



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# YMCA Camp Sloper

## Behavior Management Policy & Positive Discipline

At YMCA Camp Sloper, we believe the best way to prevent potential behavior issues are to provide quality camp programming. With engaging, impactful, and fun activities, we believe that many problems can be avoided. We strive to build strong character values with our mission, all staff are encouraged to be positive role models at all times, teaching campers positive social and emotional values. We hope that most instances can be handled and solved appropriately with the upmost consideration for all children and their well-being by our staff members. After our initial efforts to positively change a camper's behavior have failed, we will contact parent(s)/guardian(s) for additional assistance.

In the event that a camper is unable to adhere to camp policies and counselor rules, the following action steps will be put into effect:

**Minor Misbehaviors:** Minor misbehaviors will be handled by the counselor using positive behavioral practices (for examples of positive behavioral practices, see the Preventing and Managing Negative Behavior section below)

- Examples of an initial offense: not listening to counselors, being disruptive to the group, throwing rocks, wandering from the group, and other minor issues

**1<sup>st</sup> Offense:** When there is a repeated occurrence of an undesirable behavior the counselor will communicate the problem to their respective Unit Director.

- The Unit Director will provide the counselor guidance on how to handle the camper and/or if necessary, assist the counselor by having a conversation in person
- At the counselors discretion and Unit Directors guidance, the camper may be asked to take a break or change their role in the activity
- An Initial Behavior Report will be filled out and put into the camper's personal file – Initial Behavior Report is a document that describes a camper's behavior that has been reported to a Unit Director.

**2<sup>nd</sup> Offense:** Repeated negative behavior persists or additional problems arise

- Counselor will immediately inform the Unit Director. The Unit Director will remove the camper from the group to have a conversation about the behavior and to discuss the following;
  - The parents/guardians will be contacted and informed about the behavior(s)
  - The behavior needs to be changed immediately
  - Camper may be asked to take a "cool off" break (a specified period of supervised time for the camper to decompress away from the group to collect their thoughts and settle down)
- Unit Director will call home to discuss possible solutions and ways to help in camp and at home.
- A Behavior Report will be filled out and put into the camper's personal file – Behavior Report is a document that describes the camper's negative behavior, includes the conversation had with the parent/guardian, and actions to be taken by staff to improve the camper's behavior.

**3<sup>rd</sup> Offense:** Camper's behavior has continued and not improved, is negatively affecting the camp experience of other campers, and/or is becoming dangerous to self or others.

- Camper will be removed from the activity to have a conversation with the Unit Director and the Coast Director

- Unit Director/Coast Director will make another phone call home to inform parents/guardians of continued negative behavior. As part of this conversation, a Parent Meeting may be suggested.
  - Parent Meeting is a meeting at camp with; camper, parent(s)/guardian(s), Unit Director, Coast Director, and possibly Camp Director. The primary topics of conversation will be to figure out why the negative behavior is happening, how to fix the negative behavior at camp/home, and what needs to happen moving forward to continue to be at camp.
- A Behavior Report will be filled out and put into the camper's personal file

**4<sup>th</sup> Offense:** No changes have happened since the Parent Meeting.

- Camper will be removed from all activities and arrangements will be made for the camper to be picked up for the day. Parent/Guardian will have a 2<sup>nd</sup> meeting with the Coast Director and Camp Director to have a conversation about the future of their camper at camp.
  - Possible consequences: miss a day, removal from camp for the summer
- A Behavior Report will be filled out and put in the camper's personal file

**Zero Tolerance Behaviors:** The following negative behaviors are unacceptable and require arrangements for the child to be picked up upon receiving knowledge of the behavior. A Parent Meeting will be required with the Camp Director as well.

- Possession of drugs, drug paraphernalia, alcohol, cigarettes, or weapons (including knives or other dangerous items)
- Aggressive physical contact (hitting, pushing, punching, kicking, etc)
- Destruction of camp property or property of others
- Stealing from others from camp
- Endangerment to self or others
- Inappropriate intimate conduct between campers
- Verbal threats to campers or staff

Please understand that all behavioral situations are very different from one another and may require more specific actions or earlier consequences based on the severity of the behavior(s).

## **Preventing and Managing Negative Behavior**

- Create group rules/set expectations
- Keep activities moving – no downtime
- Use positive reinforcement
- Be tolerant to certain behaviors – being annoying is not negative
- Redirect attention
- Have consequences for unacceptable behavior and rewards for acceptable behavior
- Use “cool off” breaks – have them take a break from the group
- Use punishment as a last resort
- Never use physical or emotional punishment
- If necessary, seek assistance – Unit Director, Coast Director, etc