



HUNTERDON COUNTY
DIVISION OF PARKS AND RECREATION
Mailing Address: PO Box 2900, Flemington, NJ 08822-2900
Telephone (908) 782-1158 • Fax (908) 806-4057
E-mail: parks@co.hunterdon.nj.us



Anti-Bullying Policy and Summer Nature Program Behavior Agreement

The Hunterdon County Division of Parks and Recreation is committed to a safe and civil educational environment for all of our campers and staff, free from harassment, intimidation or bullying. "Harassment, intimidation or bullying" means any intentional written, verbal or physical act, when the intentional written, verbal or physical act:

- Physically harms a camper/staff member or damages the camper's/staff member's property; or
- Has the effect of substantially interfering with a camper's education or staff member's duties; or
- Is severe, persistent, or pervasive that it creates an intimidation or threatening educational environment; or
- Has the effect of substantially disrupting the orderly operation of the camp.

Nothing in this policy requires the affected camper/staff member to possess a characteristic that is a perceived basis for the harassment, intimidation, or bullying, or other distinguishing characteristic.

Harassment, intimidation or bullying can take many forms including: slurs, rumors, jokes, innuendo's, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions. "Intentional acts" refers to the individual's choice to engage in the act rather than the ultimate impact of the action(s)

This policy is not intended to prohibit expression of religious, philosophical, or political views, provided that the expression does not substantially disrupt the education environment. Many behaviors that do not rise to the level of harassment, intimidation, or bullying may still be prohibited by other policies, rules, or regulations.

Counseling, corrective discipline, and/or referral to law enforcement will be used to change the behavior of the perpetrator and remediate the impact on the victim. False reports or retaliation for harassment, intimidation or bullying also constitutes violations of this policy.

The Director of the Hunterdon County Division of Parks and Recreation is authorized to direct the development and implementation of the procedures addressing the elements of this policy, consistent with the complaint.



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Hunterdon County Division of Parks & Recreation
Summer Nature Program Behavior Agreement

Parents: Please take a moment to review the following agreement with your camper. Signify that you both understand and agree to each statement by initialing the box. This form must be returned with the camp application and payment in ordered to be processed.

- I will arrive and remain at camp with a positive attitude, open to meeting new people and trying new activities.
I will work with my counselors and fellow campers towards creating an environment that is safe and welcoming for each of us.
I understand that doing intentional harm or bullying another camper, either physically or emotionally is grounds for dismissal from camp.
I understand that although I may be able to solve some conflicts on my own, the counselors are always ready to listen and assist if there is a problem.
I will remain with my counselor and partake in the activities of my session as required.
I will use appropriate language and understand that the use of excessive, deliberate, profane language will not be accepted.
I will leave my cell phone and other electronic devices at home.
I will be respectful of the property and personal space of other campers and camp staff.
I will not possess smoking materials, lighters, matches, illegal drugs, alcohol or weapons of any kind on county parkland.

The Hunterdon County Division of Parks and Recreation operates on a three-strike policy. The first infraction of the behavior management will result in a verbal warning between staff and camper(s). The second infraction will result in a time-out/loss of field trip privilege and notification of the parent at the end of the camp day. A third infraction will result in a conference between the camper(s), parent(s), Camp Director, a Park Ranger and the Director of Parks (if needed). This third infraction can result in the removal from the camp program.

Refunds are not given for any camper who is sent home/removed from the program for disciplinary reasons.

A zero tolerance policy is enforced in regards to Physical Aggression. Any camper who commits an act of physical aggression against another camper, staff member, or anyone else will be removed from camp. As a parent, you will be responsible for picking-up your camper within one hour of the decision to dismiss your child from camp. Depending on the act of aggression, your child may not be able to return to camp for the remainder of the camp program.

By signing below, I am stating that I have read and agree to abide by, all policies contained with the anti-bullying policy and behavior agreement. Futhermore, I certify that I have discussed all the policies, and their meanings and consequences, with my child(ren).

Parent Name/print

Parent Name/signature

Date

Camper Name/print

Camper Name/signature