

Team Prep, L.L.C.

Anti-Harassment, Anti-Bullying and Anti-Hazing Policies

Anti-Harassment Policy

Team Prep Camp (TPC) is committed to providing an environment that respects diversity and is free from discrimination and harassment based upon any legally protected status including race, ethnicity, religion, gender, age, sexual orientation, marital status, national origin, disability and veteran status. All decisions affecting employment and participation at TPC shall be made without discrimination against any person on the basis of any such legally protected status. The camp believes all individuals must be treated with dignity and respect. Consistent with this commitment and consistent with federal and Maine law, TPC does not condone discriminatory or harassing conduct of any individual. In particular, coaches and staff are prohibited from engaging in harassing or discriminatory conduct based on gender or race directed against any other person engaged to provide services to or perform work for the camp, including representatives of any of our partner organizations including Camp Cedar, Camp Agawam, Town of Casco, or to any other vendors or associations affiliated with Team Prep Camp. In addition, coaches and staff are advised that physically, emotionally or sexually abusive conduct by coaches or staff directed toward campers of TPC under the age of 18 must be reported by the camp to the Department of Social Services, and in certain instances, to law enforcement agencies and may result in criminal sanctions.

Behaviors that Violate this Policy

Discrimination against or harassment of an individual when based upon a legally protected status (see above) violates this policy when such conduct is pervasive or severe. Discrimination and harassment can take many forms. The following are examples of conduct that could violate this policy:

1. limiting opportunities on the basis of race, ethnicity, religion, gender, age, sexual orientation, marital status, national origin, disability, veteran status, or any other legally protected status;
2. slurs, jokes, statements, remarks, questions, gestures, pictures or cartoons regarding race, ethnicity, religion, gender, age, sexual orientation, marital status, national origin, disability veteran status, or any other legally protected status that are derogatory or demeaning to an individual's or group's characteristics or that promote stereotypes;
3. demands for sexual favors in exchange for favorable treatment or continued employment;
4. offensive or unwelcome sexual flirtation, advances or touching;
5. obscene, demeaning or abusive commentary about an individual's body;
6. responding to refusals to provide sexual favors with verbal, emotional or physical abuse.

This policy applies to discrimination and harassment occurring on Camp Cedar, Camp Agawam and Town of Casco premises and in other settings where camp personnel may be exposed to discrimination or harassment in connection with their association with or attendance at TPC, including but not limited to activities away from our host camps, such as co-sponsored activities that are off-site. This policy protects and applies to all camp coaches, staff and campers.

It is not the intent of this policy to prohibit consensual relationships between adults employed by the camp. However, romantic and sexual relationships between TPC campers and TPC coaches and staff are prohibited and will lead to immediate termination and dismissal. In addition, coaches and staff are advised that engaging in sexual relations with a camper under the age of 16 constitutes statutory rape and is a criminal offense, while abuse of a child under the age of 18, including sexual abuse or physical or emotional abuse involving sexual relations or sexual overtones, are offenses which must be reported to the appropriate authorities. Coach and staff behavior with respect to campers must be above suspicion. Coach and staff should avoid even the appearance of an improper relationship with campers.

Anti-Bullying Policy

Bullying is when one or more people exclude, tease, taunt, gossip, hit, kick, or put down another person with the intent to hurt another. Bullying happens when a person or group of people want to have power over another and use their power to get their way, at the expense of someone else. Bullying can also happen through cyberspace: through the use of e-mails, text messaging, instant messaging, and other less direct methods. This type of bullying can also lead to persons being hurt during or between the camp seasons and be especially hurtful when persons are targeted with meanness and exclusion.

At Team Prep Camp bullying is inexcusable, and we have a firm policy against all types of bullying.

We work together as a team to ensure that campers gain self- confidence, make new friends, improve their skills and knowledge and go home with great memories.

Unfortunately, persons who are bullied may not have the same potential to get the most out of their camp experience. Our leadership addresses all incidents of bullying seriously and trains staff to promote communication with their staff and their campers so both staff and campers will be comfortable alerting us to any problems during their camp experience and between camp seasons. Every person has the right to expect to have the best possible experience at camp, and by working together as a team to identify and manage bullying, we can help ensure that all campers and staff have a great time at Team Prep Camp.

Anti-Hazing Policy

Team Prep Camp is proud to uphold a distinctive set of values and qualities in support of our camper's growth and development. We understand that many teams in attendance have valuable traditions, rituals, and rites of passage designed to create strong team connections to both each other and their respective schools. Team initiations or traditions, however, which attempt to build these bonds between members, must do so in an affirming way without coercion of any kind. In a community such as ours, we value lasting relationships grounded in mutual respect, not artificial connections created through shared humiliation.

Team Prep Camp Policy and Maine Law

Hazing is strictly prohibited by Team Prep camp policy and by Maine law. Violation of the hazing policy may subject an individual or team to disciplinary action, by camp directors and/or respective school authorities with penalties up to and including dismissal for individuals and suspension or termination in the team's future privilege of attending Team Prep Camp. In addition to incurring serious Camp-imposed consequences for violations of Team Prep Camp policy, students and team's may be subject to criminal prosecution by legal authorities for violation of the Maine injurious hazing law, which defines "injurious hazing" as: "any action or situation which recklessly or intentionally endangers the mental or physical health of a student enrolled at an institution in this State." (Maine Hazing Law, § 6553)

Team Prep Camp has adopted a broader definition similar to many Maine based schools and colleges defining hazing as: Any activity that is part of an initiation, participation, or affiliation in a group that 1) physically or psychologically humiliates, degrades, abuses, or endangers--regardless of a person's willingness to participate; 2) results in the disruption of the educational process or the impairment of academic performance; or 3) violates Team Prep Camp policy or state law. This applies to behavior on or off campgrounds. Examples of hazing include but are not limited to the following: physical threats or abuse of any kind; encouraging or requiring a person to consume alcohol, drugs, or foreign or unusual substances; forcing a camper into a violation of the law or Camp policy such as indecent exposure, theft, or trespassing; confining a person or taking a person to an outlying area and dropping him/her off; servitude such as encouraging or requiring a person to run personal errands; requiring a shaved head or the wearing of conspicuous apparel in public; and depriving a person of sleep.

Hazing has dangerous potential to harm individuals, to damage organizations and teams, and to undermine the mission of the Team Prep Camp, individual schools and the fundamental values of our community. As such, no camper, camp employee, camp volunteer, team coach, or other camp-recognized individuals or groups shall conduct or condone hazing activities, consensual or not.

Taking Action

When in doubt about an activity, ask a Team Prep Camp director or a coach or other Camp Cedar officials. They can provide additional examples of behaviors that might constitute hazing, examples of positive group bonding activities and rites of passage for new members, assistance with organizing legitimate events to foster teamwork and cohesiveness, and other relevant information and support.

At Team Prep Camp, where members of our camp community look out and care for one another, campers and employees are expected to intervene personally or by contacting Team Prep Camp directors if they encounter activities that put others in physical or psychological harm or discomfort as long as they can do so without jeopardizing their own safety or the safety of others. By stepping up and taking action, bystanders are frequently able to put an end to inappropriate behavior before things get out of hand. Team Prep campers and employees should notify appropriate Team Prep Camp officials of any perceived instance of hazing as defined by Camp policy and/or law and do so as soon as possible so the activity can be stopped or the allegations can be investigated. Reports may be made directly or anonymously by submitting an anonymous letter to an appropriate Camp officials or asking a Camp official that the report remain anonymous.