



Behavioral & Disciplinary Policy

This document describes the standards of behavior expected from camp registrants and their guardians. This document outlines behavior that can result in disciplinary measures, the specific disciplinary measures taken and the stages of conflict resolution.

Expected Participant Behavior

To ensure a safe and welcoming environment for all staff and camp participants, the Niverville Camps program enforces an understanding behavioral policy. Camp participants are expected to maintain the following:

- Respectful manners towards camps staff and fellow camp participants
- Participation in camp activities
- Follow the set rules given during camp orientation
- Respect camp policy on behavior, disciplinary actions, refund, registration, and drop off/ pick up
- Follow the health guidelines and regulations honestly and fully

Behavior warranting intervention and disciplinary measures

The following behavior from camp participants and guardians of the participants may result in prevention measures being taken and will result in the stages of conflict resolution being initiated:

- Arguments with other camp participants or camp staff
- Physical aggression or unnecessary roughhousing towards other camp participants or camp staff
- Inappropriate contact with other camp participants or camp staff
- Inappropriate comments with other camp participants or camp staff
- Refusal to participate in camp activities
- Intentionally distracting other camp participants from the current activity
- Refusal to listen to rules enforced by camp staff
- Refusal to listen to warnings given by camp staff
- Hostility and/ or abuse directed towards camp staff
- Dishonesty in following the camps health policy
- Non-compliance of the camps drop off and pick up policies

Each of the listed behaviors may result in a different level of conflict resolution being initiated. For example: Arguments between camp participants would begin at stage 1, and progress from there, whereas an act of physical violence against another camp participant may result in direct initiate of stage 2 or 3.

Stages of Conflict Resolution

Stage 1 - Reasoning: Verbal discussion and warning issued to the participant(s) involved. Every effort will be made to help the child understand the inappropriateness of their behavior. When conflict is child to child, every effort will be made to facilitate reasoning between participants.

Stage 2: Removal of the participant from the current activity and a discussion of behavior with consequences for non-compliance discussed.

Stage 3: Participant is removed from the remainder of the current activity, and the child's guardian is informed. Specific behavior changes with specific consequences will be outlined with the child and parent.

Stage 4: Participant is removed from the camps and the participant's guardian is asked to pick up the participant. The child participant may not be allowed to return to future registered programming and/or may be restricted from being able to enroll in future Town of Niverville Recreation Camps or Programs. No refunds will be provided for these situations.

In the event of behavior issues from campers that warrants the initiation of any of the above stages, an Incident Report Form shall be filled noting the details of the incident and recording the action(s) taken. A copy will be provided to the Camps & Recreation Programmer to keep a record of behavioral issues. Stage 1 may be reduced to a notation that is reported to the Camps & Recreation Programmer if the only action taken is implementation of a single verbal warning. However, documentation is still essential to ensure a proper record of behavior in the event further action is required to preserve the integrity of our camps program.