

Kilcoo Sexual Harassment and Abuse Policy

Sexual Harassment Policy

The *Kilcoo Sexual Harassment and Abuse Policy* is foundational to ensure the safety of both campers and staff. The camp environment is one rich in campers and staff at various stages of emotional development and regulation, and as such clear guidance is appropriate to help support a safe and healthy camp experience for all. The negative impact of sexual harassment and / or abuse can be far reaching and as such the policy and associated training includes: recognizing grooming behaviors, maintaining of appropriate physical boundaries, communication and escalation guidelines, and procedures for reporting suspected harassment and abuse. Ensuring the victim's well-being is a paramount consideration.

Rules for Staff Conduct

While camp is a place where close personal friendships are encouraged and nurtured, professional boundaries must be respected at all times between staff and campers and as amongst staff themselves. The Camp environment also involves relationships of power imbalance, and it is incumbent upon staff at all levels to appreciate that such imbalances may result in negative consequences when appropriate boundaries are not maintained.

Camp staff at all levels, are prohibited from:

- Subjecting campers to any kind of sexual harassment or abuse as per the definitions.
- Being alone with a camper in an enclosed or remote space.
- Sleeping with a camper in a tent or staff quarters.
- Physical (hugging) contact while alone.
- Any uninvited contact (such as hugging, tickling, or bathing).

Camp staff are also prohibited from:

- Subjecting another staff member to any kind of sexual harassment or abuse as per the definitions.
- Conducting a romantic, physical/ sexual relationship with another staff member while on camp property or while engaged in camp activities off camp property.

If a staff member is accused of a breach of this policy, the matter will be escalated to **any 2 of**: the Camp Director; the Assistant Camp Director; a member of the Medical Staff, which includes the Camp Doctor or Nurse Practitioner.

The consequence(s) for any staff member who is found to have breached this policy will range from discussion to suspension / expulsion and may include notification to law enforcement professionals.

The *Kilcoo Sexual Harassment and Abuse Policy* is a living document and will continue to be reviewed and updated as the operating environment evolves.