



CAMP MAHACKENO BEHAVIOR POLICY



OUR APPROACH TO PREVENTING BULLYING & PROMOTING CONFLICT RESOLUTION

At Camp Mahackeno, we believe the best way to prevent potential behavior issues is to provide quality camp programming. With engaging, impactful, and fun activities, we believe that many problems can be avoided. We strive to build strong character values with our mission, all staff are encouraged to be positive role models, teaching campers positive social and emotional values. We hope that most instances can be handled and solved appropriately with the upmost consideration for all children and their well-being by our staff members. After our initial efforts to positively change a camper's behavior have failed, we will contact parent(s)/guardian(s) for additional assistance.

CAMPERS CODE OF CONDUCT



The WWFY promotes character development, campers and parents/guardians are expected to abide by the Camp Mahackeno rules and policies. A guardian's signature on the registration form acknowledges the agreement to follow these policies.

If a camper is unable to adhere to camp policies and counselor rules, the following action steps will be put into effect:

MINOR MISBEHAVIORS

Minor misbehaviors will be handled by the counselor using positive behavioral practices (for examples of positive behavioral practices, see the Preventing and Managing Negative Behavior section below)

Examples of an initial offense: not listening to counselors, being disruptive to the group, throwing rocks, wandering from the group, and other minor issues.

1st Offense: When there is repeated undesirable behavior, the counselor will communicate the problem to their respective Unit Director.

- The Unit Director will provide the counselor guidance on how to handle the camper and/or if necessary, assist the counselor by having a conversation in person.
- At the counselor's discretion and Unit Directors guidance, the camper may be asked to take a break or change their role in the activity.
- **An Initial Behavior Report will be filled out and put into the camper's personal file – Initial Behavior Report describes a camper's behavior reported to a Unit Director.**

EXAMPLES OF LEVEL 1 BEHAVIORS CHART

Example Behaviors	Interventions
<ul style="list-style-type: none">● Purposely distracting others● Inappropriate remarks● Refusal to follow instructions● Littering● Inappropriate dress● Pushing or shoving● Profanity and/or obscenity● Excessive and/or loud talking● Throwing objects	<ul style="list-style-type: none">● Contact with parent/guardian● Behavioral contracts/management plan● Short period of activity exclusion● Cooling off/time out● Nonverbal correction (redirection)● Positive reinforcement● Verbal correction (redirection)● Withdrawal from privileges● Group change● Appropriate social response guided by staff● Documentation in camper's file

2nd Offense: Repeated negative behavior persists, or additional problems arise.

- Counselor will immediately inform the Unit Director. The Unit Director will remove the camper from the group to have a conversation about the behavior and to discuss the following;
 - The parents/guardians will be contacted and informed about the behavior(s).
 - The behavior needs to be changed immediately.
 - Camper may be asked to take a “cool off” break (a specified period of supervised time for the camper to decompress away from the group to collect their thoughts and settle down).
- Unit Director will call home to discuss possible solutions and ways to help in camp and at home.
- **A Behavior Report will be filled out and put into the camper’s personal file – Behavior Report is a document that describes the camper’s negative behavior, includes the conversation had with the parent/guardian, and actions to be taken by staff to improve the camper’s behavior.**

EXAMPLES OF LEVEL 2 BEHAVIORS CHART

Example Behaviors	First Occurrence Interventions	Subsequent Occurrence Interventions
<ul style="list-style-type: none"> ● Persistent Level 1 behaviors ● Disregard for others safety ● Damage to property ● Possession of harmful objects ● Discriminatory conduct (Slurs) ● Intimidation/threats ● Possession of stolen property ● Gambling ● Theft ● Fighting ● Kicking ● Biting ● Spitting ● Pinching ● Running from group ● Leaving grounds without permission 	<ul style="list-style-type: none"> ● Face-to-face conference with parent/guardian ● Use of verbal de-escalation methods ● Behavioral contracts/management plan ● Place notes in appropriate system ● Referral to an outside agency or authority for consultation ● Early dismissal from program and possible suspension (1-3 program days) ● Restitution for damage ● Police may be called ● Re-entry plan 	<ul style="list-style-type: none"> ● Face to face conference with parent/guardian, Assistant Camp Director/Camp Director, an outside agency or authority for consultation ● Out-of-program suspension (1-5 program days) ● Possible decrease in program hours ● Restitution for damage ● Re-evaluate individual goals, interventions, and program match ● Make recommendations for other program placements ● Possible exclusion ● Police may be called ● Place notes in appropriate system ● Re-entry plan

