

## Policy on Bullying and Misbehaviour

### **Our Goal:**

To provide, to the best of our ability, an enjoyable camping experience in a safe and caring environment, which we will strive to achieve through awareness, prevention and community development. Bullying is not a major problem in the camp setting, considering the short length of stay, supervision and busy camp schedule. We do, however, recognize that it does occur, and understand the negative effects it could have on your child. Through various strategies we are attempting to eliminate the concern to provide your child with a positive, memorable experience.

### **Strategies:**

**Staff awareness:** Through staff training provide an understanding of what bullying is, types of bullying, identifying children at risk, identifying potential bullies and other key elements involved.

**Increased supervision:** More direct responsibility and staff presence during potential high-risk times.

**Positive role models:** To encourage our staff and leadership to model positive conflict resolution, attitudes of caring and kindness and healthy peer relationships.

**Clear rules and consequences:** In a general announcement to the camp body, campers will be made aware of our no tolerance policy on bullying and aggression.

**Communication:** To encourage open lines of communication and approachability between all parties concerned.

### **Reporting:**

**Staff:** All staff will be required to immediately intervene and then report any degree or type of bullying to their direct supervisor. The supervisor will then report in writing the statement and action made by the staff member to the Director. Under the Director's discretion he will determine if further intervention is necessary.

**Camper:** Campers will be encouraged to approach their counselor or group leader in confidence to report any situation involving themselves or other campers that may occur that the staff are unaware of. Campers will be assured of the leaderships' prompt attention in dealing with the situation and recognizing their concerns as a serious issue. Communication will be stressed as an important factor in resolving issues.

**Leadership:** An incident file will be kept on all reports of bullying and serious misbehaviour. The Director or Program Coordinator will follow up with the camper(s) involved on all incident reports that are received. Consequences are under the discretion of the Director based on the situation. Parents will not be contacted unless the director deems it necessary.

### **Responding:** (in the case of bullying and general misbehaviour)

At camp, the word discipline implies teaching, training, guidance and trust. Campers are disciplined when he/she acts in a disturbing or aggressive manner, which affect the other members of their group in a negative manner. There are two basic instances in which discipline would be administered.

**When a camper is uncooperative:** when a camper does not respond to the reasonable and necessary suggestions of the Ranch personnel, especially where safety is concerned.

**When a camper is breaking the generally accepted and understood policies of the camp (including bullying policy):** a conscientious breaking of camp regulations (full list of Ranch policies available upon request) i.e.: fighting, swearing, willful damage to property, etc.

### **Depending on the circumstances these steps are used until the desired behavior is achieved:**

**Caution:** Caution or signal the camper to notify them you are aware of the disturbance or behavior leading to the disturbance; often that is all that is needed to correct matters.

**Relocate:** Either relocate the individual away from the area of disturbance or have another staff member relocate to the area of disturbance.

**Separation:** Move the disturber out of the group activity, when they have gained control they may return.

**Consultation:** A one on one meeting between the camper and the Director or Program Director to discuss the actions of the camper.

**Contact with parent/guardian:** Ranch personnel will contact the parent/guardian to explain the situation and discuss options.

**Second contact to parent/guardian:** To arrange the removal of child from the program. In no instance will discipline at camp take the form of physical or psychological punishment. We will administer discipline appropriate to the Ranch setting as outlined above.

If you have any questions concerning the Ranch Policy on Bullying and Misbehaviour, please call the Director at 403-884-2444.