

# SUMMER ENCOUNTERS

## PROHIBITED BEHAVIORS & CONSEQUENCES DEFINED

*Summer Encounters welcomes all families interested in our programs; however, we recognize that some children require more support than we can provide. If you have questions or concerns, please contact our team at [summer@cces.org](mailto:summer@cces.org) to discuss your child's individual needs before registering. \*We may not be able to accommodate all needs, all weeks, or for all programs.*

### PROHIBITED BEHAVIORS

To create a safe, welcoming environment for everyone, campers are expected to treat all members of the camp community with politeness, thoughtfulness, kindness, and respect. The behavior policy holds campers accountable for their actions while helping them grow and learn from an experience. While not an exhaustive list, the following are behaviors that CCES Summer Encounters staff will address in an age-appropriate manner.

#### BULLYING

Bullying is a pattern of inappropriate, unwanted, aggressive behavior among campers that occurs deliberately and repeatedly over time, creating a real or perceived power imbalance. Power imbalances can change over time and in different situations, even if they involve the same people. Bullying can be characterized by actions in person or virtually to include making threats, intimidating others, spreading rumors, deliberate public embarrassment, taking or breaking someone's things, attacking someone physically, verbally, or socially, and excluding someone from a group on purpose. Some of the above behaviors may be present in camper conflicts without being considered bullying.

#### FIGHTING

Fighting/aggressive behavior and bullying among campers will not be tolerated at Summer Encounters. Campers who are involved in fights or physically aggressive behavior on campus while involved in Summer Encounters will be subject to disciplinary action and may be removed from the program.

#### FIREARMS, WEAPONS, FIREWORKS, ETC.

No concealed weapon may be possessed on the CCES Summer Encounters campus. Under SC law, no weapons or firearms are allowed in any school building or at any school function. Firearms, weapon look-alikes, knives, lighters, fireworks, and any other explosive or potentially harmful instruments are strictly forbidden for camper possession on campus at any time. The Administration will confiscate all such items if discovered. Any camper bringing such items to school, or possessing such items at school, will face consequences up to and including dismissal.

#### GAMBLING

Gambling is strictly prohibited. Violations will result in disciplinary action.

## HARASSMENT

Christ Church Episcopal School and Summer Encounters seek to be a community in which every individual is treated with civility, understanding, and respect.

Harassment can be verbal, physical, in person, or virtual and includes hostile, offensive, or intimidating treatment of a camper that interferes with that camper's ability to engage and to enjoy the full benefits of the CCES Summer Encounters experience. The program will not tolerate harassment of individuals at any time for any reason. These reasons include but are not limited to, ethnic background, handicaps, physical characteristics, religion, gender, race, or sexual orientation. All forms of harassment are uninvited and unwanted.

CCES Summer Encounters recognizes its limitations in monitoring camper online activity and standards of conduct while off-campus and outside of camp hours, but we reserve the right to respond to damaging behavior in such venues that comes to our attention. If a camper thinks he or she has been the victim of harassment or bullying, he or she should consult with the CCES Summer Encounters Leadership Team.

There may be instances in which a student who is a victim of harassment or discrimination does not wish to proceed with a grievance, but it is determined that a clear violation of rights has occurred. In such cases, CCES Summer Encounters reserves the right to take appropriate action. Such action, aimed at preserving a community characterized by tolerance and mutual respect, might include steps ranging from a warning to the violator to expulsion of the violator.

## SEXUAL MISCONDUCT

All campers and adults should be treated with dignity, respect, sensitivity, and fairness. For purposes of this handbook, Sexual Misconduct means engaging in "Sexual Abuse," "Sexual Coercion," "Sexual Harassment," or "Sexual Exploitation" as defined below. Such misconduct is wrong, will not be tolerated, and is strictly prohibited.

**Sexual Abuse** means sexual involvement or contact by an adult with a "minor" or a "vulnerable adult" as defined under state law. Sexual Abuse is a crime that must be reported to appropriate authorities.

**Sexual Coercion** means the use of physical, emotional, psychological, or supervisory force over someone else to gain sexual gratification.

