



Camp Kintail joyfully responds to God's call by providing Christian hospitality and programming forming a community where people play, live, and grow in God's creation.

Bullying Prevention Policy

*Approved: Spring 2018
To be reviewed: April 2021*

Policy

Camp Kintail has a firm policy against all types of bullying, including cyberbullying, and all members of the Camp Kintail community accept their responsibility to promote positive relationships and to prevent bullying. Camp Kintail's mission statement states that every camper should have the opportunity to play, live, and grow in God's creation through Christian community. Bullying breaks down community and is not tolerated at Camp Kintail.

Definitions

Bullying: a form of repeated, persistent and aggressive behaviour that is directed at an individual or individuals that is intended to cause (or should be known to cause) fear and distress and/or harm to another person's body, feelings, self-esteem, or reputation. Bullying occurs in a context where there is a real or perceived power imbalance. [Ontario Ministry of Education's Policy/Program Memorandum No. 144, Bullying Prevention and Intervention, October 4, 2007]

Campers may attain or maintain power over others at camp through real or perceived differences. Some areas of difference include but are not limited to size, strength, age, language, intelligence, economic status, social status, solidarity of peer group, religion, ethnicity, disability, political convictions, disability, sexual orientation, family circumstances, gender, and race.

Bullying is a dynamic of unhealthy interaction that can take many forms. It can be physical (e.g. hitting, pushing, or tripping), verbal (e.g. name calling, mocking, or making sexist, racist, or homophobic comments), or social (e.g. excluding others from a group, spreading gossip, or rumours). It may also occur through the use of technology (e.g. spreading rumours, images, or hurtful comments through the use of e-mail, cell phones, text messaging, social media, or other technology).

Cyberbullying: the use of information and communication technologies, such as e-mail, cell phone text messages, instant messaging, personal Web sites and on-line personal polling Web sites, to support deliberate, repeated and hostile behaviour by an individual or group, which is intended or perceived to harm others.

Bullying prevention: is a camp-wide approach that heightens expectations for a safe, caring and inclusive camp environment. It includes a shared understanding about the nature and underlying causes of bullying and its effects on the lives of individual camper and the camp community.

Bullying intervention: is a comprehensive and effective response to the bullying incident that takes into consideration all parties involved in the bullying incident. It should provide specific supports for the camper who has been bullied, intervention for the camper who was bullying, and strategies for responding to the campers who were directly observing the bullying incident.

Bullying Prevention Strategies with Staff

- Clearly communicate policy and protocols for bullying behaviors to all campers, staff, volunteers, and parents.
- Provide training about bullying and bullying prevention during staff training.
- Ensure that discussions about bullying and caring behaviors are ongoing within cabins, LIT groups, and staff. Be proactive in ensuring cabin cohesiveness.
- Empower bystanders to promote and take responsibility for creating a safe and welcoming environment.
- Provide a means for safely reporting bullying behaviors.
- Be observant and responsive to reports of bullying.
- Ensure campers are recognized for caring behaviors.
- Assign new or uncertain campers a buddy; be aware of possible triggers through information provided on registration forms..
- Assign a caring staff member to "connect" regularly with the campers who are potential targets (this could be the Head Counsellor or your Program Staff person).
- Consider how campers are grouped so that the targets are not left out and are not paired with someone who bullies them.
- Teach friendship and assertiveness skills.

Bullying Prevention Strategies with Campers

- Talk about what a bystander can do in a bullying situation with each cabin.
- Emphasize that the cabin together can stand up against bullying.
- Explain the expectation to take action, the sooner, the better.
- Teach and practice skills and strategies to take a stand.
 - Make a safe choice; consider the level of risk in choosing an action for intervening.
 - Teach options for intervening:
 - Choose to not participate.
 - Report to an adult.
 - Encourage the peer group to take a stand.
 - Take an individual stand.
 - Be friendly toward the target.
- Empower witnesses to take leadership roles in making the camp safe for everyone.
- Acknowledge and reinforce caring behaviors.
- Clarify the difference between tattling and telling (reporting).

Bullying Intervention Procedures

Each instance of behavior, including bullying and harassment, at Camp Kintail will be dealt with on an individual basis, dependent on the situation, the person involved, the needs of the person experiencing the behavior and the seriousness of the incident, conducive to being a supportive and safe camp environment. The staff member who witnessed or heard about bullying shall:

- Remember that all incidents of bullying are investigated and acted upon.

- Ensure the safety of the child.
- Ensure that campers who are being bullied are not be re-victimized by bringing them together with their bully to try to resolve the situation immediately.
- Ensure that the child who was bullying is with another staff member. State (do not ask) the rule that was violated and the feelings of the target.
- Immediately report the incident up the chain of command; to the Head Counsellor and/or if s/he is not available, then to the Assistant Director or Director.

The Head Counsellor/Assistant Director/Director shall:

- Interview all concerned.
- Record the incident.
- Notify parents/caregivers that an incident is being investigated, including consideration of how the parties wish the incident to be resolved.
- Attempt to find a resolution through strategies such as:
 - Conflict resolution
 - Implementing consequences
- Keep counsellors informed.

The campers who observed the bullying shall:

- Be reminded that bullying of any sort is not acceptable at Camp Kintail.
- Be told of the consequences of bullying.
- Work with their counsellors to review their cabin covenant and re-commit to this covenant.
- Be reminded that together they can stand up against bullying.

In most circumstances:

- It is our hope that all the children in the incident will be able to continue to live, play, and grow at camp together. Jesus calls us to forgive and to be forgiven, and we want to model Christian community and behavior at Camp Kintail.
- The parents of both the child who bullied and the child who was bullied will be called and informed of the situation.
- If the situation contained behavior that is not acceptable at Camp Kintail (e.g., uttering death threats, threatening someone with a weapon, repeated dunking in the water) then the child who carried out these actions will be sent home.
- If the bullying persists, the child who was bullying will be sent home to ensure the safety of the campers and the integrity of the Camp Kintail program.