

Bullying Policy

At Camp Batawa, bullying is unacceptable. We have a strict policy regarding all forms of bullying behaviours. Every camper should feel safe at camp. And every camper also has a responsibility and is expected to treat those around them with respect and to contribute positively to the camp community. Our staff addresses all incidents of bullying, overt and covert, and are trained in preventing, recognizing, and taking fair and consistent action on incidents of bullying. All of us here at Camp Batawa are united in our goal to deliver a safe and inclusive environment for our campers to have the best possible experience at camp.

We define bullying as: when one or more people deliberately exclude, tease, taunt, gossip, hit, kick, or put down another person with the intent to hurt. Bullying happens when a person or group of people want to have ongoing power over another and use their power to intimidate, scare and/or coerce, at the expense of someone else. Bullying can also happen through cyberspace: through the use of e-mails, text messaging, instant messaging, and other less direct methods. This type of bullying can also lead to persons being hurt during or between the camp seasons and be especially hurtful when persons are targeted with meanness and exclusion.

Behaviour Guidelines

We expect campers to be respectful of campers, camp staff, and camp property at all times while they are at camp. We recognize that children make mistakes and challenge many norms given their stage of development, and it is our role as adults to help redirect and guide children to a better understanding of respect and responsibility.

Camp Batawa exists to support the holistic development of each camper through an empowering, comforting, and safe environment that recognizes the uniqueness of each child.

What We Believe In

- **Befriending the More-Than-Human World**
- **Adventure & Personal Growth**
- **Teamwork & Friendship**
- **Arts & Creativity**
- **Wildness & Wonder**
- **Acceptance & Accountability**

We encourage any camper to talk to a counsellor or any camp staff member if they feel uncomfortable or unsafe about experiences at camp or if they need help.

Behaviour Intervention Plan

Campers who are struggling with camp's behavioural guidelines will be taken through the following process:

1. Staff will redirect the camper to more appropriate behaviour and guide them in their understanding of why their behaviour is not appropriate.
2. If inappropriate behaviour continues, the camper will be reminded of camp rules, and will be asked to work with staff to decide what is needed for a change in behaviour to occur. At this point there may need to be more in-depth work in addressing issues of conflict and conflict resolution.
3. If inappropriate behaviour continues, parents will be notified to discuss next steps.
4. If inappropriate behaviour continues, the camper may be suspended or dismissed from camp.

Camp fees will not be reimbursed if a camper is dismissed from camp for incidents relating to unresolved bullying or behaviour issues.

Examples of unacceptable behaviour:

- Continuously refusing to follow camp rules and behavioural guidelines where it begins to impact the experience of other campers
- Use profane, vulgar, or obscene language
- Stealing or damaging property (personal or camp property)
- Continuously refusing to participate in activities or cooperate with staff where it begins to impact the experience of other campers and the integrity camp
- Disrupting activities constantly
- Leaving group or activity without permission
- Endangering the health and safety of other campers or staff*
- Use of alcohol, tobacco, or illicit drugs*
- Sexual conduct of any kind*
- Teasing, bullying, or harassment of other campers or staff
- Hitting, fighting, or any unwanted physical contact toward other campers or staff*

*Camp Batawa takes these actions very seriously and reserves the right for immediate dismissal without question, or follow-up action.

What Is the Definition of Bullying?

“Bullying is when you keep picking on someone because you think you’re cooler, smarter, stronger or better than them.”

How did we come up with this definition?

Let’s start with the basics. What exactly is *the definition of bullying*?



Unfortunately, there are as many *definitions of bullying* as there are people talking about it. One definition of bullying of kids is:

Bullying is a form of proactive aggression in which the bullying is unprovoked, and the bully initiates the bullying behaviour. (Dodge and Coie, 1987)

Another is:

Bullying involves an imbalance of power between the bully and the victim, is intentionally harmful and occurs repetitively. (Olweus et al., 1999)

A great *definition of bullying for kids* from stopbullying.gov that incorporates elements of both bullying definitions is:

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

To put this into a more kid-friendly definition of bullying, you could say that:

Bullying is when you keep picking on someone because you think you’re cooler, smarter, stronger, or better than them.