

CAMP NEEKAUNIS

Statement on Harassment and Bullying

Camp NeeKauNis should be a wonderful experience for all campers and staff. As Quakers, we believe that there is that of God in everyone. As a community, we should always strive to translate this belief into action. Camp should be a place where all people should be able to feel included and accepted for who they are.

Although this is the goal, occasionally problems may arise between people at Camp. Harassment and bullying can have a negative impact on both the individuals involved and the community as a whole. Because it is the responsibility of all members of the community to make sure that everyone can get the most out of their Camp NeeKauNis experience, we ask that you read the following.

What is harassment and bullying?

Sometimes it is easy to spot harassing and bullying behaviours. For example, the following behaviours are never acceptable at Camp or elsewhere:

- . Aggressive verbal behaviours such as threats, intimidation and verbal abuse
- . Physical assault of any kind, such as hitting, punching, biting, kicking or restraining someone against their will
- . Sexual assault
- . Repeated unwelcomed touching
- . Deliberate exclusion from the Camp community

Other times, it is not so easy. Some behaviours that may seem innocent or harmless sometimes, may be quite hurtful other times. Also, sometimes a camper or a staff may engage in harassment or bullying without even realizing they are doing it. For example:

- Telling a joke repeatedly about someone, even if the person found the joke funny the first time, can be very hurtful to the person
- A group of friends who hang out together all the time, may lead other campers to feel excluded, even if this is not the intention of the group of campers
- Telling a secret about another camper to someone can lead to rumours, even if you only meant to share it with one person

The above examples are just some of the behaviours that can lead to harassment and bullying. Because so many behaviours may be considered harassment or bullying in different contexts, we ask all members of the Camp community to reflect on their behaviour towards other members of the community.

If you are unsure if your behaviour is bothering someone ask yourself the following:

Would I like to be treated the way I am treating this person?

If the answer is no, you need to reconsider your behaviour.

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What can I do about harassment and bullying?

Sometimes issues between members of the community can be cleared up by a simple conversation between the people involved. Other times, they cannot. If the behaviour of another person at Camp is making you feel uncomfortable, or if you think someone is being bullied or harassed, we ask that you speak with the director or a member of the staff immediately. If, for whatever reason, you are not comfortable with approaching the director or staff you can contact the member of the Camp NeeKauNis Ministry and Counsel listed at the end of this document..

What will happen?

The consequences of harassment and bullying behaviour will vary on a case by case basis. However, please note that serious behaviours involving any form of physical or sexual assault will automatically result in immediate removal from Camp, and if deemed serious enough by the director, it or any other unacceptable behaviour may result in suspension of Camp privileges for a period of time.

By law, records of any serious incidents involving persons under the age of 18 must be kept by Canadian Yearly Meeting.

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