3rd Offense: Camper’s behavior has continued and not improved, is negatively affecting the camp experience of other campers, and/or is becoming dangerous to self or others.

- Camper will be removed from the activity to have a conversation with the Unit Director and the Camp Director
- Unit Director/Camp Director will make another phone call home to inform parents/guardians of continued negative behavior. As part of this conversation, a Parent Meeting may be suggested.
 - Parent Meeting is a meeting at camp with; camper, parent(s)/guardian(s), Unit Director, Camp Director. The conversation’s main topics will be to figure out why the negative behavior is happening, how to fix it at camp/home, and what needs to happen moving forward to continue being at camp.
- A Behavior Report will be filled out and put into the camper’s personal file

EXAMPLES OF LEVEL 3 BEHAVIORS CHART

Example Behaviors	Interventions
<ul style="list-style-type: none"> ● Persistent Level 2 behaviors ● Arson/attempted arson ● Sexual misconduct ● Possession of explosives ● Burglary/robbery ● Group violence ● Use/possession of a weapon ● Interference with staff authority ● Bomb threats ● Use of a legitimate tool as a weapon ● Endangerment ● Vandalism ● Possession of stolen property ● Engaging fire alarms ● Abuse, and/or harassment (verbal, physical, sexual, or emotional) ● Severe or repeated physical aggression 	<ul style="list-style-type: none"> ● Out-of-program suspension (10 program days) ● Restitution and/or follow-up by outside agency or authority ● Possible exclusion from program ● Possible exclusion from department programming ● Mandatory exclusion ● Police may be called ● Non-Violent Crisis Intervention ● Place notes in appropriate system ● Re-entry plan

4th Offense: No changes have happened since the Parent Meeting.

- Camper will be removed from all activities and arrangements will be made for the camper to be picked up for the day. Parent/Guardian will have a 2nd meeting with the Assistant Camp Director and Camp Director to have a conversation about the future of their camper at camp.
 - Possible consequences: miss a day, removal from camp for the summer
- A Behavior Report will be filled out and put in the camper's personal file

ZERO TOLERANCE BEHAVIORS

The following negative behaviors are unacceptable and require arrangements for the child to be picked up upon receiving knowledge of the behavior. A Parent Meeting will be required with the Camp Director as well.

- Possession of drugs, drug paraphernalia, alcohol, cigarettes, or weapons (including knives or other dangerous items).
- Aggressive physical contact (hitting, pushing, punching, kicking, etc.).
- Destruction of camp property or property of others.
- Stealing from others from camp.
- Endangerment to self or others.
- Inappropriate intimate conduct between campers.
- Verbal threats to campers or staff.
- Please understand that all behavioral situations are very different from one another and may require more specific actions or earlier consequences based on the severity of the behavior(s).



ANTI-BULLYING POLICY

At Camp Mahackeno, we are committed to fostering a safe, inclusive, and respectful environment for all campers. Understanding the difference between bullying and normal conflict is essential in helping children grow emotionally and socially while ensuring the camp remains a supportive community.

