

Camper Code of Conduct



The goal of our Y camps is to provide children and youth with a positive camp experience leading to personal growth in a safe and welcoming environment. We expect campers and their families to act respectfully while at camp and have a firm policy against all types of bullying. Please read our Camper Code of Conduct below with your camper before camp to ensure that all participants get the most out of their Y camp experience.

WHAT IS BULLYING?

Bullying is when someone or a group of people target another person through repeated behaviours that intentionally cause physical or emotional harm.

TYPES OF BULLYING

- **Verbal Bullying:** Name calling, mocking, insulting, teasing, intimidation, homophobic and racist remarks.
- **Social Bullying:** Harming someone's social reputation and causing humiliation through actions like lying and spreading rumors, playing rude and harmful jokes on other campers, encouraging others to exclude someone, and mimicking unkindly.
- **Physical Bullying:** Hitting, kicking, tripping, pinching, pushing or slapping others, etc., as well as damaging other's property.
- **Cyber Bullying:** Hurtful and/or abusive messages, emails or posts, deliberately excluding others online, engaging in gossip or rumors online.

THE Y'S INCLUSIVE ENVIRONMENT

Using someone's race, sex, gender identity, sexual orientation, religious beliefs or socio-economic status as a tool to attack and cause harm to another camper does not align with the Y's core values and environment, and therefore will not be tolerated in any of our programs.

OUR FIVE CORE VALUES

- Campers take **responsibility** of their actions
- Campers **respect** themselves, each other, camp equipment/facilities and the environment
- **Honesty** is the basis for all friendships and necessary when communicating with Y staff
- Campers will be **caring** in their interactions with themselves and each other
- Campers will be **inclusive** to all program participants and staff from different walks of life, cultures, genders, sexualities, and races

BULLYING POLICY

Each camper is expected to treat all other campers with respect, and to help each other achieve the best possible camp experience. If a camper has difficulty meeting this expectation, parents or guardians may be called upon to assist or pick up their camper early. Our leadership team addresses all incidents of bullying seriously. We work together as a team to ensure that campers gain self-confidence, make new friends, and leave camp with positive memories.

WHAT TO DO WHEN BEING BULLIED

If your camper reveals that they are being bullied at camp, please inform the Camp Management team as soon as possible. Our team of counsellors and staff are trained to recognize bullying and how to address it, but there may be times when acts of bullying are not done directly in front of our team. We encourage campers to disclose bullying to their counsellors or senior staff while at camp, however we recognize that this isn't always the case. Once we are informed of any type of bullying, it will be addressed.

DISCIPLINARY PROCEDURES

When a camper does not follow the code of conduct or is bullying campers or staff, in most cases we will take the following action steps:

1. Staff will redirect the camper to more appropriate behaviours.
2. If inappropriate behaviours continue, the camper will be reminded of the code of conduct, asked to correct the behaviour and staff will relay the message to parents or guardians.
3. If the camper's behaviour continues, staff will contact parents or guardians and the camper will be sent home for the remainder of the day. They will be welcomed back the following day should they feel that they can act appropriately while at camp.
4. If inappropriate behaviour occurs again, parents/guardians will be contacted to pick up their camper and they will be dismissed for the remainder of camp.

Bullying or physical violence towards any staff or another camper may result in immediate dismissal for the duration of the summer. All situations are subjective and will be handled accordingly per the Camp Management's discretion. Camper fees are non-refundable for campers who are asked to leave camp due to behavioural and/or safety issues.

EXAMPLES OF UNACCEPTABLE BEHAVIOURS

- Refusing to follow the code of conduct or camp rules
- Using profanity, vulgarity or obscenity
- Stealing or damaging property
- Refusal to participate in activities or cooperate with the staff
- Disrupting a program continuously
- Endangering the health and safety of other campers and staff
- Teasing, mocking, making fun or bullying other campers or staff
- Physical violence (i.e. hitting, fighting, kicking, throwing objects, etc.)