

Camp Child Protection Policy

Camp Shalom and NOBO

Jewish Federation of Madison

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SECTION I: INTRODUCTION

Camp Shalom and NOBO (“Camp”), sponsored and operated by the Jewish Federation of Madison, is a Jewish Day Camp designed to provide campers with a positive Jewish experience in a supportive and activity-based environment. Our goals include providing Jewish experiences that reflect positively on Jewish culture, traditions and values.

We strive to celebrate each camper’s unique strengths, interests, and experiences by offering a wide variety of engaging opportunities while modeling positive, respectful interactions throughout the session. Central to our philosophy is maintaining a daily environment free of abuse, harassment or any behaviors that would be detrimental to the health and wellbeing of any child and our entire camp community.

At Camp, fostering a safe, warm and welcoming environment is our top priority. To uphold this, we've established a comprehensive Child Protection Policy applicable to all staff members of our camp community. These protection policies seek to ensure that Camp is a place where safety will always be prioritized.

As part of our mission to create a safe space, it is expected that all staff’s interactions with campers be appropriate and will foster a safe and respectful environment. Additionally, it is imperative that all families and campers understand our camper-to-camper policies, our mandated reporting requirements and how to report conduct potentially inconsistent with this Policy.

We have endeavored to make this Policy as comprehensive as possible. If situations arise that are not covered by this Policy, please speak to the Camp Shalom Director and/or the JFM CEO. If your concern is regarding the Camp Shalom or NOBO Director a report can be made directly to the JFM CEO; if further action is required, the CEO will contact the JFM Board President. If the reporting party feels the issue has not been adequately addressed, they should contact the JFM Board President. It is essential that everyone involved with

Camp understand this Policy and how to respond if they feel the Policy is not being properly followed or implemented.

As part of our commitment to child safety, individuals applying for a staff position will be subject to a criminal background and sex offender registry check and will be asked to provide up to three references and participate in an in-person and/or remote interview. As part of that interview process, Camp will explain our commitment to boundaries with campers and the core value and commitment that Camp has to child protection. Additionally, our staff will participate in comprehensive training every summer on a variety of topics, including abuse prevention and creating safe spaces.

SECTION II: DEFINITIONS

The following definitions apply throughout this policy.

- **Bullying** is defined as a pattern of physical, verbal, psychological or electronic communication behavior that is intended to cause fear, distress, or harm to a camper.
- **Camper** is defined as anyone attending Camp (Shalom and Nobo) as a camper through the start of 9th grade.
- **CIT** is defined as rising 10th graders who are volunteers at Camp and serve as staff for Camp Shalom campers.
- **Consent** is defined as an agreement or permission expressed through affirmative and voluntary words or actions that are mutually understandable to all parties involved, and that permission can be withdrawn at any time. A minor cannot consent to any sexual activity.
- **Cyberbullying** is defined as a type of bullying where someone uses technology to harass, threaten, humiliate, or target another individual. This may include posting or threatening to post photos or videos of a camper without their consent or disseminating or threatening to disseminate an image of someone in an embarrassing or compromised position.
- **Disparagement** is defined as belittling the value or worth of another or another's actions or describing someone using derogatory names or terms.
- **Emotional Abuse** is mental or emotional injury that results in an observable and material impairment in a child's growth, development, or psychological functioning. This can include extreme forms of punishment.
- **Grooming** is defined as an act whereby an individual engages in boundary crossing behavior with a camper for the potential purpose of, or with the result of, engaging in sexual conduct with that camper.
- **Harassment** is defined as behavior that subjects someone to unwelcome or unwanted conduct that is so severe or pervasive that it hinders the camper's ability to participate in camp life, significantly

harms their well-being, substantially interferes with their rights, or intimidates them because of their identity. Harassment can be verbal, non-verbal, physical, sexual and/or electronic communication. It can be targeted towards one person or a group of people.