Bullying is intentional, repeated aggressive behavior that involves a real or perceived power imbalance. It is meant to harm, intimidate, or control another individual physically, emotionally, or socially. Bullying can take many forms, including but not limited to:

- **Physical** (hitting, pushing, or other forms of physical aggression)
- **Verbal** (name-calling, threats, insults)
- **Social** (spreading rumors, excluding someone, damaging friendships)
- **Cyberbullying** (using technology or social media to harass or intimidate)



Signs of Bullying

- Ongoing pattern of harassment
- Deliberate attempts to isolate, belittle, or harm someone
- Imbalance of power between the parties involved

Conflict is a natural part of social interaction. It occurs when two or more individuals have a disagreement or misunderstanding. Unlike bullying, conflict is typically:

- Mutual: Both parties have a role in the disagreement.
- Situational: Arises due to differing opinions, needs, or misunderstandings.
- Unintentional: Conflict is not rooted in an attempt to harm, but rather a clash in perspectives.

Signs of Conflict

- Disagreement between two or more campers
- Equal involvement from both sides, where each person expresses their viewpoint
- Temporary tension or arguments that can often be resolved through communication



OUR APPROACH TO PREVENTING BULLYING & PROMOTING CONFLICT RESOLUTION

At Camp Mahackeno, we work proactively to prevent both bullying and unnecessary conflicts through the following strategies:

PREVENTING BULLYING

1. **Education and Awareness:** We educate campers and staff about the harmful effects of bullying, including how to recognize it and take action. Staff members receive specialized training on identifying and intervening in bullying situations.
2. **Clear Expectations:** We set clear behavioral expectations from the start, emphasizing kindness, respect, and inclusion. These values are reinforced daily in group activities, team-building exercises, and one-on-one interactions.
3. **Safe Reporting Systems:** Campers are encouraged to report any bullying behavior to staff members without fear of retaliation. Confidentiality and sensitivity are maintained when addressing reports.
4. **Zero-Tolerance Policy:** Bullying is not tolerated at Camp Mahackeno. Any camper found engaging in bullying behavior will face appropriate consequences, including discussions with parents, removal from group activities, or dismissal from the camp, depending on the severity of the behavior.

PROMOTING CONFLICT RESOLUTION

1. **Communication Skills Training:** Campers are taught how to express their feelings and opinions constructively. We emphasize the importance of using "I" statements (e.g., "I feel upset when...") and listening actively to others.
2. **Mediation:** When conflicts arise, staff members act as mediators to help both parties express their viewpoints, understand each other's perspectives, and find common ground for resolution. The goal is to guide campers toward mutual understanding and compromise.
3. **Problem-Solving Techniques:** Campers are encouraged to come up with fair solutions to conflicts. By teaching problem-solving strategies, we empower them to handle disagreements in a way that builds relationships rather than harms them.
4. **Role-Playing and Practice:** During camp, we create opportunities for campers to practice resolving conflicts in a safe, controlled environment. Through role-playing activities, campers can learn how to approach a disagreement without escalating the situation.

HOW WE WORK TO PREVENT BOTH

- **Fostering a Positive Camp Culture:** We emphasize a camp culture based on respect, inclusivity, and teamwork. Activities are designed to build trust and cooperation among campers, reducing the likelihood of both bullying and unnecessary conflict.
- **Staff Vigilance:** Our staff members are trained to monitor camper interactions closely, recognizing early signs of conflict or bullying and intervening before situations escalate.
- **Encouraging Empathy and Cooperation:** By incorporating activities that promote empathy and understanding, we help campers appreciate others' perspectives, which reduces the likelihood of both bullying and conflicts.
- **Parent Partnership:** We work closely with parents to ensure consistency between home and camp behavior expectations. If conflicts or bullying issues arise, parents are informed and included in the resolution process to

REMOVAL FROM CAMP

Under the Behavior Management Policy outlined above, the Camp Director reserves the sole discretion to suspend or expel a camper from camp. We employ this practice only when absolutely necessary. No refunds will be issued if a camper leaves camp early due to disruptive behavior, excessive disciplinary problems, physical or verbal attack towards other campers or staff or other behavior not tolerated by camp, including bullying, bigotry or inappropriate language.

