



CDCC Arts Camp – Bullying & Behaviour Policy

At CDCC Arts Camp, every camper has the right to feel safe, respected, and supported. We are committed to maintaining a positive, inclusive, and creative environment. Bullying of any kind will not be tolerated.

What Is Bullying?

Bullying is intentional behaviour that causes harm, fear, embarrassment, or exclusion. This includes:

- Physical: Hitting, pushing, damaging artwork or materials
- Verbal: Name-calling, teasing, insults about ability or appearance
- Social: Excluding others, spreading rumours, public humiliation
- Cyber: Negative posts, messages, or sharing content without permission

Creative expression requires respect. Critique must be constructive—never hurtful.

Expectations at Camp

All campers, staff, and volunteers are expected to uphold our **CDCC** Values:

- C** - Care for Yourself: Take pride in your behaviour, effort, and personal well-being.
- D** - Demonstrate Respect: Speak & act with kindness, dignity, & consideration to others.
- C** - Care for Others: Be inclusive, supportive, and encouraging in all activities.
- C** - Care for Our Space & Materials: Respect camp property, equipment, & environment.

If Bullying Occurs

- Staff will respond immediately.
- Incidents will be documented and monitored.
- Parents/guardians will be informed when necessary.
- Restorative conversations or behaviour supports may be implemented.

Serious or Repeated Behaviour

If bullying continues or is severe:

- Additional action will be taken by Camp Management.
- A behaviour agreement may be required.
- Removal from the program may occur.
- Future participation may be reviewed.

CDCC Arts Camp is a place to **Create. Express. Belong.**

Respect for one another ensures every camper can thrive!