

Harassment, Intimidation or Bullying:

Any intentional verbal or physical act motivated by (but not limited to) any of the following characteristics: race, color, religion, ancestry, national origin, gender, sexual orientation, mental or physical disability, or another distinguishing quality. This intentional verbal or physical action becomes a case of harassment, intimidation or bullying when the act:

1. Physically harms a camper or damages the camper's belongings brought from home; or
2. Substantially interferes with a camper's athletic or intellectual learning experience; or
3. Creates an intimidating or threatening atmosphere at camp, stunting a campers ability to learn a skill and/or his/her opportunity to have fun; or
4. Substantially disrupts the orderly structure and format of a Skyhawks camp

Intimidation or bullying can look very differently from one case to another; the offense can take the forms of: slurs, rumors, jokes, innuendos, demeaning comments, drawings, cartoons, pranks, gestures, physical attacks, or threats (to name a few).

-Penalties

Yellow card: At first offense a serious explanation of the offence is given to the camper; she/he should be asked to sit out of a drill or game.

Red card: At second offence a parent or guardian is called; Camper sent home for the day.

Dismissed: At third offence the camper is asked to leave camp.