- **Hazing** is defined as any activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers them, regardless of a person's willingness to participate.
- **Neglect** is defined as a failure by a caregiver, either deliberately or through negligence or inability, to take those actions necessary to provide a child with minimally adequate food, clothing, shelter, medical care, supervision, emotional stability and growth, or other essential care, including malnutrition or failure to thrive; provided, however, that such inability is not due solely to inadequate economic resources or solely to the existence of a handicapping condition.
- **Physical Abuse** is defined as any non-accidental physical force or injury that is inflicted on a camper by another person and has a substantial risk of causing or does cause bodily injury or emotional harm.
- **Sexual Assault/Sexual Abuse** is defined as sexual contact, conduct or behavior that occurs without the consent of the camper. This may include a range of behaviors including unwanted touching, kissing, or forcing someone to perform sex acts.
 1. **Sexual Abuse is also defined as any occurrence where a staff member or CIT engages with a camper in any sexual activity (including any conduct or contact).**
- **Sexual Harassment** is defined as unwanted or unwelcome behavior of a sexual nature, or which is directed at a camper because of their sex, gender or identity which can include both verbal and nonverbal occurrences that take place in person or through electronic communication.
- **Staff** is defined as anyone working or volunteering at Camp for any length of time.

SECTION III: BOUNDARIES BETWEEN STAFF AND CAMPERS

Camp is committed to ensuring the well-being, safety, and protection of each of the campers present at Camp. Considering the influence, power and trust inherent in relationships between Staff/CITs and campers it is important to set forth guidelines to help define appropriate behavior and conduct to cultivate a safe, positive, warm and enjoyable environment for all those who work and spend time at camp. The overarching goal of our *Boundary Guidelines* is to protect our campers. In addition to any legally prohibited behaviors in our greater handbook, these boundaries also keep camp staff from engaging in behaviors that would be considered inappropriate. These guidelines not only protect campers from abuse, but they also protect staff from creating the appearance of impropriety, especially given the power imbalance and trust inherent in building a connection with campers.

1. **General Boundary Guideline**
 - No staff may engage in any abuse, sexual or physical, grooming behavior, harassment, sexual harassment, hazing, cyberbullying or bullying of any camper.

- No staff may date or engage in a romantic or sexual act with a camper.

2. Peer-Like Behavior

- All staff must always remember that they are not a camper's "friend" and should refrain from engaging in peer-like behavior or any behavior that could be perceived as "grooming" behavior, as defined in this policy.
- To differentiate between engaging in peer or friend-like behavior and healthy staff/camper relationships, staff must ensure that any time spent with a camper in Camp does not involve "hanging out" with a camper in the manner one would hang out with friends.
- Staff must not invite a camper to hang out with them outside of camp unless:
 - i. The activity is camp approved with permission granted by the camper's parent/guardian and other camp staff are present; **or**
 - ii. It is in the context of family or communal experiences where multiple people are present.
 - iii. It is a family member.

3. One-on-One Interaction:

- All one-on-one conversations or interactions must be both observable and interruptible and may not take place behind a closed or locked door, or at a time of day or in a location where other people are not around.
 - i. Sensory room (e.g. quiet space where campers can "calm down") protocols include making sure that other adults are present in a space where the campers in the sensory room are both observable and interruptible.
 - ii. During staff orientation, Camp will provide specific strategies that a staff member can take if they find themselves in a one-on-one situation.

4. Favorites

- Staff may not lavish attention on one or two particular campers, including, in the giving of gifts, candy, treats or special favors.
- Staff may not engage in favoritism with any individual or group of campers.
- Staff may not **assign** a "pet name" to a camper.

5. Conversational Boundaries

- Staff may not discuss with a camper, the campers' or staff members' sexual or romantic interactions or experiences.
- Staff may not discuss or confide in campers, other deeply personal details about their life, such as detailed **nonpublic** information about their physical or mental health, disordered eating, self-harm or suicidal ideations.
 - i. If there is a question about whether something falls into this category, the Camp administrative staff should be asked.
 - ii. It is important to note that there is a difference between connecting with a camper and engaging in a camper relationship that acts as a friendship. Everything shared with campers should fall into the category of "publicly available or accessible" information.
 - iii. If a conversation starts with "I've never told anyone this" that would be one indication that a conversational boundary has been violated.

- Staff may not speak in a disparaging manner to a camper.
- Staff may not make sexual jokes, comments or engage in any conversation with a camper that has sexual innuendo or contains sexual stories.
- Staff may not encourage campers to alter their appearance in any way, including conversations on campers' piercing, hair cutting, tattoos, etc.

