

## **CODE OF CONDUCT**

Providing a fun, unforgettable summer experience begins with creating an environment that ensures all members of the camp community feel safe, comfortable, respected and accepted. Heart to Heart is committed to providing a safe, caring, and inclusive environment for learning and fun. We entrust all our participants with the responsibility of treating each other, staff, visitors, and our environment with respect.

To ensure that all participants' experience at Heart to Heart is positive, and to help ensure the safety and security of all participants, the Participant and their Parents/Guardians hereby acknowledge and agree to this code of conduct:

### **DURING TRANSIT AND THE FLIGHT:**

- I will follow the instructions of the Heart to Heart staff at all times
- I will wear a well-fitting medical mask at all times while in the airport and on the flight except when I must remove it to eat or drink
- I will stay in my assigned seat throughout the flight and follow the instructions of the flight staff

### **AS A PARTICIPANT I WILL...**

- Recognize I am a part of the Heart to Heart and Camp Shomria communities. I will respect the environment, peers, staff and practices and customs that are part of the program. I will take responsibility for your own words and actions.
- I will respect the rights of others and treat all community members with dignity and respect at all times, regardless of economic status, race, colour, national or ethnic origin, language group, religion, sex, sexual orientation, gender identity, age or ability. I will be inclusive and kind to others.
- I will be an active participant in creating a culture of consent at camp. This includes asking for consent because touching anyone (including all staff and campers). I will respect their answer and respond appropriately.
- Cooperate with all camp staff and follow their instructions. This includes rules and regulations put forth by any staff member, as well as the restrictions and guidelines surrounding staying safe during the COVID-19 pandemic.
- Treat the cabins as shared space and respect the needs of everyone there. I will respect others' personal space, help keep my cabin and the surrounding environment clean and put all litter in the appropriate bins (compost and recycling protocols will be explained at the start of camp).
- Respect all areas of the camp that are considered off limits and not leave the campgrounds unless it is part of the program and under staff supervision.
- Be aware of and manage my attitude, body language, tones, expression, etc. in a way that makes others feel welcomed rather than excluded, and makes others

feel positively encouraged rather than being negatively impacted.

(Neurodiverse campers may find this more challenging. We expect participants to fulfill this obligation to the best of their ability and for families to disclose if this is an area of concern in the health form and work with our team to support their participant's success at camp.)

- Talk to someone if I feel unsafe, or if I need help with anything (including understanding and following rules or instructions). Utilize the health team (community care and medical staff) when needed.
- Have lots of FUN, a positive attitude, and always try to have a GREAT time.

### **AS A PARTICIPANT I WILL NOT...**

- Be mean, bully, exclude or put down other participants, campers or staff online or in-person. I will NEVER hit, threaten, intimidate, or inappropriately touch anyone.
- I will not touch any participants, campers or staff members that have not provided explicit consent for me to do so.
- Engage in any act of harassment or abuse including, but not limited to, physical, emotional, psychological, verbal or sexual harassment or abuse, obscene conduct, violence, immoral behaviour, sexually inappropriate behaviour and bullying, or foul, inappropriate, or abusive language (this includes language of a sexually explicit nature).
- Violate the camp's zero tolerance policy around drugs (including marijuana), alcohol, smoking, vaping or any prohibited act or substance as defined by both law and camp regulations.
- Deliberately hurt anybody's feelings, which includes pulling pranks on others that could cause someone to feel offended or unsafe or that might result in retaliation, which could lead to injury or property damage.
- Behave in a way at camp, in the city, at school, through social media or otherwise, that is abusive, harassing, inappropriate or that goes against the spirit of this Agreement with respect to other campers, staff, or members of our community.
- Use or be in possession of a cell phone or any device that can connect to the internet (including smart watches).

### **As a camper I understand that if I am having trouble following this code of conduct, the following could happen:**

- I may be asked to participate in a process of reflection, learning, accountability, repair, and reintegration. This could include multiple steps as needed to address the issue, including follow up to support me in my ability to adhere to this code of conduct and participate positively as a member of the camp community.

- I may have a meeting with my counsellors or other members of the Heart to Heart staff.
- A staff member might call my parents to discuss my behaviour.
- I may be given, or be asked to carry out, a suitable consequence to be decided by camp staff. (Examples of consequences include but are not limited to: writing an apology letter, missing activities, losing privileges, having your own bunk (cabin) or bunk mates moved, being sent home from camp early at your parent/guardian(s) expense and responsibility, not being allowed to attend or return to camp etc.)
- If my behavior is hurtful to myself, others, or camp property, I will likely be sent home that same day or as soon as possible thereafter at the parent/guardian(s) full expense and responsibility.

**AS A PARENT/GUARDIAN, I UNDERSTAND:**

- I acknowledge that my child will be best supported at camp when I communicate openly and work with camp staff in partnership, understanding that we are a team dedicated to the wellbeing of my child/ren and the whole camp community.
- There is often no 'hard evidence' in matters relating to relational responsibility, bullying or similar areas of conduct. Nonetheless, I trust and accept the camp to make determinations on these matters and accept the judgement of the camp and any related consequences included, but not limited to, dismissal from camp.
- There are no entitlements to refunds of any kind if a camper is sent home for behavioural reasons (all the above).
- I am fully committed to this Code of Conduct and agree to its content.
  - I will always treat the camp and the staff with respect regardless of circumstances or challenges that may arise. If I fail to meet this expectation, it will be deemed to reflect a failure to trust the camp and its staff. Therefore, I understand that my child(ren) may be sent home from camp and/or not be accepted back to camp.
  - I will accurately disclose all information as requested and implied in the health form including medical, psychological and socio-emotional issues or concerns past or present. I understand that comments or complaints are to be directed to the camp's professional staff.

I/We have read the Code of Conduct and fully understand that the Participant's participation in this program is contingent on the Participant's adherence to the above noted rules and policies. I/We further confirm that we have reviewed the Code of

Conduct with the Participant and we have no reason to believe that the Participant will be unable to comply with such terms. I/We understand that the Camp will not refund any portion of the Camp fees or related cost(s) if the Participant is dismissed from Camp.

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Participant Signature

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Date

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Parent/Guardian Signature(s)

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Date