



WHITE MEADOW CAMP ANTI-BULLYING POLICY AND SUMMER CAMP BEHAVIOR AGREEMENT

The White Meadow Camp is committed to a safe and civil educational environment for all of our campers and staff, free from harassment, intimidation or bullying. “Harassment, intimidation or bullying” means any gesture, intentional written, verbal or physical act, or any electronic communication, whether it is a single incident or series of incidents, when the gesture, intentional written, verbal or physical act, or communication:

- Physically harms a camper/staff member or damages the camper’s/staff member’s property; or
- Has the effect of substantially interfering with a campers education or staff member’s duties; or
- Is severe, persistent, or pervasive that it creates an intimidation or threatening educational environment; or
- Has the effect of substantially disrupting the orderly operation of the camp.

Nothing in this policy requires the affected camper/staff member to possess a characteristic that is a perceived basis for the harassment, intimidation, or bullying, or other distinguishing characteristic.

Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendo’s, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions. “Intentional acts” refers to the individual’s choice to engage in the act rather than the ultimate impact of the action(s).

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the educational environment. Many behaviors that do not rise to the level of harassment, intimidation, or bullying may still be prohibited by other policies, rules or regulations.

Counseling, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact on the victim. False reports or retaliation for harassment, intimidation or bullying also constitutes violations of this policy.

Appropriate camp personnel are authorized to direct the development and implementation of the procedures addressing the elements of this policy, consistent with the complaint.



WHITE MEADOW CAMP BEHAVIOR AGREEMENT

PARENTS: Please take a moment to review the following agreement with your camper. Signify that you both understand and agree to each statement by initialing the line next to the statement. This form must be returned prior to the beginning of camp.

_____ I will work with my counselors and fellow campers towards creating an environment that is safe and welcoming for each of us.

_____ I understand that doing intentional harm or bullying another camper, either physically or emotionally is grounds for dismissal from camp.

_____ I understand that although I may be able to solve some conflicts on my own, the counselors are always ready to listen and assist if there is a problem.

_____ I understand that my counselors and all of the camp staff need and want to help but can only do so if I am willing to share any concerns that I have with them.

_____ I will respect the different cultures and backgrounds of my fellow campers and will not treat any camper differently based on their culture or background or any other identifying characteristic.

_____ I will use appropriate language and understand that the use of excessive, deliberate, profane language will not be accepted.

_____ I will be respectful of the property and personal space of other campers, camp staff and the camp grounds.

_____ I will not possess smoking materials, lighters, matches, illegal drugs, alcohol or weapons of any kind while at camp.

White Meadow Camp operates on a three strike policy. The first infraction of the Behavior Agreement will result in a verbal warning between staff and camper. The second infraction will result in a time-out and notification of parent/guardian at the end of the camp day. A third infraction will result in a conference between the camper, parent(s) and appropriate camp personnel. This third infraction can result in the removal from the camp program.

Refunds are not given for any camper who is sent home/removed from the program for disciplinary reasons.

A zero tolerance policy is enforced in regards to bullying and physical aggression. Any camper who commits an act of physical aggression against another camper, staff member, or anyone else will be removed from camp. As a parent, you will be responsible for picking up your camper within one hour of the decision to dismiss your child from camp. Depending on the act of aggression, your child may not be able to return to camp for the remainder of the camp program.

By signing below, I am stating that I have read and agree to abide by all policies contained within the Behavior Agreement. Furthermore, I agree and acknowledge that I have discussed all the policies, and their meanings and consequences, with my child(ren).

Parent Name/Print

Parent Name/Signature

Date

Camper Name/Print

Camper Name/Signature

Date