6. Emotional and Behavioral Boundaries:

- Staff may not engage in any flirtatious behavior with a camper. This includes both in person and via electronic communication.
- Staff may not direct a camper to keep a secret from or withhold information from parents or a guardian or any other individual at camp.
- Staff may not promise a camper complete confidentiality for any information shared.
 - i. If a camper requests confidentiality you can respond: I can't promise you that, because if it has to do with what the camp believes is safety related I will have to tell an adult at camp, but I can promise you that I will not talk about it with my friends or any other campers.
- Staff may not engage in coercion or manipulation of a camper, including bribing them with snacks, gifts or anything else.
- Staff may not expose a camper to pornography, masturbation, sexually explicit material or any sexual activity – even if it does not involve touching or contact.
- Staff may not discuss or provide access to alcohol, drugs, vaping tools, cigarettes or any illegal or controlled substance.
- Staff may not provide alcohol or drugs to a camper, nor discuss or permit campers to drink or use drugs in their presence, except where medications have been prescribed.
- Staff may not allow a camper to engage in “hero worship” with a Staff member.
 - i. Though developmentally appropriate for campers to connect to and be mentored by staff, staff must be mindful not to allow a camper to engage in “hero worship” which can lead to boundary crossing, and an unhealthy connection with a staff member.
 - ii. Hero worship typically involves an enmeshment between a staff member and camper, where the camper may engage in excessive admiration for the staff member, and the staff member allows, encourages and cultivates that dynamic.

7. Overnights, Bathrooms and Changing

- Staff may never share a sleeping bag or tent with a camper.
- Staff may not cuddle or be under the covers or a blanket with any camper at any time. Staff may never be naked or fully undressed in front of a camper. Staff may not sleep naked during an overnight.
- Staff may not change, undress, or shower in front of, in the same area or in view of a camper.

- Staff may not watch or help a camper undress or dress and must always be with another staff member in any changing area of camp.
 - i. If there is a young camper who needs help with changing, staff will request another staff member to be present.
- Staff must never help a camper in the bathroom
 - i. All campers are toilet trained. If there is a camper with specific medical needs, staff will be informed of the protocol for helping that particular camper.
 - ii. In the event that a camper has a bathroom accident, two staff members must help the child together.
- Staff must never allow multiple people into bathroom stalls or private bathrooms at the same time.
- **Trip Bathroom Policy**
 - i. While on field trips/overnights, campers should always go to the bathroom in groups of 2 or more.
 - ii. When possible, staff members should accompany them.
 - iii. During the overnight/while camping, two staff will accompany campers to the bathroom after dark

8. Home Visits

- Staff may never invite a camper or a group of campers to their home.
- Staff cannot visit a camper in their home unless it is a babysitting situation or other adults are present.

9. Physical Boundaries

- Staff may not discipline campers in any physical manner, engage in any violent behavior such as (but not limited to) punching, hitting, biting, slapping and kicking.
- Staff may not have extended physical contact, such as a lingering touch, with a camper. Any contact should be limited to a supportive or congratulatory quick hug, arm squeeze, or pat on the back and should be child initiated and in an observable space.
- Staff may not touch a camper in any area that is normally covered by a bathing suit.
- Staff may not engage in giving or receiving back rubs or “chills” with campers.
- Staff may not engage in physical behavior that is or could be interpreted as sexual in nature, including, but not limited to frontal hugging in a secluded or private place, kissing, stroking, lap sitting, shoulder sitting, piggyback rides, massaging, tickling, rubbing, touching genitals, wrestling (outside of camp sanctioned athletics), physical horseplay or swatting buttocks with towel or object – even in an athletic context.
- Staff may not encourage, condone or engage in any group masturbation and if aware of it – must immediately stop it and report it.
- Staff may not encourage or knowingly allow sexual activity between campers.
- Staff may not engage in any hazing or bullying behavior towards a camper, nor encourage, participate or allow campers to engage in that behavior. Physical punishments are not allowed in camp.
- If a camper engages in repeated and/or prolonged physical contact with a staff member, the staff member should clearly and firmly discourage such behavior, and if the camper persists, immediately report to the Camp Director.

Sunscreen Protocol:

- Staff may not rub sunblock or suntan lotion on a camper's body.
 - i. If help is needed the protocol is to first encourage a camper to put their own sunscreen on, and if they need a staff members help – you must first ask the camper if they are comfortable with your help, and must be observable by others and never put sunscreen on an area that would be covered by a bathing suit.

10. Transportation

- Staff may not drive a camper alone in any vehicle unless they are related to the camper.
 - i. If a staff member is transporting a non-family member camper to or from camp, staff must inform the Camp Director and may never be one on one with a camper
- Bus Protocol:
 - i. When staffing a bus route, staff may not sit with a camper, unless instructed by the camp administration and/or the head bus counselor based on that bus's staffing needs.

