



CHILD PROTECTION PLAN

It is of utmost importance to Woodland Acres Bible Camp that campers and staff are safe while on the grounds of camp. This includes in the area of child sexual and emotional abuse. WABC will utilize the following Code of Conduct to clearly define what is acceptable and unacceptable behavior.

It is extremely important to us to keep your camper safe from child abuse. Because of this, abuse prevention is intertwined into every part of our camp programming. This starts with the initial screening of staff and after hire, thorough training, monitoring and accountability. No individual, all the way up to Executive Director, can operate outside of our procedures. Our entire staff undergoes extensive training on the protocols we have in place to prevent any type of abuse. After training is completed, each staff member signs a commitment statement signifying their awareness and acceptance of the procedures we have in place to protect children.

In compliance with Arkansas law, if any of our staff become aware of potential or actual camper abuse, we report any suspicions or information to the appropriate agency immediately.

Other Key Components:

- All staff applicants must complete an extensive application, undergo a personal interview, submit three references and pass a background check. We run a new background check every year on every staff member.
- Every staff member and every camper are required to follow our Code of Conduct. This code is communicated to all campers pre-arrival and post arrival so they know what to expect and can easily recognize issues that arise.
- We practice the Rule of Three. Trips to secluded areas such as bathrooms should involve three people so that no two individuals are alone in private at any given time. For private counseling type situations, counselors are taught to conduct these in public, well lit, common spaces where observance from others is likely to occur.
- Monitoring is the responsibility of all of our staff because it decreases the opportunity for abuse to happen. The staff all monitor one another, and camp leadership is also constantly monitoring staff and campers. We call this N.E.W.S (north, east, west, south) Supervision - 360°.
- Campers need outlets for reporting inappropriate behavior. If a camper is in a situation where they felt threatened, abused, or unsafe, we encourage them to either talk with a staff member, or to use the anonymous reporting system known as the Drop Box located near The Oasis.



Code of Conduct - Campers

We Will:

- **Encourage:** Include and encourage all campers in everything they do the entire week, seeking to unite them as a cabin community. Hebrews 3:13
- **Listen:** Listen to the direction of counselors, activity instructors, leadership, and full-time staff. Proverbs 12:15; 19:20
- **Be Considerate:** Lift each other up, don't tear each other down. No put downs. No bullying. Do not exclude anyone. Ephesians 4:29
- **Be Committed:** Be committed to the cabin community, forming personal-loving relationships and memorable learning experiences. Romans 12:10 & Philipians 2:4
- **Be Safe:** Stand up for the physical, emotional, & spiritual safety of yourself & others. Isaiah 32:2
- **Be Respectful:** Of campers, staff, and camp property. Treat others in the way you want to be treated. Love each other. I Corinthians 13:4-8

Always respect physical boundaries:

- No kissing
- No sharing or entering of shower/bathroom stalls of others
- No sharing of beds
- No hitting, kicking, slapping, or punching
- No tickling
- No touching of private areas
- No physically demeaning humor (wedgies, etc.)
- No walking about the cabin without covering private areas
- No bullying
- No giving or getting: haircuts, piercings, tattoos while at Woodland Acres Bible Camp

Always use appropriate verbal communication:

- No lying
- No gossiping about other campers or staff
- No calling names of any kind (even jokingly)
- No talking or making comments about another's physical body
- No profane language or use of slang terms (homo, queer, etc.)
- No discussions of a sexual nature. (If a camper brings up sexuality, Woodland Acres Bible Camp staff will discuss the biblical view and then tell the camper to talk with their parents.)

While WABC staff are given the same info above, the following are specific to them:

- No camper is to be taken of by themselves
- No giving campers gifts of a personal nature
- No showing favoritism to a particular camper
- Counseling or private conversation (one-on-one) to be done in a public setting (Seen but not necessarily heard)
- Hold other staff accountable to this Code of Conduct

Campers have the following rights:

- To have privacy when in private areas (bathroom, shower, cabins)
- To tell someone when feeling uneasy about ANY situation
- To be treated with respect and to be taken seriously

Our Approach to Camper Discipline:

Affection + Boundaries + Consistency = Discipline

- Remove camper from situation
- Communicate care, love, and concern for them
- Define inappropriate behavior without attacking the camper's character
- Communicate lack of tolerance for behavior
- Partner with camper in helping change behavior
- Seek the root of the problem
- Administer consequences with the help of leadership (no corporal punishment)
- Restore the relationship

Code of Conduct - Staff

Employees and campers at Woodland Acres Bible Camp shall conduct themselves in a way that is consistent with the mission of WABC and allows for everyone on the grounds to be safe from potential child abuse situations.

