



## BEHAVIOR POLICY

At URJ GUCI, each person at camp is expected to treat all others with respect, and to help each other achieve the best possible experience. Bullying, sexual misconduct, harassment, or other disruptive or offensive behavior will not be tolerated. Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance; the behavior is repeated. If a camper has difficulty meeting these expectations, parents/guardians may be called upon to assist.

Our leadership addresses all incidents of misconduct seriously. Our camp leadership commits to you, and everyone in our community, to allow for as much growth and opportunities for teshuva (repair and active improvement) as possible while upholding our communal needs for safety and respect.

## BEHAVIOR GUIDELINES

Before camp, please read the Camper Code of Conduct with your camper(s). We expect all campers to always follow the Code of Conduct and act respectfully when they are at camp.

**At URJ GUCI, we strive to behave in ways that reflect our Philosophy of CARE:**

- C – Community.** *Campers will act in the best interest of themselves and the community.*
- A – Acceptance.** *Every community member should strive to promote acceptance for all others.*
- R – Role Model.** *All members role model for one another, behavior should reflect this.*
- E – Each and Every One.** *Every person deserves to be recognized as a unique individual.*

Campers should talk to a counselor or any adult staff on camp if they are uncomfortable with any experiences or need assistance while at camp.

## RESPONSE PROCESS

When a camper does not follow the Code of Conduct, we will take the following action steps as behavior problems progress. Camp leadership will use its discretion to contact parents at an appropriate point in this process.

1. Staff will redirect the camper to more appropriate behavior.
2. If inappropriate behavior continues, the camper will be reminded of Code of Conduct expectations and camp rules. Camp leadership and camper will work together to decide on action steps to correct behavior. (Behavior Contracts may be created and implemented at this step.)
3. If inappropriate behavior continues, as a final action step the camper may be dismissed from camp.

Sometimes an action or situation, may be significant enough that parents/guardians are contacted immediately, and the camper may be dismissed from camp.

### Examples of unacceptable behavior:

- Refusing to follow Code of Conduct or camp rules.
- Excessive use of profane, vulgar, obscene and/or abusive language.
- Stealing or damaging property (personal or camp property).
- Refusal to comply with staff supervision.
- Disrupting a program.
- Leaving camp or a program without permission.
- Endangering the health and safety of children and/or staff.
- Use of drugs, alcohol or tobacco products.
- Inappropriate sexual conduct of any kind.
- Bullying, teasing, or making fun of other campers or staff.
- Hitting or Fighting of any kind.

Camper fees are non-refundable if a camper is sent home for disciplinary reasons. Bullying or physical violence towards any staff or towards another camper may result in immediate dismissal from the camp program for the duration of the summer. All situations are subjective and at the discretion of the Director Team.