11. Social Media and Electronic Communications

- Staff may not take photographs or recordings of campers without explicit permission from a director.
- Staff may not share their personal phone number with a camper.
- Staff may not text, DM or message with campers on any app or via any personal messaging platform.
- Staff may not interact or connect with campers on any personal social media accounts or any social media or gaming platforms, including but not limited to TikTok, Discord, Instagram, Snapchat, Roblox, Minecraft and Fortnite.
- Staff may not create TikTok videos, Instagram Reels, or any other video or recording with campers that is then posted on anyone's personal social media profile.
- Staff may not post images, videos or any information about campers on their personal social media accounts, unless they are re-sharing an official camp released social media post.

12. Duty to Report Boundary Crossing Behavior and Failure to Follow this Policy

- If any Camp staff, whether during the summer or afterwards, becomes aware of or suspects Camp staff of engaging in boundary crossing behaviors or any violation of this Policy with a former or current camper **must** immediately report the matter to the Camp Shalom Director or JFM CEO.
 - i. If the concern is regarding the Camp Shalom or NOBO Director, the JFM CEO should immediately be notified.
- **If any camper or parent/guardian** becomes aware of, observes or suspects that a Camp staff member has violated this Policy, they **should immediately** report to:
 - i. The Camp Shalom Director and/or the JFM CEO

13. Reporting Boundary Crossing Behaviors in Good Faith

- To make a report does not require you to be “sure” or “positive” that the policies have been violated, and Camp will not retaliate against anyone who shares a concern on a good faith basis.
- Retaliation against anyone who in good faith reports a suspected violation of this Policy or who participates in an investigation is strictly prohibited.

14. How To Report Boundary Crossing Behaviors and Investigation Protocol

- Information that a boundary may have been crossed that comes to the attention of Camp leadership must be followed up on whether that information stems from a direct complaint or is obtained in any other way, such as overhearing a camper discuss that behavior. Sometimes the crossing of a boundary is indicative of a serious problem such as grooming, therefore upon receiving a report of boundary crossing behavior, all camp staff and administrators will immediately engage in the following protocol:
 - i. Inform the Camp Director and the Camp Director will inform the JFM about the situation.
 - 1. The Camp Director will document the report and speak with the relevant individuals reporting the boundary crossing behavior.
 - 2. The Camp Director will report the situation to the CEO who will inform the President and JFM Executive Committee.
 - ii. The Camp Director, CEO and Board President may consult with law enforcement and/or outside experts as to the severity of the behavior.
 - iii. If any of the behavior indicates **even a suspicion of grooming, predatory interaction or criminal activity, law enforcement will officially be notified.**
 - iv. If the behavior is not determined by law enforcement to be criminal, Camp will make a decision whether this information requires a fact finding/investigation, the scope of the investigation/fact finding and whether it will be conducted internally or externally by an outside consultant, attorney or mental health professional.
 - v. Any questions of confidentiality will be explained at the time based on directives from law enforcement.
 - vi. During the pendency of an investigation, the employee may be suspended, and parameters may be put in place such as requiring the employee to refrain from communicating or engaging in conversation about the investigation with other staff or campers.
- It is the duty of Camp leadership to take all boundary crossing behaviors seriously, investigate when appropriate and thoroughly report the matter to JFM CEO and/or Board President. Beyond boundary violations, known or suspected abuse must be reported to the police, childcare licensing representative, JFM CEO and Board President. The JFM CEO and Board President will inform the Executive Committee. Information regarding these **Mandated Reporting duties are covered in the following section. Please note that a conversation with other staff does not relieve the employee of their duty to report suspected child abuse to local authorities pursuant to applicable law.**

SECTION IV: MANDATORY REPORTING

Camp takes any and all allegations of any form of abuse seriously and adheres to all mandated reporting requirements in Wisconsin. Wisconsin law requires that any mandated reporter who has reasonable cause to suspect that a child seen by the person in the course of professional duties has been abused or neglected, or who has reason to believe that a child seen by the person in the course of professional duties has been threatened with abuse or neglect and that abuse or neglect of the child will occur, make a report to county Child Protective Services “CPS” or law enforcement.

It is the policy of Camp that any allegation of any criminal activity or abuse alleged to have been committed against a camper be immediately reported to law enforcement or CPS.

