

## **Policy on Dealing with Bullying at Blackstrap Youth Camp**

### **1. Introduction:**

1.1 This policy delineates the procedures and responsibilities concerning the management of bullying incidents at Blackstrap Youth Camp, aligning with Saskatchewan and Canadian laws and integrating current research on bullying prevention and intervention.

### **2. Definitions:**

2.1 Bullying: Repeated aggressive behaviour that increases over time and is intended to cause harm, distress, or fear in another individual, characterized by an imbalance of power. (See Appendix A for clear delineations.)

2.2 Bullying Incidents: Any actions, whether verbal, physical, social, or cyber, that meet the criteria for bullying as defined above.

2.3 Victim: The camper who experiences harm, distress, or fear as a result of bullying.

2.4 Perpetrator: The camper(s) engaging in bullying behavior.

2.5 Bystander: A person who witnesses or is present during a bullying incident but is neither the victim nor the perpetrator. Bystanders may observe the bullying behaviour directly or become aware of it after the fact.

### **3. Prevention Strategies:**

3.1 Blackstrap Youth Camp is dedicated to cultivating a safe and inclusive environment where bullying is unacceptable.

3.2 Prevention strategies shall include comprehensive education and awareness programs for staff to recognize, prevent, and address bullying behaviour.

3.3 Staff members shall receive regular training on identifying and responding to bullying incidents.

### **4. Reporting Procedures:**

4.1 Campers are encouraged to report any bullying behavior promptly to a designated staff member.

4.2 Reports of bullying shall be treated with utmost seriousness and investigated promptly and impartially.

4.3 Confidentiality shall be maintained throughout the reporting and investigation process to safeguard the privacy of all involved parties.

### **5. Investigation and Intervention:**

5.1 Upon receipt of a report of bullying, Blackstrap Youth Camp shall conduct a thorough investigation to ascertain the nature and severity of the incident.

5.2 Interventions shall be tailored to address the needs of both the victim and perpetrator, focusing on restoring safety and addressing underlying issues contributing to the bullying behaviour.

5.3 Support services, such as skill-building activities, shall be provided to both the victim and perpetrator as deemed appropriate.

## **6. Disciplinary Actions:**

6.1 Disciplinary actions shall be administered in accordance with Blackstrap Youth Camp's policies and procedures, as well as applicable laws and regulations.

6.2 Depending on the severity and frequency of the bullying behaviour, disciplinary actions may include warnings, temporary suspension from camp activities, or expulsion from the camp program.

## **7. Role of Bystanders:**

7.1 Bystanders play a crucial role in preventing and addressing bullying incidents at Blackstrap Youth Camp. Bystanders have the potential to influence the outcome of the bullying situation through their actions or inaction.

7.2 Bystanders are encouraged to intervene safely and appropriately when witnessing bullying behaviour, such as by directly confronting the perpetrator, seeking assistance from a staff member, or providing support to the victim.

7.3 Bystanders who intervene in bullying incidents shall be supported and commended for their courage and empathy.

7.4 Bystanders who are unsure how to intervene or fear retaliation should report the bullying incident to a staff member promptly.

7.5 Blackstrap Youth Camp shall provide education and training to empower bystanders to recognize and respond effectively to bullying behaviour.

## **8. Support and Follow-up:**

8.1 Blackstrap Youth Camp shall offer ongoing support throughout the week to victims of bullying to assist them in coping with the effects of the incident and preventing future victimization.

8.2 Follow-up meetings shall be conducted with both the victim and perpetrator to monitor progress and ensure the cessation of bullying behaviour.

## **9. Review and Revision:**

9.1 This policy shall undergo periodic review to ensure compliance with current research findings, Saskatchewan and Canadian laws, and best practices in bullying prevention and intervention.

9.2 Any revisions to the policy shall be communicated through our website, email, and social media platforms.

## **10. Compliance:**

10.1 Failure to adhere to this policy may result in disciplinary measures, including dismissal from camp activities or legal consequences, as per applicable laws and regulations.

## 11. Implementation:

11.1 This policy shall be implemented immediately upon approval by the SYDC, and communicated to all staff members, volunteers, contractors, parents/guardians, and relevant stakeholders of Blackstrap Youth Camp.

This policy framework equips Blackstrap Youth Camp with effective strategies to address bullying incidents, promote a secure and inclusive environment, and prioritize the well-being of all campers.

### Appendix:

#### A. Negative Behaviour Matrix

| CONFLICT                                              | RUDE                                                 | MEAN                                         | BULLYING                                                          |
|-------------------------------------------------------|------------------------------------------------------|----------------------------------------------|-------------------------------------------------------------------|
| Occasional                                            | Occasional                                           | Once or Twice                                | Is REPEATED                                                       |
| Not planned; in the heat of the moment                | Spontaneous; unintentional                           | Intentional                                  | Is planned and done on purpose                                    |
| All parties are upset                                 | Can cause hurt feelings; upset                       | Can hurt others deeply                       | The target of the bullying is upset                               |
| All parties want to work things out                   | Based in thoughtlessness, poor manners or narcissism | Based in anger; impulsive cruelty            | The bully is trying to gain control over the target               |
| All parties will accept responsibility                | Rude person accepts responsibility                   | Behavior often regretted;                    | The bully blames the target                                       |
| An effort is made by all parties to solve the problem |                                                      |                                              | The target wants to stop the bully's behavior; the bully does not |
| Can be resolved through mediation                     | Social skill building could be of benefit            | Needs to be addressed/ should NOT be ignored | CANNOT be resolved through mediation                              |

Source: Jennifer Astles, DASA Newsletter, January 2014, TST BOCES