



BLBC Camper Code of Conduct

The Brome Lake Boating Club (“BLBC” or “Club”) is intended to be a place free from inappropriate language, violence, bullying, or other behaviour that is disruptive or disrespectful to staff and other campers or members. Club staff will address incidents with campers, and families will be notified, as a first step. If there is no significant change in behaviour, or the unwanted behaviour escalates in severity, the Club manager(s) reserve(s) the right to remove a camper from programs for any duration of time, up to and including a seasonal expulsion from all Club activities. In the event that a camper needs to be removed from camp programs, families will be responsible for bringing their camper home.

Our general member code of conduct applies to all camp participants, but for the purposes of camp programming, we have condensed our expectations of campers to the following “4-S Test,” which will be reviewed with campers on the first day of each week’s programming. We recommend that you take some time to review these expectations with your child to ensure that they understand their commitment to being a respectful member of the BLBC community.

Making the Right Choices:

When I am choosing to do something at camp, I must be able to answer “YES!” to these questions:

- Is it **Safe?** (Est-ce **Securitaire?**)
- Is it good **Stewardship** of the club and the natural environment? (Est-ce que ça prend **Soin** du Club et de l’environnement naturel?)
- Does it build positive **Self-esteem** for myself and others? (Est-ce que cela renforce une estime de **Soi** positive pour moi-même et pour les autres?)
- Does this **Serve** the Club’s values? (Est-ce que cela **Sert** les valeurs du Club?)

More Detailed Expectations:

- **Safety:**
 - Campers are expected to follow all safety regulations presented by Club staff and specialists, including wearing the appropriate attire for the activity at hand.
 - Campers will not use physical or emotional violence, threats, or harassment against others or themselves.
- **Stewardship:**
 - Campers will assist Club staff in the care and maintenance of the Club and its equipment to the degree that they are capable; this includes cleaning up after themselves and putting equipment away properly.
 - Campers must not mark, deface, or destroy any BLBC or others’ personal property, nor the surrounding environment.
- **Self-Esteem:**

- Campers will use positive communication with their peers and staff. Inappropriate language, insults, put-downs, etc. are not acceptable.
- Campers should be encouraging of others and have good sporting conduct when participating in competitive activities.
- Campers should challenge themselves in trying new activities or surpassing their own personal performance in camp activities.
- Serving our Values:
 - We value respect, cooperation, and positive contributions. We hope that all campers will be careful and considerate so their actions will not hurt another, whether that's physically or emotionally, whether intentional or accidental.
 - We are welcoming of others, and respect their rights, differences, and beliefs.

Reporting & Consequences:

Our goal in creating this code of conduct is to create a Club environment where participants and staff feel safe and valued as their true selves, where we respect and care for one another, and where we can challenge ourselves and develop our skills. Any camper behaviour that requires an intervention from Club staff will be documented and families will be notified. Staff will be receiving training on behaviour management techniques, recognizing the signs of bullying & abuse, protection of minors, and restorative justice.

We encourage all participants to raise their concerns to their staff members if something or someone makes them feel unsafe at the Club.

Interventions

- If a staff member witnesses a situation (or is brought a concern by another camper or Club member) with a minor breach to the code of conduct, they will take the time to address the behaviour with the camper and use whatever restorative justice technique is warranted in that situation (e.g. making reparations to another camper to re-establish trust and respect).
 - The situation and intervention will be documented and filed, and a Club manager will communicate with the camper's parent or guardian to inform them of the steps taken to redirect the unwanted behaviour and/or what reparations they were required to make.
- For a major breach to the code of conduct, including physical or emotional violence or harassment, the camper will be removed from camp programming temporarily to regulate their emotional state, then have a conversation with a Club manager and the witnessing camp staff to determine appropriate consequences. The parent or guardian may be called to be a part of that conversation, or to be informed of the decision of camp management if immediate removal from Club premises is required.
 - The situation and intervention will be documented and filed, and whatever sanctions have been determined will be placed in the camper's file.
 - Depending on the severity of the behaviour and/or impact on others, the camper may be suspended or expelled from camp programming and/or other Club activities for the season.
 - In the case of suspension or seasonal expulsion, a review of the camper's file from the Club disciplinary committee will be required before they are readmitted to BLBC programs.

- In the case of a series of minor breaches to the code of conduct, or an escalation of minor breaches, a meeting will be called with a Club manager, witnessing camp staff (if necessary), the camper, and their parent/guardian. This conversation will include a review of the series of events and the consequences provided thus far, and the creation of a behaviour contract for the camper to adhere to in order to remain in camp programming for the rest of their season. Any further breaches to this contract after this meeting will result in the camper's suspension or expulsion from camp programming and/or other Club activities for the season.
 - The behaviour contract and any other agreements made between the camper, their parent/guardian, and the Club management team will be documented and filed.
 - In the case of suspension or seasonal expulsion, a review of the camper's file from the Club disciplinary committee will be required before they are readmitted to BLBC programs.

Complaints

- If a camper does not feel comfortable raising a concern with their own counsellor, they may bring their concerns directly to a Club manager or to another member of camp staff, or their parent/guardian may do so on their behalf.
- If a concern or complaint is brought to a member of staff in person, it will be documented and either dealt with immediately (if time sensitive/minor breach), or it will be brought to the attention of Club management and a member of the Board of Directors, who will provide an estimated time of review.
- A reporting system will be in place for members, which can be submitted anonymously if it is so desired. Please bear in mind that reparations or investigations will be more difficult in the case of anonymous reporting – we may be unable to obtain enough information about a situation or someone's behaviour to proceed with an intervention.
- Any complaints submitted to the Club management will be reviewed within 3 business days of submission, by both a Club manager and a member of the Board of Directors. An acknowledgement of receipt will be sent, along with an estimated time of review.

Restorative Justice

- Restorative justice is a flexible process which centres the relationship between an "offender," their "victim," and the community of care. In building our BLBC community of care, we want to focus on the reduction of harm rather than enforcing strict sanctions to guide the behaviour of our campers.
- The foundation of restorative justice is to acknowledge that damage has been done to the relationship between an offender and their victim and possibly other witnesses, and this negatively impacts each of those individuals as well as the community they are in.
- Rather than simply removing an offender from their community, we want to ensure that they have an opportunity to learn why their behaviour was harmful, acknowledge their responsibility of that harm, take steps to repair their relationship and trust with both the victim and their community, and reintegrate successfully – hopefully with even stronger relationships.

If you have questions or concerns about the code of conduct or the processes by which we will manage camper behaviour, please feel free to reach out to our Executive Director and/or the Board of Directors.