting the expectations.

- Campers will actively contribute to a supportive and empowering environment by neither participating in nor tolerating bullying of any kind. Upon witnessing or becoming aware of bullying, campers are expected to promptly report the incident to camp staff.
- Campers are expected to demonstrate personal responsibility by taking care of themselves, their belongings, and each other, maintaining personal hygiene and health needs, and actively participating in camp chores to foster a cooperative and supportive community.
- Camp offers a valuable opportunity to disconnect from technology distractions and focus on the present camp experience. No electronic devices may be brought to sleepaway camp. For families and troops, we strongly encourage that electronic devices be limited to adult use for safety and communication related to camp.

Camp staff work hard to help campers adjust to cooperative camp life and have a successful week, and in most cases challenging behavior can be suitably resolved. Please note: GSNETX reserves the right to dismiss a camper from camp early, at family expense and without refund, if participation is deemed unsafe due to environmental, physical, emotional, or other endangerment to themselves or others.