

INTIMIDATION

PREVENTIVE MEASURES

- ❖ General leadership training course (33 hours of theory) including, among other things, the mandatory interventions to be adopted by all of our team.
- ❖ Training of management teams and animation personnel on the specific subject of intimidation.
- ❖ Team awareness on the importance of being responsive to all complaints on the matter, always intervening in the same manner, paying attention to the social interaction of the children in the group, and acting as a role model.
- ❖ A clear ethical code of behaviour is presented to all the campers at the beginning of the week or stay and is available via Client Space.
- ❖ Details on how to report a situation or file a complaint are presented to all the campers at the beginning of the week or stay.
- ❖ Activities aimed at developing closer ties between the campers as well as a sense of belonging.
- ❖ Structured activities throughout the day.
- ❖ Active surveillance during transition periods and during the night (vacation camp).

RULES ON HOW TO REPORT ACTS OF INTIMIDATION OR VIOLENCE

FOR THE CAMPERS

- ❖ Confide in your animator or any other staff member whom you trust
- ❖ Discuss it with your parent(s) once home
- ❖ Write a note and drop it in the box used for internal mail

FOR THE ANIMATORS OR STAFF MEMBERS

Immediately notify a management team member

FOR THE PARENTS

Immediately notify a management team member by phone, email or in person at the camp reception

ACTION TAKEN BY THE MANAGEMENT TEAM

- ❖ Pay close attention to all complaints made by children, the animation team or parents
- ❖ Investigate the situation or ensure that one is made, in order to clarify the situation and decide if it is merely a conflict or a real case of intimidation
- ❖ Inform the parents of the campers in question of the ongoing actions (convene them if necessary)
- ❖ Ensure that written records are kept
- ❖ Apply the disciplinary measures provided in the Operational Form : *Levels and gradation of interventions* (Level 4 in the case of intimidation)
- ❖ Ensure a follow-up of the situation so as to prevent a similar situation from occurring again.