

# SU CAMP POLICIES

Scripture Union is committed to creating a safe environment for all children/youth who attend SU Camps. Our camps reach families in churches and communities across Canada, so we want to be sensitive to the needs and issues impacting all participants. Our mission is to connect children with Jesus and His Story and as we do that we ensure our camps are places that are welcoming, safe and inclusive for all children.

Here are some important notes from our policies that may pertain to your camp (see below).

*[Note: A church with their own discipline, bullying or inclusion policies, should note that SU staff and volunteers must abide by the Scripture Union policies. Church staff/volunteers should abide by the church policy (if it exists) and if there is no church policy the church staff/volunteers should abide by the Scripture Union discipline, bullying and inclusion policies.]*

*Should you have any questions regarding the Scripture Union policies please contact Jonathan Murray, Director of Training and Outreach – [camp@scriptureunion.ca](mailto:camp@scriptureunion.ca)*

## DISCIPLINE POLICY

The Scripture Union Discipline Policy is based on the *progressive discipline* model. The focus is on **being proactive** and creating an environment that encourages positive behaviour. The initial response to inappropriate behaviour is **to help the child/youth self-correct** (whether with a gentle look or a reminder of the expectations). Consideration is given to the child's/youth's age, ability and the impact of their behaviour on the situation in order to determine the best response to the situation. **The type of response will increase as needed (minor and major).** In cases of repeated incidents from a child/youth, there is a **rapid increase in the degree of the response.**

When a discipline issue is addressed at camp the coach/director/coordinator will evaluate who was impacted by a situation and **what can be done to restore what may have been damaged** (feelings, relationships or property). **Consequences are not punishments**, they provide children/youth with an **opportunity to learn and prevent** the situation from happening again.

## BULLYING POLICY

We try to prevent any individual being bullied in any way at our camps (verbally, emotionally or physically). We strive to facilitate healthy and positive relationships, intervening at the first sign of bullying. We practice a zero tolerance for bullying. *Zero tolerance means that incidents are immediately handled and parents are notified by the end of the day.*

*Parents of all involved are required to be notified in cases of bullying, and an incident report must be filed by the camp director.*

## INCLUSION POLICY

In every community people have different values or opinions. We take reasonable precautions to ensure that our camps are free from harassment/discrimination as prohibited by law, and from personal/psychological harassment.

- a. **Washrooms:** We want to ensure that every child/youth can use washrooms with safety, privacy and dignity, regardless of their gender identity or gender expression. In as much as possible **we ask church partners to provide a barrier free (universal) washroom as an option for any child to use.**
  - Campers will be informed of the availability of this washroom
  - All campers may choose to use this washroom, regardless of their reasons for doing so.
  - At no time will staff or volunteers discourage or restrict any individual from using a barrier free washroom.
- b. **Privacy and Confidentiality:** Every child has a right to their privacy and therefore **any information coaches have about a child must only be shared on a “need to know” basis.**
  - Personal information about a camper may not be shared with other parents or campers.
  - In cases where a child’s gender identity may be a sensitive matter, this should not to be shared unless it is “need to know.” Not sharing on a “need to know” basis is known as “outing” which is considered to be a form of harassment/discrimination.
- c. **Counseling:** Scripture Union staff do not provide counseling to campers on matters concerning gender identity or gender expression. If counselling on gender identity or gender expression is requested, the Scripture Union staff will politely decline, direct campers back to the topic of the session at the time (sports, games or Bible time), and suggest the camper speaks to the church pastor.
- d. **Gender Identity:** Staff and volunteers are encouraged to use a child’s name (the name that the child asks us to use), rather than using gender related pronouns. This to avoid possible or perceived harassment/discrimination. Staff and volunteers should also avoid dividing campers into groups based on gender identity.