

6. Pass Me the Vape

A group of campers and two staff members were taking a break in a cabin. One of the staff members decided to take a small group of campers out for a walk and, at some point during that walk, the staff person thought it would be a great opportunity to pass a vaping device around to the campers present. Inside of the vape apparatus was marijuana. Once leadership learned of the situation, they immediately restricted the staff member in the office to determine their next steps. They had already made the decision to dismiss the staff member but needed to determine what would happen before informing the individual of their dismissal.

What can we learn from this case?

Policies and Risk Management	Staff Training	Key Takeaway
<ul style="list-style-type: none"> • Does your camp have appropriate legal counsel secured to consult about staff employment? • Do your camp policies cover actions that will result in immediate dismissal? • Do your camp policies include actions that will result in immediate notification to authorities? • Is there a plan, with prewritten letters, for when communication must go out to parents in a timely manner? • Does your camp have a policy regarding medical marijuana use? 	<ul style="list-style-type: none"> • Are camp staff trained on policies related to drug/alcohol/illegal substances? • Do you train camp staff to establish appropriate boundaries related to sharing information and/or unacceptable activities with campers? 	<p>Create a standard procedure to implement when an employee takes an action that will result in immediate dismissal.</p>

Resources

- “Privacy vs. Protection: Can You Search Camper and Staff Belongings?": [ACAcamps.org/article/campline/privacy-vs-protection-can-you-search-camper-staff-belongings](https://www.acacamps.org/article/campline/privacy-vs-protection-can-you-search-camper-staff-belongings)
- “Don’t Let Your Camp Go To Pot: Impacts and Policy Challenges of Legalized Marijuana on Youth Camps,” by Mike Jenson; *Camping Magazine*: [ACAcamps.org/article/camping-magazine/dont-let-your-camp-go-pot-impacts-policy-challenges-legalized-marijuana-youth-camps](https://www.acacamps.org/article/camping-magazine/dont-let-your-camp-go-pot-impacts-policy-challenges-legalized-marijuana-youth-camps)
- “E-Cigarettes and ‘Juuling’ – What All Camps Need to Know”: [ACAcamps.org/resources/e-cigarettes-juuling-what-all-camps-need-know](https://www.acacamps.org/resources/e-cigarettes-juuling-what-all-camps-need-know)