**Sexual Exploitation** means the actual or attempted abuse of a position of power, authority, or trust by the development or attempted development of a sexual or romantic relationship with a vulnerable party (such as a student or subordinate coworker) with whom the person in the position of power, authority, or trust has a relationship.

**Sexual Harassment** includes, but is not limited to, unwelcomed sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature including sexually oriented humor or language, inappropriate questions or comments about sexual behavior or preference, inappropriate physical contact, inappropriate comments about clothing or physical appearance, and/or repeated requests for social engagements in a situation where there is a mentor or colleague relationship between the persons involved.

In many cases, Sexual Misconduct as defined under this policy may constitute "child abuse" or "child neglect" under applicable South Carolina law. South Carolina law further specifies that certain persons involved in the care and supervision of children, including teachers, school administrators and counselors, are "mandatory reporters" and must report suspected child abuse or neglect to state authorities. For this reason, any CCES Summer Encounters employee who is a mandatory reporter and who receives information which gives the employee "reason to believe" that a child has been or may be

abused or neglected will report that information to appropriate authorities, as set forth in the CCES Child Abuse and Neglect Reporting Policy.

If a student thinks he or she has been the victim of Sexual Misconduct, he or she should immediately consult with The CCES Director of Auxiliary Programs.

There may be instances in which a camper who is a victim of Sexual Misconduct does not wish to proceed with a grievance, but it is determined that a clear violation of rights has occurred. In such cases, CCES Summer Encounters reserves the right to take appropriate action. Such action, aimed at preserving a community characterized by tolerance and mutual respect, might include steps ranging from a warning to the violator to expulsion of the violator. In addition, as noted above, Summer Encounters may also have duties to report Sexual Misconduct that may constitute child abuse or neglect to appropriate authorities, and Summer Encounters will comply with any such duties regardless of whether a camper wishes to proceed with a grievance.

Summer Encounters and Christ Church Episcopal School will not tolerate any retaliatory acts by other individuals nor take any action in retaliation against any camper who, in good faith, and with the genuine belief that he/she has been the victim of Sexual Misconduct, brings or voices a complaint pursuant to this policy or otherwise opposes Sexual Misconduct. Retaliation is a serious violation of CCES policy and applicable law. If any camper believes he or she has been the victim of retaliation in violation of this policy, he or she should report the matter immediately to the Head of School.

## **CELL PHONE AND ELECTRONICS POLICY**

Smart Devices (including cell phones, smart watches, tablets, video game devices, and any personal device that can connect to the internet, send messages, receive messages, make phone calls, or play games) are not permitted during camp, lunch, recess, drop off or dismissal for our K4 - 8th grade campers. If your child must bring a cell phone for any reason, it must be checked in with the CCES Summer Encounters staff every morning.

Campers who have a cell phone in upper grade levels (9-12) are permitted to use their phone at lunch and dismissal only. Unless permitted by a CCES Summer Encounters staff member, smartphones and all electronic devices must be turned off or on silent mode and be kept out of sight other than lunch and dismissal.

## **CONSEQUENCES DEFINED**

Any unacceptable camper behavior will be brought to the attention of the CCES Summer Encounters Leadership Team by their counselors and/or instructor. Campers will be offered the opportunity to change their behavior and return to camp. Persistent behavior challenges will be brought to the attention of a camper's parent/guardian and may require an in-person meeting with the CCES Summer Encounters Leadership Team in order for a camper to continue attending Summer Encounters programming.

## **DISMISSAL FROM SUMMER ENCOUNTERS**

If a camper's conduct is particularly egregious, or if a student consistently refuses to conform to CCES Summer Encounters policies, rules, and/or regulations, Summer Encounters staff may recommend to the Director of Auxiliary Programs/Summer Encounters that the camper be dismissed from Summer Encounters, effective immediately. The Director of Auxiliary Programs reviews such recommendations and decides whether to proceed with an expulsion. A dismissed camper is not permitted on campus during camp hours. Eligibility for re-admission is at the discretion of CCES. Campers who exhibit violent behavior (i.e. physical or verbal assault, harassment, or sexual misconduct) will be dismissed from camp programs with no refund.