



BULLYING PREVENTION POLICY

Camp KidsTown has a firm policy against all types of bullying, including cyberbullying, and all members of the Camp kidsTown community accept their responsibility to promote positive relationships and to prevent bullying.

Bullying is any type of unwanted physical, verbal, social or psychological behaviour that results in humiliation or intimidation, while cyberbullying is bullying electronically. In order to be considered bullying, the behaviour must include an imbalance of power and be repeated over time¹. Some common examples of bullying include²:

- **Physical Bullying:** Hitting, poking, pinching, chasing, shoving, destroying or stealing belongings, etc.
- **Verbal Bullying:** Name calling, spreading rumours, threatening, making negative references about someone, etc.
- **Social Bullying:** Scapegoating, excluding others, humiliating others, etc.

At Camp Kidstown, bullying is inexcusable. All campers, volunteers and staff, are expected to treat one another with respect. When an incident of bullying is reported:

- The participant displaying unacceptable behaviour will be asked to genuinely apologize, as appropriate to the participant's age and level of understanding.
- Camp Kidstown will provide participants and staff with problem solving and anti-bullying strategies, and facilitate ongoing support to ensure participant safety.
- Staff will monitor and document ongoing behaviour. Directors will provide feedback to parents/ caregivers and camp administrators.
- Guardians will be notified about bullying situations in which their child has been involved as the target, witness, or bully.
- In serious cases, camp directors may suggest that the participants be removed from the program, including future programs. In this case, a conference may be called between directors and guardians to discuss the next steps that will be taken.