

Preamble:

Climbing is a challenging and rewarding activity, in large part because of the extra intensity and attention to procedure necessary to maintain safety in a higher risk environment. It is critical that our campers and staff consistently act with thoughtful care towards each other and the activities we undertake so that all participants can experience this sport. When working with children we recognize that strong emotions and developing maturity can make consistent behaviour a challenge. However, we cannot permit or ignore behaviours which put campers at risk of personal harm, or harm to others.

The following is a guideline to how our staff will handle times when a camper's behaviour crosses the line into compromising the safety of themselves, fellow campers, patrons, or staff:

Minor incidents:

addressed at the time of occurrence by the counselors or by a Junction Staff

- Ignoring instructions, or talking during safety instruction.
- Talking back/interruption of staff giving directions.
- Failure to adhere to facility safety rules and practices.

Strike 1:

addressed at the time of occurrence by the counselors AND telling parents at the end of the day what happened

- Repeated refusal to adhere to instructions, in particular regarding safety.
- Repeated talking back/interruption/inappropriate conversation.
- Swearing, rude language, or the use of expletives.
- Blatant disregard for safe climbing practices.
- Roughhousing, horseplay, or other aggressive behaviour. This includes behaviour that interrupts other campers or climbers in the facility.

Strike 2:

addressed at the time of occurrence by the counselors AND telling parents at the end of the day what happened AND warning that if anything further happens, there will be a call home and they will need to come collect their child

- Repeated strike 1 behaviours.
- Any of the following will bypass strike 1 and go directly to strike 2:
 - Verbal abuse, threats, bullying, or intimidation of other campers or instructors.
 - Aggressively crude or vulgar language or behaviour.
 - Hitting, striking or other physical contact intended to intimidate or harm (could be escalated to strike 3 immediately depending on severity).

Strike 3:

addressed at the time of occurrence by the counselors AND immediate call home to come get the child

- Repeated strike 1 or strike 2 behaviours.
- Any of the following will bypass strike 1 and 2, and go directly to strike 3:
 - Sexual or attempted sexual contact of staff or campers, use of sexually explicit language, sexually aggressive or threatening behaviour.
 - Verbal or physical intimidation based on a staff or camper's gender, race, appearance, religion, or sexual orientation .
 - Specific, targeted threats (ie: I'm going to kill you).
 - Egregious acts of violence, including premeditated attempts to physically harm other campers or staff, 'cheap shots' such as striking a camper from behind, or acts of violence designed to maximize pain or suffering (such as striking a camper with an object).
 - Disregard for safety climbing safety practices which make it not possible to trust them in a climbing environment.

[NOTE: If strike 3 is reached, the child may not be allowed back for the remainder of the camp week without refund; depending on the severity, it could also result in a one year suspension from our camps and programs]