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THE ULTIMATE HOCKEY AND SUMMER CAMP EXPERIENCE.

Title: Anti-Bullying Policy
Revised: March 10, 2026
Signed & Approved by:

Kevin McLaughlin, Owner & Executive Director

This policy can be made available in an accessible format upon request.

Objective

Hockey Opportunity Camp (HOC) is committed to creating a camp environment that is safe, caring, peaceful, nurturing, and respectful; ensuring all guests and employees achieve a positive camp experience.

Applicability

This policy applies to all employees and guests of Hockey Opportunity Camp.

Definitions

- **Bullying** is aggressive and typically repeated behaviour (physical, verbal, electronic, written or other means) by a camper where:
  - The behaviour is intended by the camper to have the effect of, or the camper ought to know that the behaviour would be likely to have the effect of:
    - Causing harm, fear or distress to another individual, including physical, psychological, social or academic harm, harm to the individual's reputation or harm to the individual's property, OR
    - Creating a negative environment at camp for another individual
  - For the purposes of the definition of "bullying", this behaviour includes the use of any physical, verbal, electronic, written or other means.

- **Cyber-bullying** is bullying by electronic means, including:
  - Creating a web page or a blog in which the creator assumes the identity of another person.

- Impersonating another person as the author of content or messages posted on the internet.
- Communicating material electronically to more than one individual or posting material on a website that may be accessed by one or more individuals.

- A **Bystander** is someone who sees or knows about bullying or other forms of violence that are happening to someone else; they can either be part of the problem (hurtful bystander) or part of the solution (helpful bystander).

- **Bullying prevention** is a camp-wide approach that heightens expectations for a safe, caring and inclusive camp climate. It includes a shared understanding of the nature and underlying causes of bullying and its effects on the lives of individual campers and the camp community.

- **Bullying intervention** is a comprehensive and effective response to the bullying incident that takes into consideration all parties involved in the bullying incident. It should provide specific support for the camper who has been bullied, intervention for the camper who was bullying, and strategies for responding to campers who were directly observing the bullying incident.

Policies

Principles

Hockey Opportunity Camp recognizes the following principles:

1) Bullying adversely affects a camper's ability to learn.
2) Bullying adversely affects healthy relationships and the camp climate.
3) Bullying adversely affects the camp's ability to instruct its campers.
4) Bullying will not be tolerated by any members of our camp and camp community.
5) Bullying prevention will be promoted by all staff members of our camp community.

Practices

Hockey Opportunity Camp will ensure that:

1) Bullying shall not be tolerated on camp property, during camp-related activities, on camp school buses, at the arena, or in any other circumstances where engaging in bullying will have a negative impact on the camp climate.
2) Policies and procedures on bullying prevention and intervention, and the definition of bullying, shall be communicated to campers, parents, staff, and bus drivers.
3) Support shall be provided for campers who have been bullied, campers who have bullied others, and campers who have been affected by observing bullying.
4) Hockey Opportunity Camp develops and implements a camp-wide bullying prevention, awareness and intervention plan. Components of the plan will include the following:
    a) The definition of bullying, cyber-bullying, and bystander.
    b) Prevention strategies (Camper Guidelines).
    c) Intervention strategies (Behaviour Intervention Model- ICE).
    d) Training strategies for HOC Staff Members.
    e) Communication and outreach strategies.
    f) Monitoring and review processes.
    g) Role of staff.
    h) The awareness of equity and inclusivity, gender-based violence prevention, and mitigating other factors in bullying prevention and intervention exists.
    i) Instructional strategies that support a camp-wide focus on developing healthy relationships by including bullying prevention and intervention in daily program instruction.
    j) A comprehensive intervention strategy that addresses incidents of bullying, including appropriate and timely responses, is developed.
    k) Campers can report bullying incidents safely and in a way that will minimize the possibility of reprisal (during evening debrief/reflection time).