



## **Abuse Prevention At Camp**

There is no silver bullet for preventing misconduct. Instead, we provide six barriers, or layers of protection to create three stopping points:

### **Stopping Points**

1. Before camp: identify and ward off potential abusers
2. During camp: create robust access barriers
3. Throughout: appropriate communication with families

### **Six Layers**

1. Awareness Training
  - a. Pre-camp training based on [Ministry Safe](#) content, follow up and case study
  - b. Those not able to attend Training Week sessions will take a Ministry Safe online class
2. Skillful Screening
  - a. Application questions - questions demonstrating our commitment to a safe camp and vigilance in preventing abuse
  - b. Interview questions designed to uncover red-flag behaviors
  - c. Reference questions - and when possible speak with a parent as a reference
  - d. Staff Agreement - provisions describing grooming behavior that will not be tolerated
3. Criminal Record and Sex Offender checks
4. Policies and Procedures
  - a. Never alone with a camper
  - b. Detailed training regarding appropriate touch and conversation
  - c. Broken rules are viewed as red flag grooming behavior
  - d. Mobile phone and camera policy - never in cabins
  - e. Social Media Policy - prohibiting connections with minors
5. Monitoring and Oversight
  - a. Hill Watchers - assigned to oversee cabins during many of the times when other staff are not there
  - b. Written weekly gatekeeper questions asked of every counselor during summer
  - c. Clear reporting process including a "suggestion box" available to campers and staff, consistent camper check ins (cabin points) and weekly staff reporting form.
  - d. Evening Activity Sweeper - ensuring no campers remain in area



6. Commitment to Communication

- a. Pre camp email saying
  - i. Campers should not connect with staff outside of camp
  - ii. Encouraging parents to talk with campers about abuse before and after camp
- b. If we have concern about abuse we will notify parents of children we believe are likely to have been impacted
- c. Policies on website - for both parents and potential staff