ACCOUNTABILITY (N.E.W.S. Supervision - 360°)

All staff members are trained to keep themselves and all other staff accountable to following procedures. Any infraction or concern is to be immediately reported to a Director or Chairman of the MAM-WABC Board. This is true for every person at camp including: campers, summer staff, full-time staff, or anyone associated with WABC, no matter who or where they are. In the

N.E.W.S. Supervision - 360° model, everyone is responsible for what happens to WABC campers and staff and how we conduct ourselves while at camp and elsewhere.

CODE OF CONDUCT

WABC believes that every child is a precious and unique gift from our Lord and Saviour, Jesus Christ, and therefore, will be treated in such fashion by those around them. The following are our guidelines for appropriate and inappropriate conduct with minors in the areas of Touch, Talk and Territory (TTT).

Touch:

Touch is powerful when used appropriately but can have strong negative effects when used wrongly.

Appropriate:

- Handshakes, high-fives, knucks, etc.
- Girls, walking while holding hands (Junior campers only)
- Side Hugs
- Short, congratulatory or greeting hugs (same gender)
- Arm around the shoulders
- Piggyback rides for young campers
- Pats on the back

Inappropriate:

- Back rubs, tickles, massages
- Touching of private parts (no exceptions)
- Touching child in anger, disgust, frustration
- Sex, kissing, or sexual embraces
- Frontal hugs with opposite sex
- Intimate wrestling or tickling
- Corporal discipline or punishment
- Lap-sitting

Talk:

Verbal praise is very powerful, just as negative talk and language can cause negative effects such as pain, and wounds in a person's life. Words can also be used as a manipulation tool.

Appropriate:

- Verbal praise for achievement or behavior
- Verbal encouragement
- Side Hugs
- Scripturally based teaching
- Grace-filled correction
- Normal, relational conversation

Inappropriate:

- Comments or questions relating to physique or body development
- Sexual jokes, homosexual innuendo, or bathroom talk
- Swearing or vulgar language
- Verbal harassment or abuse
- Individual secrets or special gifts
- Sexual coaching or conversation
- Stories or threats intended to scare

Territory:

Our best protection is to be clear and educated on our personal territory and the territory of others.

Appropriate:

- Public one-on-one interaction with others of the same gender
- Group or public environments
- Allowing others personal space
- Changing in a private place not in front of campers

Inappropriate:

- Private or low visibility one-on-one interactions with either gender
- One-on-one interactions with others of the opposite gender
- Entering cabins/campsites of the opposite gender or invading personal space
- Entering private places where campers are changing, using the bathroom, or showering
- Leaving cabins/campsites at night after bed
- Streaking, nakedness, mooning, etc.
- Lying down or on a bed with a camper
- Single-Out campers or special treatment

In addition to our Touch, Talk, Territory guidelines, we also train all of our staff to follow the procedures below.

Shower Protocol & Modesty:

Staff or campers shall never sit or walk around without a towel or clothing covering private areas during activities that encourage such behavior. (swimming, bathing, dressing, etc.) Towels or clothes must be worn at all times going to and from the showers—no exceptions. It is against policy to display private body parts intentionally, even as a joke. Removal of shorts, tops (for girls), or swimsuits is NOT allowed for swimming at any time (skinny-dipping). Staff or campers should never enter an occupied shower stall (or toilet stall) or pull the curtain back on someone showering.

One-on-One's:

All one-on-one interactions with campers must be done in a public place with others visible. In other words, you must be seen, but not necessarily heard. A third person is also encouraged in these settings. All one-on-one's should be with campers of the same gender - including in-training programs.

Buddy System:

At WABC, we encourage the buddy system. The buddy system is designed so that we have more than one staff person present in questionable situations. Example: young child going to the bathroom or having trouble showering, entering cabins of the opposite sex, counseling on a sensitive issue, discipline or correction, etc.

Consequences: Any infraction of the above policy could be immediate grounds for dismissal with no chance of re-hire. A severe violation of one of these policies would result in legal consequences.