



# **T**he Bermuda Hockey Federation

**Sportways Camp staff will operate with the highest regard for the mental, physical and emotional well-being of the campers.**

An atmosphere of mutual respect will be encouraged through cooperative activities.

The following guidelines will be observed:

1. Campers will not be subjected to physical or emotional harm or humiliation.
2. No staff person will use corporal or other harsh punishment, including but not limited to, pinching, shaking, spanking, punching, biting, kicking, rough handling, hair pulling or any humiliation or frightening method of discipline.
3. Discipline may not be associated with food, rest, or toileting. No child should be punished for toileting accidents. Food must not be denied or forced upon a camper as a disciplinary measure.
4. Verbal abuse and derogatory remarks regarding a camper are not permitted.
5. Authority to discipline may not be delegated to other campers, nor will the camp sanction one camper punishing another camper.

When disagreements arise between campers, a staff member will serve as a mediator to assist the campers in resolving their differences. When campers are unable to participate in such a discussion, they will be removed from the group activity until they are willing and able to discuss the issue, after which they may rejoin the group activity. In the event that a camper causes physical injury to another camper or staff member, intentionally causes damage to personal or public property, intentionally jeopardizes his/her safety or that of another, or manifests behavior which is overly disruptive and disrespectful, the camper will be removed from the group, notification will be made to the persons listed on the camper's emergency card as emergency contacts and request for the camper to be picked up from camp. Readmission to the camp will be conditioned upon the resolution of a follow-up meeting between the camp personnel, responsible adult and camper. In extreme cases, the camper will be denied readmission and withdrawn from the camp. Any decision barring the camper from returning to camp will be accompanied by a letter from the camp director to the responsible adult stating the reasons for the decision.