- **How Do You Report?** Reports of suspected child abuse and neglect can be made to the county where the child resides or to the law enforcement of where the possible abuse and/or neglect occurred.
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- **When Must You Report?** Mandated reporters are required to report suspected child abuse or neglect when they are presented with a “*reasonable cause to suspect*” that a child has been abused or neglected. This reporting duty applies to knowledge obtained at any time. Reports must be made as quickly as possible.
- **What is a “Reasonable Cause to Suspect”?** It means that you have a suspicion that someone may be harming that child or placing that child in imminent danger of harm.
- **What Must Be Reported?**
 - **Abuse:** The non-accidental commission of any act by a caregiver which causes, or creates a substantial risk of, physical or emotional injury or sexual abuse to a child.
 - **Neglect:** Failure by a caregiver, either deliberately or through negligence or inability, to take those actions necessary to provide a child with minimally adequate food, clothing, shelter, medical care, supervision, emotional stability and growth, or other essential care, including malnutrition or failure to thrive; provided, however, that such inability is not due solely to inadequate economic resources or solely to the existence of a handicapping condition.
- **What Happens When You Call the Hotline?** There may be times when you have very little information on which to base your suspicion of abuse or neglect, but this should not prevent you from calling. If you aren’t sure whether to report, call and ask! The caseworker will ask you questions, since it is their job to collect as much information as possible. It is ok if you don’t have every single answer.
- **Should You Contact the Child’s Parents?** Staff may **not** notify the parents or other persons legally responsible either before or after your call to the hotline, if the abuse is suspected to have involved someone in the child’s home. In many cases, alerting the parent may hinder the investigation and adversely affect its ability to assess the safety of the children.
 - If the abuse allegedly happened to a child outside of the home, or with someone who is not their caregiver, the camp must inform the parent or guardian of the child.
- **What Happens After You Call the Hotline?** A person who is mandated to report suspected child abuse or neglect will be informed by the county what action, if any, was taken to protect the health, safety, and welfare of the child who is the subject of the report.
 - Reporting Further Allegations:
 - i. If, after a report has been made in reference to a specific child, any further allegations or other information leading you to suspect further or continued abuse or neglect of

this same child, it must again immediately be reported, following the same guidelines as the initial report and referencing the current case.

- **Protections and Liability**
 - Anyone who makes a report in good faith is immune from criminal or civil liability.
 - Anyone required to report, who intentionally fails to report suspected child abuse or neglect may be fined not more than \$1,000 or imprisoned not more than 6 months or both.

SECTION V: ALLEGATION OF STAFF ABUSE TOWARDS A CURRENT OR FORMER CAMPER

- Any report of alleged criminal behavior or abuse from a staff member to a current or former camper will be reported to law enforcement and camp leadership. This applies, even if the staff member is no longer an employee of the Camp or if the summer is over.
 - In addition, whether the report involves a current camper or former camper (who is a minor) the parents/guardians will immediately (within 24 hours) be notified.
 - The CEO, Board President, and Exec Comm will also be notified within 24 hours
 - Determination of communication to the camp community will be made based on information received from law enforcement.
- Any staff who suspect any concerning behavior, **even if historical in nature**, even if lacking firsthand information, should immediately report the incident to the Camp Director. If any suspicion of concerning behavior rises to the level of abuse, or triggers anything regarding mandated reporting the mandated reporting policy applies.
- In the event that law enforcement declines to or is unable to make an arrest, but the behavior reported is concerning or involves boundary crossing behavior, Camp will make a determination whether an internal or external fact finding should occur. The determination will be made with consultation of experts and/or legal counsel.
- JFM is committed to communicating to the camp community
- All staff requested to participate in a fact finding must participate, and the Camp reserves the right to suspend any alleged offender during the pendency of the investigation. Parameters may be put in place such as requiring the staff member to refrain from communicating or engaging in conversation about the investigation with campers. Camp commits to being as transparent with the Camp community as possible, without endangering the protection of the victims.

SECTION VI: MISCONDUCT BETWEEN CAMPER

Campers are expected to adhere to a standard of behavior that fosters healthy and safe peer to peer interactions. Every camper has the right to feel respected and safe, and be in an environment free of abuse, sexual harassment, harassment, discrimination, hazing and bullying.

Camp does not tolerate any behavior that demeans, degrades or puts the well-being or safety of Campers at any risk.

