

# Bullying Policy

Sagitawa Christian Camps

## General Policy...

Sagitawa Christian Camps will not tolerate bullying amongst campers or staff. We believe in the inherent value of every individual and will provide an effective response toward all known bullying behaviours.

## Definitions...

Bullying is a pattern of repeated aggressive behaviour, with negative intent, directed from one person to another where there is at least a perceived imbalance of power.

## Prevention...

**Training:** It takes experience and understanding to resolve interpersonal camper issues. Staff members are well trained to recognize and handle different levels of bullying, and also when to pass information on to leadership staff. Two situations require this information to be passed on immediately: 1) when it is not resolved after the first attempt, or 2) where the level of bullying is sexual or physically harmful or threatening.

Campers and parents will be trained through our Code of Conduct, which shall be available to read prior to the beginning of the camp session, discussed during on-site first day orientation, and available in print in several strategic places around the camp.

**Wellness Director:** Camp Sagitawa has added several changes to our registration and camp preparation process. The changes include the position of a Wellness Director who serves on the Leadership Team and helps to prepare individuals for camp, and camp for individuals. Though the Wellness Director has a fairly wide area of interest when it comes to children or youth having difficulty with peers for various reasons, he/she will take a special interest in those who are often targeted by bullies, and those who may have a tendency to bully.

The Wellness Director will make contact with any concerned parents and will develop a plan that may include any of the following: specific cabin placement, cabin leader placement, assistant staff placement, regular contact with parents and on-site staff, camper visits with the Wellness Director and follow-up.

**Supervision:** We will provide regular supervision to all activities and identified high risk areas. This does not mean that campers are watched every second of every minute. We will provide supervision through awareness and risk management. For example, campers expected to return to a skill from a quick washroom break do not normally need supervision. However, the likelihood of a concern increases after chapel when all the campers are going back and forth to bathrooms – supervision required.

Supervision during daytime activities will be close to a 1:4 staff to camper ratio. Supervision during the night is at a 1:8 staff to camper ratio.

## **Intervention:**

Camp Sagitawa will intervene in all known bullying situations, because we do not condone bullying. Avoiding the bully may be helpful, but it is not an adequate solution.

Resolution is possible only by working through the situation with everyone involved. We take bullying seriously and will investigate each situation as thoroughly as necessary.

Resolution can begin with the cabin leader and head cabin leader, but quickly moves to the Wellness Director, the Camp Director and then to the parents as necessary. The wisdom of a parent may provide information and answers much more quickly.

### ***First Responders are those staff involved in the initial intervention.***

The staff member must...

1. Intervene to stop the incident
2. Calmly separate the parties involved
3. Escort both campers to speak the second responder
4. Complete the appropriate tracking sheet to be submitted to the second responder

## **Resolution:**

Our response to bullying includes four main goals:

1. Encourage communication
2. Develop empathy
3. Promote accountability
4. Enhance pro-social behaviour

### ***Second Responders are those involved in resolution.***

The Wellness Director and Camp Director (or designate) are the second responders in all cases of bullying. They are responsible for following through on bullying reports and will...

- ✓ Talk separately with the campers involved, and witnesses, to find out what happened
- ✓ Ask open-ended questions to determine the nature of the behaviour (where/when/who/what)
- ✓ Ask questions about how each person feels about what happened
- ✓ Talk to cabin leaders or other staff who may have direct knowledge
- ✓ Bring all involved together to discuss the situation as guided by the facilitator (2<sup>nd</sup> responder)
- ✓ Support the camper who was bullied, and prepare a plan for staying safe
- ✓ Intervene with and prepare strategies for the camper responsible for bullying
- ✓ Identify strategies for the campers who witnessed the bullying
- ✓ Complete the Bullying Incident Report
- ✓ Contact parents as necessary

We will support the bullied camper by working with him/her, helping them to process what happened constructively, and providing more specific informed supervision.