



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

BULLYING POLICY

At Embarcadero YMCA Camp, bullying is inexcusable, and we have a firm policy against all types of bullying. Each camper is expected to treat all other campers with respect, and to help each other achieve the best possible experience. If a camper has difficulty meeting this expectation, parents may be called upon to assist.

Our leadership addresses all incidents of bullying seriously and trains staff to promote communication with their staff and their campers. We work together as a team to ensure that campers gain self-confidence, make new friends, and go home with their camp experience.

BEHAVIOR GUIDELINES

Please read our behavior policy with your camper before camp.

We expect campers to act respectfully at all times when they are on our property or participating in our programs. Campers are to behave in a mature, responsible way and respect the rights and dignity of others.

Actions will reflect the YMCA Four Core Values:

- Campers take **Responsibility** for their actions.
- Campers **Respect** themselves, each other, camp equipment and the environment.
- **Honesty** will be the basis for all relationships and interactions.
- Campers will be **Caring** in their relationships with others.

Campers should talk to a counselor or any camp staff member if they are uncomfortable with any experiences or need assistance while at camp.

DISCIPLINE PROCEDURES

When a camper does not follow the behavior guidelines, we will take the following action steps as behavior problems progress.

1. Staff will redirect the camper to more appropriate behavior.
2. If inappropriate behavior continues, the camper will be reminded of behavior guidelines and camp rules, and the camper will be asked to decide on action steps to correct his/her behavior.
3. If a campers behavior continues, parents will be notified to discuss next steps.
4. If inappropriate behavior continues, as a final action step the camper may be dismissed from camp.

Examples of unacceptable behavior:

- Refusing to follow behavior guidelines or camp rules.
- Using profanity, vulgarity or obscenity.
- Stealing or damaging property (personal or camp property).
- Refusal to participate in activities or cooperate with staff.
- Disrupting a program.
- Leaving a program without permission.
- Endangering the health and safety of children and/or staff.
- Use of illicit drugs, alcohol or tobacco or sexual conduct of any kind.
- Teasing, making fun or bullying of other campers or staff.
- Hitting or Fighting of any kind. (This includes the hitting of Staff or C.I.T's)

Camper fees are non-refundable if a camper is sent home for disciplinary reasons. Bullying or physical violence towards any staff or towards another camper may result in immediate dismissal from the camp program for the duration of the summer. All situations are subjective and will be handled accordingly per the Camp Managements digression.