Though defined earlier in this Policy, below are **examples of conduct** that are prohibited. These examples do not include all instances but are to be used as guidance for what might be considered a violation of this Policy.

- **Physical abuse, such as**
 - Hitting, punching, kicking or biting.
 - Any threat or actual use of a weapon against another. Weapons may include but are not limited to knives, guns, wire, rope and any object used to threaten another.
- **Sexual abuse and sexual harassment, such as**
 - Touching, grabbing, pinching, rubbing, or fondling another person's buttocks, breasts, or genital area, whether over or under clothing, without affirmative consent.
 - Any sexual conduct between campers during camp or camp sponsored activities
 - Touching another person with one's genitals without consent.
 - Physically or verbally intimidating someone to engage in a sex act or sexual contact, whether done so expressly or implicitly.
 - Coercing, threatening or blackmailing someone into sending nude images or videos.
- **Hazing, such as**
 - Requiring or coercing someone to do any of the following:
 - Drink alcohol, vape or use drugs.
 - Consume any inappropriate or hazardous substances or allow such substances to be smeared on the body.
 - Endure any physical striking, beating, burning, branding or to engage in self-mutilation or to commit such acts upon another.
 - Endure acts of sexual stimulation or sexual abuse/assault
 - Be subjected to abusive and demeaning speech or participate in acts of personal servitude.
 - Engage in indecent exposure.
 - Participate in any illegal activity.
 - Participate in physically dangerous activities such as exposing oneself to extreme weather conditions without appropriate protection.
 - Submit to being tied up.
- **Bullying (and Cyberbullying) such as**
 - Any form of physical, verbal, demonstrative or electronic harassment that one should reasonably expect would demean, threaten or physically or emotionally hurt a camper.
 - Physical harm or threats of physical harm.
 - Damaging, hiding, or taking of property.
 - Excluding from a group or activity purposely to hurt and/or advocating others to dislike a person.
 - Calling someone offensive or demeaning names.
 - Scapegoating, pranks resulting/intending to embarrass.
 - Innuendoes with derogatory implications or making jokes involving offensive stereotypes.
 - Posting online offensive, demeaning, or embarrassing comments or images.
 - Texting, whether individually or as a group, mean, offensive or demeaning comments or images.
 - Creating fake profiles, assuming another's identity or using AI technology in any social media context to create content likely to cause embarrassment or humiliation.

- Taunting others about their actual or perceived age; physical development; socio-economic status; sex; gender; sexual orientation; bodily functions; actual or perceived race, color, or national origin.
 - Creating, whether by photography, recording or use of AI technology, a nude picture of another camper.
 - Disseminating or showing others a nude image of a camper, whether that image was created or enhanced by AI technology or actually taken or recorded by anyone.
- **Harassment, such as**
- When the verbal or nonverbal acts of another are either severe or pervasive, or so targeted at a specific person that it prevents that camper from participating in camp programs.
 - Physical and verbal threat; or
 - Cyberbullying; or
 - Physical acts such as aggressive pushing, punching, kicking, biting or hitting.
 - Damaging another's property; or
 - Calling someone offensive or demeaning names; or
 - Texting sexual images or jokes and creating fake social media profiles.

If any staff or camper observes or suspects that any of the above referenced behavior is taking place, staff and campers must immediately report the information to the Camp Director.

Retaliation for any incident reported will not be tolerated. Camp will take prompt action to assess whether the behavior requires an internal/external investigation or a report directly to law enforcement. If the reported behavior involved any allegations of criminal behavior, including, but not limited to, assault, sexual assault or sexual abuse, **law enforcement MUST be notified.**

For all **non-criminal** allegations of inappropriate or policy violating behavior, Camp will take prompt action to meet with all parties involved, document the incident, determine whether it requires an internal or external fact-finding, institute that fact finding and expeditiously make a determination about safety on site.

Irrespective of which fact finding is used, Camp reserves the right to take appropriate disciplinary action, up to and including exclusion from camp, if any camper engages in abuse, sexual harassment, harassment, discrimination, hazing or bullying of any other camper.

SECTION VII: CONCLUSION

Camp Shalom is a place where children can explore their identity, build lasting friendships, and grow with confidence. Our commitment to child protection is a reflection of our core Jewish values and our dedication to the families who entrust us with their children's well-being. Should you have any questions regarding the implementation of these policies, please refer to the contact protocols outlined within the policy or contact the Camp Shalom Director, shalomdirector@jewishmadison.org.