

Abuse at Camp

Video Guide



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Preventing abuse at camp is your responsibility.

But it doesn't need to be a daunting one. Church Mutual has created this video to help camps and their workers learn to identify who abusers could be, the types of abuse that can occur and how to help prevent abuse.

We hope this guide will be helpful to you as you watch the video. A copy of the guide also is available to download and print on our website. Visit **www.churchmutual.com** and click "Safety Resources," then "Videos (DVDs)."

Abuse at Camp

Identifying the abusers

An abuser could be:

- A co-worker
- A camper
- Someone outside of camp

Identifying types of abuse

Sexual Abuse

- Inappropriate touching
- Exposure of oneself
- Asking another to expose him or herself
- Voyeurism
- Taking inappropriate photos
- Viewing or sharing pornography
- Talking about inappropriate subjects

Notes

Physical abuse

- Striking
- Kicking
- Burning
- Biting
- Encouraging fighting
- Anything that threatens harm
- Anything that creates risk of harm

Emotional abuse

- Name calling
- Belittling
- Exclusion from activities
- Withholding support
- Sarcasm

Bullying

- Name calling
- Teasing
- Spreading rumors
- Leaving people out

Notes

- Breaking up friendships
- Hitting
- Punching
- Shoving
- Stealing

Hazing

- Personal servitude
- Sleep deprivation
- Restrictions on hygiene
- Yelling
- Swearing
- Insulting
- Wearing humiliating clothing
- Consumption of vile substances
- Brandings
- Beatings
- Binge drinking
- Drinking games
- Sexual stimulation
- Sexual assault

Notes

Preventing abuse

Screening employees

- Supervisors should be at least 18 years old
- Applicants should have three references
- Conduct a thorough background check
- Watch for “red flags” during interviews:
 - Rigid discipline beliefs
 - Inappropriate sense of contact
 - Dependence on children or youths
 - Controlling behavior
- Notice attire
- Check that candidates have transferable experience

Touching

- Hug sideways
- Hold hands only with those younger than 5 years of age
- Only touch campers on the arm, shoulders and upper back
- Never touch areas that would be covered by a swimsuit
- First aid should be provided in the company of another adult staff member

Notes

Language

Never use or allow language that is:

- Foul
- Derogatory
- Sexual
- Hurtful

Discipline warning system

1. Verbal warning
2. Written warning
3. Call to parents
4. Expulsion

Discipline best practices

- Stay calm
- Never shout or use foul language
- Don't get physical
- Ask for help if you need it
- Discipline campers in full view of others
- Do not deny meals
- Other campers should not administer discipline
- Don't hold a grudge

Notes

Supervision

- Keep campers within eyesight
- When eyesight is inappropriate, keep within earshot
- Practice the Rule of Two: Everything you do with campers should be done in the presence of others.
- Never be alone with children

Codes of conduct

Campground code of conduct

- Under no circumstances may I hit or physically threaten a camper.
- In my dealings with campers, I will refrain from abusive or derogatory language.
- If I encounter a camper who is especially challenging, I will seek help from my supervisor or director.
- When touching campers, I will refrain from touching them in an area on their body that is normally covered by a bathing suit or on their upper thigh, unless for a clear medical necessity, and then in the company of another adult staff member.

Notes

- Hazing is unacceptable at camp.
- There will be two or more adults present at all times and within earshot when physical presence is inappropriate.
- Campers will not be alone with staff in the staff's quarters.
- I will not share a bed or sleeping bag with a camper.
- I will not tickle, tease or allow pillow fights, water fights, wrestling matches or other types of "horsing around."
- I will not share my private emotional challenges or aspects of my private romantic life with campers.
- I will alert the camp director if I see evidence of another staff member violating the safety or well-being of a camper and will seek help if I myself feel I am at risk of harming a camper.
- Whatever I do with campers, I will do in the company of other adults.

Notes

Social and digital media code of conduct

- No one-on-one contact
- Electronic communication must take place in a public environment
- Don't post anything that doesn't align with the camp's image
- If one-on-one communications are necessary, an additional camp staff member should be copied
- Let parents know what to watch for

Reporting

Reporting abuse

- Stay calm
- Tell the camper you're glad they told you
- Tell them you believe them
- Notify a supervisor

Managing abuse

- Suspend (with pay if an employee)
- Consult with your attorney
- File reports
- Meet with the parents
- Notify your insurance company

Notes

Find our other popular safety videos online

Church Mutual currently offers two collections of safety videos to help religious organizations manage the unique risks that they face.

The Protection SeriesSM

This eight-video collection addresses the more common and serious property and liability issues that religious organizations are presented with every day. Topics include protecting your facility from various types of crime, fire safety, preventing workplace injuries, safe transportation and avoiding employment law pitfalls. Each video is approximately 10 to 15 minutes long. They are available for Church Mutual customers to order or view at no cost at **www.churchmutual.com**.

The Safety SeriesSM

Each video in this collection narrows in on a more specific safety topic. These are particularly helpful to get step-by-step tips on topics such as improving swimmer safety, inspecting vehicles before trips and keeping playgrounds safe. These three- to four-minute videos are available to view at **www.churchmutual.com** or **www.youtube.com/churchmutual**.



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3000 Schuster Lane | P.O. Box 357 | Merrill, WI 54452-0357
(800) 554-2642 | **www.churchmutual.com**

Para obtener asistencia inicial en español puede telefonar al (800) 241-9848 o enviar un correo electrónico a la dirección espanol@churchmutual.com.