

7. To Joke or Not to Joke – This Shouldn't Be a Question

A staff member had some time off and went out to breakfast with a local friend. During the breakfast, the staff member shared that the camp they were working at would be a great location for a mass shooting. The friend felt uncomfortable with the statement and informed the camp of what was said. Though this person may have been joking, the camp took the friend's concern seriously and reached out to gather a few more details before speaking with the staff member.

What can we learn from this case?

Policies and Risk Management	Staff Training	Key Takeaway
<ul style="list-style-type: none"> • Has your camp secured appropriate legal counsel to consult about staff employment? • Does your camp have a policy on how to respond to unconfirmed threats to camp? • Does camp leadership have a relationship with local law enforcement from whom they can seek guidance? • Does the camp have a code of conduct that covers during and outside of work hours? • Is camp prepared to deal with a media inquiry related to this type of activity at camp? How might the camp respond? 	<ul style="list-style-type: none"> • Are staff trained on actions that could result in their dismissal? • Are staff trained on actions that would result in engaging law enforcement? • Are staff trained on the organization's code of conduct during and outside of work hours? 	<p>Create a standard procedure to implement when an employee makes a statement or takes an action that could be considered a threat. Even statements said in a joking manner should be taken seriously.</p>

Resources

Camp Security: [ACAcamps.org/resources/camp-security](https://www.acacamps.org/resources/camp-security)

