

Haw River United Methodist Church Camp Anti-Bullying, Harassment and Intimidation Policy

Purpose

It is the purpose of Haw River United Methodist Church Camp to promote positive relations among its campers, and especially to oppose bullying, harassment, and intimidation (BHI) in all of its forms by all campers.

Scriptural Basis

Jesus taught the Greatest Commandment: first, love God with all of your heart, mind, and strength, and secondly, to love your neighbor as you love yourself. (Matthew 22:37, 39) Further, Jesus has given the Golden Rule as direction: "Treat others just as you want to be treated." (Luke 6:31)

Definition of Bullying, Harassment, and Intimidation

A conscious, willful, and deliberate hostile activity intended to harm, induce fear through threat of further aggression, and create terror. It is not about anger, nor about conflict; it is about contempt -- a powerful feeling of dislike toward someone considered to be worthless/inferior/undeserving of respect by the bully/bullies.

BHI always includes these three elements:

- **Imbalance of power** - the bully can be older, bigger, stronger, more verbal, higher on the social scale, a different race, the opposite sex, or a large number of people banded together.
- **Intent to do harm** - the bully means to inflict emotional harm and/or physical pain, expects the action to hurt, and takes pleasure in witnessing the hurt.
- **Threat of further aggression** - both bully and bullied know that the bullying can and probably will occur again.

When bullying escalates unabated, a fourth element is added:

- **Terror** - systematic violence used to maintain dominance

Our Position on Rights and Responsibilities

Based on our belief that all persons are of sacred worth, we declare that it is the right of all individuals of all ages to be free of victimization. It is the responsibility of those who witness victimization to stop it and/or speak to a trusted staff/pastor. The leadership of the church camp will intentionally seek to prevent and deal with BHI through:

- Oversight of policy use by the camp co-directors
- Setting rules concerning BHI behavior
- Responding to incidents in a prompt manner

- Seeing that both the bullied and the bully are dealt with in a responsible and caring manner
- Overseeing training and education of staff concerning BHI

Summary of Rules Concerning BHI

The church camp will be a safe sanctuary for all. We prohibit acts of BHI as well as active or passive support of BHI. All camp staff who work with children and youth will be expected to demonstrate appropriate behavior; treat others with civility, kindness, and respect; and refuse to tolerate BHI.

Guidelines for Responding to Bullied and Bully

The church camp staff will follow the guidelines outlined in the camp rules and expectations to respond to both complaints of incidents of BHI, as well as dealing with the bully as a child of God.