

## Johnny B's Inc. Discipline and Behavior Management Policy

Our camp advocates a positive guidance and discipline policy with an emphasis on positive reinforcement, redirection, prevention and the development of self-discipline. We remind participants that camp rules are established for safety and to ensure that we have a common standard of behavior. Our staff work with participants to establish standards of acceptable behavior at the Tierrasanta Recreation Center, at our indoor facility, for field trips and bus rides. Good behavior and cooperation are expected of all participants.

### **Shared Responsibility**

The staff at Johnny B's Day Camp are to suggest positive alternatives to unacceptable behavior before it gets out of control. Parents, campers and staff work together to develop and promote responsible behavior during attendance at day camp. Parents will be notified if their child is having difficulty following the day camp safety rules; parents may be requested to attend a conference with the Director. It is our sincere desire to work with parents for the benefit of their child.

Participants are expected to comply with day camp rules and obey and be respectful of day camp staff. Parents are expected to cooperate with and support the day camp staff in maintaining and encouraging acceptable behavior for their children. Day camp staff must maintain the established standards of behavior needed to assure a safe, positive and fun atmosphere.

### **Director and Assistant Director Responsibilities**

The Director is responsible for setting the standards of the Behavior Management Policy and for supervising the staff and assuring the standards are followed on a daily basis. The Director or Assistant Director are responsible for notifying parents of serious behavioral issues that affect the safety of their child, another child or the staff ( for example, fighting, threatening to harm another camper/staff, throwing rocks). The Director or Assistant Director are responsible for notifying parents if their child uses inappropriate language, engages in vandalism or stealing while at day camp.

### **Day Camp Behavior Standards**

#### **All campers are expected to:**

- Respect all persons' rights and property. Bullying is not tolerated at Johnny B's Day Camp. Staff are trained to recognize bullying and to teach participants that it is not acceptable and is to be reported to the staff.
- Follow instructions given by our staff in order to ensure a safe and efficient day of fun activities.
- Behave in a safe and reasonable manner.

**Profanity:** The use of profanity is not acceptable or tolerated at day camp. Parents will be notified if their child uses profanity or offensive language. Children who use profanity or offensive language will be given 1 warning. If the child uses profanity again, he/she will immediately be

given a time out, 1 minute per year of age. Continued use of profanity or offensive language can result in expulsion from camp.

**Vandalism:** Children who damage or lose property or equipment belonging to day camp may be asked to replace or repair the damaged property or equipment. Children who vandalize public or day camp property will be given a time out immediately, 1 minute per year of age. Their parents will be contacted by the Director or Assistant Director. Vandalism may result in expulsion from day camp.

**Fighting, throwing rocks or sticks:** Children who fight or threaten to cause harm to another person, or throw rocks or sticks or sand will be referred to the Director or Assistant Director. They will be given a time out immediately, 1 minute per year of age. Their parents will be contacted by the Director or Assistant Director. These types of behaviors may result in expulsion from camp.

**Weapons:** Weapons such as knives, slingshots, darts, clubs, chains, firearms, are not permitted at day camp. Any child who has an object considered to be a weapon will be referred to the Director or Assistant Director. The parents will be notified immediately, the weapon will be confiscated and held in a secure place as determined by the Director or Assistant Director. The child will be given a timeout, 1 minute per age. Bringing a weapon to camp may result in expulsion.

**Alcohol and illegal substances:** These are not allowed at day camp and will be confiscated immediately. Parents will be notified by the Director or Assistant Director to pick up their child immediately. Bringing alcohol or illegal substances to day camp may result in expulsion.

**Defiance and Repeated Disruptions:** Children who defy the authority of the staff by refusing to follow the rules, refusing to take time out or accept other consequences as outlined in the discipline policy listed below, may be expelled from day camp.

### **Counselors at Johnny B's Day Camp will:**

1. Discuss the rules with participants and identify out of bounds areas.
2. Discuss the consequences of not following the rules:
  - Time out or quiet time
    - First time: 1 minute per year of age
    - Second time: 20 minutes
    - Third time: Parent notified, possible loss of privileges, possible additional time out, possible Unacceptable Behavior Notice
    - Fourth time: Parent must pick child up immediately
  - Restriction from activity
  - Restriction to adult supervision
  - Conference with the Director and parent
  - Removal from day camp: If a participant receives 3 UBN's they will no longer be allowed to participate in the program.
  - Extreme issues are discussed with the Advisory Board and may result in immediate expulsion from day camp. The Director will communicate the recommendation of the Advisory Board to the parents.
3. Enforce all rules at all times, without malice, and be consistent in application.

4. Inform the Director or Assistant Director of all disciplinary measures
5. Never allow discipline to include depriving a participant of food or restroom use, placing a child alone without supervision, or subjecting a child to ridicule, shaming, threat, corporal punishment (striking, biting, kicking ) washing out the mouth.
6. Restraint of a participant is only to be used if they are a danger to themselves, others or property. Participants that need to be redirected or assisted may be touched gently on the shoulder, upper arm or hand based on case by case situation.
7. Conduct a periodic evaluation of the program/staff/participant groups to ensure that the Day camp environment is not contributing to behavioral problems.