

---

Most discipline will be handled by the counselor as they deem necessary. If any camper has an issue or conflict that the counselor cannot resolve or deems excessive, the camper will be referred to the assistant director of that group. If the camper gets sent to an assistant director, that will be considered a discipline offense. The assistant director will talk with the camper about the incident and will follow the course of discipline below.

1st Offense: Verbal Warning to Camper; Parent is notified of incident

2nd Offense: 1st Written Warning given; Parent must sign and return

3rd Offense: 2nd Written Warning given and 15 Minute Timeout with Assistant Director

4th Offense: 30 Minute Timeout with Assistant Director; Parent is notified of incident

5th Offense: Referral to Director with possible suspension; Parent is notified of incident

The following actions are considered inappropriate and not allowed at the Calvary Summer Academy and may be deemed necessary for a referral to an assistant director:

- Uncooperative attitude
- Inappropriate language
- Threatening other campers/staff
- Undermining the ministry of the Calvary Summer Academy
- Insubordination/Disrespect to Staff
- Leaving your group without permission
- Issues with counselors
- Bullying
- Fighting
- Theft

The above list is not all inclusive, but is meant to be a guide as to what is considered inappropriate behavior. Each issue will be looked at by the Director of Recreation Ministries and will be evaluated on a case-by-case basis. If the offense is serious enough, certain discipline actions may be skipped and the Director may discern what is the appropriate action to take.

In Christ,

Alex Reid