

## Code of Conduct

### Guidelines for Behaviour and Respect at Camp

Campers and Staff attending or working at the Town of Orangeville camps are expected to show respect for themselves, their peers, the equipment they use, and the facilities they attend.

It is our intent to keep all Campers and Staff safe and maintain a positive camp environment.

We will not tolerate bullying, hitting, or other violent and/or belligerent behaviour. Parents or guardians will be informed of inappropriate behaviour and contacted to discuss corrective solutions. Staff reserve the right to immediately dismiss a child from camp due to violent or abusive behaviour.

### **Key Definitions**

**Staff** – Any Town of Orangeville employee including Camp Counsellors, Camp Coordinators, Program Coordinators, etc.

**Bullying** - Unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time.

In order to be considered bullying, the behaviour must be aggressive and include:

- An Imbalance of Power: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

**Violence** – The use of physical force to injure, abuse, damage, or destroy.

**Belligerent** – Hostile and aggressive; inclined to or exhibiting assertiveness, hostility, or combativeness.

**Abusive** – Using harsh, insulting language; using or involving physical violence or emotional cruelty.

Camp should be a fun experience for all involved. Our supervision ratios are as follows:

Minis (ages 4-5): 1 Counselor to 8 campers

Juniors (ages 6-8): 1 Counselor to 10 campers

Seniors (ages 9-10): 1 Counselor to 10 campers

Preteens (ages 10-13): 1 Counselor to 12 campers

If the resources (i.e. Staff involvement) required to manage a Camper's behaviour at camp exceeds our capacity (level of service we are reasonably able to provide), and the other Campers experience is being significantly compromised, Staff reserve the right to dismiss a child from camp.

### **Behaviour Expectations & Follow Up**

A three-strike model will be used when managing behavioural issues. It is the responsibility of the parent or guardian to ensure that their camper(s) is/are aware of the three-strike model. The behaviour policy will be sent to parents or guardians prior to the child's week at camp. It is also available online at [www.orangeville.ca](http://www.orangeville.ca).

Parent/guardian acknowledgment of the behaviour policy is required on the first day of each week of camp, by signing the Camper Information Form.

Staff will also ensure that Campers are aware of this model, as well as expectations for keeping all Campers and Staff safe while at camp.

### **3-Strike Model**

This model is not intended to provide three opportunities for poor behaviour, but rather is intended to help Campers avoid repetitive behaviour issues or patterns.

#### **First Strike\***

First occurrence, Camper will be asked to sit out to have a break from the activity, for a duration of time determined by Staff (the duration of the break will be relative to the behaviour). The Camper will not be excluded, however will be provided an opportunity to think about their actions and calm down any frustrations they may have. The Counselor will follow up with the Camper to discuss the situation and strategies to better resolve the problem. The Camper will be welcomed back to the group as soon as possible.

*\*May be by-passed if required*

**Examples of First Strike Behaviour:** Group disruption, mild language, putting safety at risk, etc.

### **Second Strike\***

Second occurrence, or dealing with a more severe issue. The Camper will be removed from the group setting. They will be joined by their Camp Counselor and a Supervisor at a quiet location where they can discuss the issue(s) that has taken place. The Camper will be provided with a Camper Behaviour Contract in order to come up with a positive solution. Parent/guardians will be contacted at this stage to ensure that they are informed, able to assist and provide support. After discussing the issue, and agreeing on how to best move forward, the Camper will be welcomed back to the group.

*\*May be by-passed if required*

**Examples of Second Strike Behaviour:** Unwelcomed teasing, indirect inappropriate or abusive language, destruction or abuse of personal property, endangering him/herself or others, etc.

### **Third Strike**

Third occurrence, or dealing with a very severe event. Having completed the Camper Behaviour Contract, the Counselor will remove the Camper from the group and reflect together on this document. The Counselor, Supervisor, and Camper (if appropriate) will call the parent/guardian to discuss options. The Camper may be asked to leave camp for the day, or the week, depending on the severity of the incident. The parent/guardians input will be considered; however Staff, Camper and group safety will be held as a priority and Staff reserve the right to dismiss Campers from camp. Depending on the severity of the event, Campers may not be welcomed back for the duration of the camp season.

**Examples of Third Strike Behaviour:** Directed bullying, aggressive body contact, violence, theft, directed inappropriate or abusive language, other repeated behaviour as listed previously, etc.

### **All Stages**

At all stages within this process the Counselor will speak calmly and openly with the Camper(s) involved. All parties involved will have their opinions heard and considered. Campers will be involved in finding solutions. The “strikes” will not be used as threats. All behaviour expectations will be communicated in advance. It is also the responsibility of the parent/guardian to ensure that Campers are aware of the behaviour policy and potential consequences. Counselors will complete an internal camp record or incident report for any incidents at camp. This record will be forwarded to the Supervisor and may be referenced if/when a parent is contacted. Counselors who reach a second strike with a Camper will be involved in completing the Camper Behaviour Contract with their Camper. This contract will be sent home for review with the parent/guardian. A call will always be made to the parent/guardian prior to this form being sent home.

### **Dealing with Behaviour**

Staff at the Town of Orangeville recognize that kids will be kids. Staff work hard to ensure that Campers understand what behaviour is acceptable and what is not. These expectations are introduced at the beginning of the week of camp, and the culture of respect for everyone and everything at camp is fostered from that point forward. This behaviour policy is not intended to restrict how each camper is dealt with at camp. Staff will always use their best judgement and work with Supervisors to ensure that everyone is having a positive experience at camp.