

The Nature Institute Anti-Bullying Policy

Bullying is when one or more people exclude, tease, taunt, gossip, hit, kick, or put down another person with the intent to hurt another. Bullying happens when a person or group of people want to have power over another and use their power to get their way, at the expense of someone else. Bullying can also happen through cyberspace: through the use of e-mails, text messaging, instant messaging, and other less direct methods. This type of bullying can also lead to persons being hurt during or between the camp seasons and be especially hurtful when persons are targeted with meanness and exclusion.

At The Nature Institute, bullying is inexcusable, and we have a firm policy against all types of bullying. Our Camp philosophy is based on our mission statement which ensures that every camper and staff member has the opportunity to be treated with kindness, to be heard and to be safe. We work together as a team to ensure that campers gain self-confidence, make new friends, and go home with great memories.

Unfortunately, persons who are bullied may not have the same potential to get the most out of their camp experience. **Our leadership addresses all incidents of bullying seriously and trains staff to promote communication with their staff and their campers so both staff and campers will be comfortable alerting us to any problems during their camp experience and between camp seasons.** Every person has the right to expect to have the best possible experience at camp, and by working together as a team to identify and manage bullying, we can help ensure that all campers and staff have a great summer at The Nature Institute.

The Nature Institute
Internet Social Networking and Blogging Policy for Employees

In general, our camp views social networking sites (e.g., Facebook), personal Web sites, and Weblogs positively and respects the right of employees to use them as a medium of self-expression. If an employee chooses to identify himself or herself as an employee of our camp on such Internet venues, some readers of such Web sites or blogs may view the employee as a representative or spokesperson of the camp.

In light of this possibility, our camp requires, as a condition of employment at the camp, that employees observe the following guidelines when referring to the camp, its programs or activities, its campers, and/or other employees, in a blog or on a Web site.

1. Employees must be respectful in all communications and blogs related to or referencing the camp, its campers, and/or other employees.
2. Employees must not use obscenities, profanity, or vulgar language.
3. Employees must not use blogs or personal Web sites to disparage the camp, campers, or other employees of the camp.
4. Employees must not use blogs or personal Web sites to harass, bully, or intimidate other employees or campers. Behaviors that constitute harassment and bullying include, but are not limited to, comments that are derogatory with respect to race, religion, gender, sexual orientation, color, or disability; sexually suggestive, humiliating, or demeaning comments; and threats to stalk, haze, or physically injure another employee or camper.
5. Employees must not use blogs or personal Web sites to discuss engaging in conduct that is prohibited by camp policies, including, but not limited to, the use of alcohol and drugs, sexual behavior, sexual harassment, and bullying.
6. Employees must not post pictures of campers or other employees on a Web site without obtaining written permission.
7. Our camp does not host or sponsor a social networking site. The use of our copyrighted camp name or logo is not allowed without written permission.

Any employee found to be in violation of any portion of this Social Networking and Blogging Policy will be subject to immediate disciplinary action, up to and including termination of employment.

I have read and understand the policies on bullying and using social networking regarding The Nature Institute and Discovery Day Camp and understand that if any violation is subject to immediate disciplinary action including termination of employment or volunteering.

Name _____ Date _____