



Virtual Ventures Policies Standards of Behaviour – Volunteers

All Virtual Ventures community members must:

- Respect and comply with all Virtual Ventures Camp Policies and Procedures
- Demonstrate values of honesty, caring, responsibility and respect
- Treat one another with dignity and respect at all times and especially when there is a disagreement
- Show proper care and regard for camp property and the property of others;
- Not inflict or encourage others to inflict harm (either bodily or emotional) on others
- Take appropriate measures to help those in need and if necessary seek staff assistance to resolve conflict peacefully
- Respect persons who are in a position of leadership

All Virtual Ventures community members may not under any circumstances:

- Hit, kick or engage in any violent act towards any camper, volunteer or staff member
- Use any offensive language
- View any adult material with inappropriate content, including but not limited to offensive language, violence or nudity
- Harass, discriminate or bully other campers, volunteers or staff members
- Damage or destroy Carleton University property

Consequences

It should be recognized that all inappropriate behaviour at camp has consequences. These consequences will vary depending on the situation and will be progressive in nature.

Overview of Progressive Actions

Discussion with volunteer regarding inappropriate behaviour:

1. Review of inappropriate behaviour.
2. Consequences of behaviour.
3. Plan-of-action / next steps.
4. Follow-up and documentation.

Progressive discussion will occur at the following levels:

1. Volunteer - Instructor
2. Volunteer - Instructor - Directors
3. Camp Director discuss behavior and plan of action
4. Volunteer is expelled from camp as per Virtual Ventures expulsion policy

Notes about expulsion from camp:

Volunteer behaviour that puts the campers, volunteers and/or staff members at physical or emotional risk will result in immediate dismissal from the program.

By applying to Virtual Ventures volunteer program, I understand and agree to comply with the information detailed above.

