

Child Abuse

Allegations and suspicions of child abuse are taken very seriously by Camp Ho Mita Koda and will be reported to Child Protective Services for investigation. CHMK will fully cooperate with any related investigations and will pursue the prosecution of child abusers to the fullest extent of the laws of this state.

Staff will treat all children equally regardless of race, economic background, religion, sexual orientation and culture with respect and consideration.

Staff will use positive techniques of guidance, including redirection, anticipation of and elimination of potential problems, positive reinforcement and encouragement rather than competition, comparison or criticism.

Staff will never leave a child unsupervised.

Staff will not abuse the children including:

- a. Physical abuse – strike, shake, slap, forced exercise, withholding food or sleep
- b. Verbal abuse – humiliate, degrade, threaten, swearing
- c. Sexual abuse – any inappropriate touching
- d. Mental abuse – intimidation, humiliation

In the event of an allegation against a staff member, CHMK has no choice but to suspend/terminate the accused staff member from program, pending the outcome of an internal investigation and/or a police investigation.

CHMK will among other things, conduct a thorough background check on staff and conduct periodic interviews/evaluations with children and parents to encourage reports on anything out of the ordinary.

In the event that a staff member suspects a child to be the victim of abuse from someone outside of program, the staff member must report the suspicion to the Camp Director immediately.

Staff members are expected to follow the code of conduct and sexual harassment policies as outlined in the Camp Ho Mita Koda Staff Employee Handbook.

Guidelines for Discipline of Campers

1. Camp personnel may never, under any circumstances, hit a child.
2. Camp personnel may not use abusive or derogatory language with campers.
3. Camp personnel should ask for help with particularly difficult children by seeking the assistance of supervisory or administrative staff.
4. In all instances camp staff should strive to respond to, as opposed to react to children.

Guidelines for Touching/Contact with Campers

- On the hand, shoulder, or upper back
- Never against the child's will unless in the case of clear and present danger to the child
- Never against the child's verbal or nonverbal expressed discomfort
- Never when it would have the effect of over-stimulating the child.
- Never in a place on the child's body that is normally covered by a bathing suit unless for clear medical necessity and then only with the supervision by another adult.

Avoid behavior that may be intrusive or invasive:

- Embarrassing a child about their body.
- Tickling, wrestling, or otherwise over-stimulating a child.
- Sharing personal information about one's romantic or sexual life.
- Telling stories or engaging in conversation that is lurid or over-stimulating.
- Romantic lives of adults can, under no circumstances, be shared with the campers.
- Staff members working with adolescents need to be aware of the tendency for campers to develop hidden or secret crushes.
- Adults should never be alone with an individual camper in the restroom or secluded area.
- Adults need to set limits on campers who cling and/or hang on them.
- Two adults will supervise campers during changing time at the swimming pool.
- Whatever is done with campers should be done in broad daylight and with company!

DO NOT TAKE ANY UNNECESSARY RISKS THAT COULD RESULT IN A MISUNDERSTANDING OF PERFECTLY INNOCENT BEHAVIOR

