

Progressive Discipline Policy

Kimball Camp Outdoor Center establishes age and developmentally appropriate expectations and behavior guidelines for campers. To the extent that discipline of a camper is warranted, Kimball Camp Outdoor Center will apply discipline in a professional, fair, and consistent manner. Employees or volunteers engaging in any discipline beyond verbal redirection shall document the behavior and disciplinary method.

Kimball Camp Outdoor Center retains the option to exclude participants from future Programs based on disciplinary issues. In all cases, employees and volunteers are prohibited from using physical contact for disciplinary purposes. This prohibition includes spanking, slapping, pinching, hitting, or any other physical force as retaliation or correction for inappropriate consumer behaviors. If camper disciplinary issues arise, Kimball Camp Outdoor Center utilizes a progressive discipline process to ensure fair and consistent disciplinary practices. **Progressive discipline refers to increased severity if a consumer repeatedly violates rules or becomes harmful to self or other consumers.**

Behavioral standards are broken into three categories, Level I, Level II and Level III. Each category carries its own series of consequences. Below you will find the definition of each violation.

Level I:

- Disrespectful towards employees and volunteers
- Disrespectful towards other consumers
- Disruptive Behaviors
- Repeatedly not following direction
- Repeatedly not following program/ game rules
- Excessive Horseplay

Level II:

- Pushing
- Tripping
- Hitting
- Kicking
- Spitting
- Biting
- Inappropriate Language
- Teasing or embarrassing others

Level III:

- Fighting
- Threatening Comments or gestures
- Uncontrollable Behaviors
- Leaving assigned area without permission
- Harassment, Intimidation, Bullying
- Aggressive behavior towards other campers/employee
- Willful destruction of the program property