

# Sample policy for the understanding of barriers at camp

Note: This sample policy has been provided by the Saskatchewan Camps Association with reference to resources from [HR Intervals](#) and the Manitoba Camping Association Standards & Accreditation Manual.

## Purpose

[Camp Name] aims to create a camp that allows every camper to thrive in our programs, no matter their background, characteristics, or abilities. Therefore, [Camp Name] works to the best of its ability to identify and understand the barriers that may be imposed by the camp's site, facilities, staffing, programs, and other resources.

## Scope

[Camp Name] will inform all families and/or agencies we serve that an understanding of barriers at camp policy is in operation and they are welcome to inquire about the evaluation procedures.

## Statement

*NOTE: This section refers to/reflects evaluation, assessment and decision-making procedures and can be written in bullet point form.*

[Camp Name] evaluates the safety and supervision needs of our programs and our campers on an annual basis. Through this process we identify barriers that are imposed by the camp's site, facilities, staffing, programs, and other resources. Actual and potential barriers are identified and recorded. It is at the discretion of the senior leadership team and the Board of Directors to work towards removing these barriers through reasonable measures to accommodate and/or permanently where possible. In some cases, the barriers cannot be removed.

[Camp Name] understands that the following barriers are in place: *(examples)*

- Campers must be able to participate in a ratio of eight children per cabin leader or be accompanied by a support worker.
- Facilities and resources allow for *X number* of support workers depending on the camper's needs.
- The camp is located on a hillside with steep paths and many stairs and would therefore not be suitable for a camper in a wheelchair or with other mobility difficulties that would make the site difficult to navigate.

## Responsibilities

This understanding of barriers at camp policy is fully supported by senior leadership and the Board of Directors. It will be monitored and reviewed annually to ensure that inclusion to participate is continually promoted in the camp.

## Definitions

*Clearly define any terms used within the policy.*

## Questions

*Identify the person or position employees can approach if they have questions.*

## References

*Reference any other policies, documents, or legislation that support the interpretation of this policy. (ie. Policy/procedure for the assessment of needs and camp suitability, a list of external services to contact for access to additional supports, contact information to assist the family's search for an alternative camp, and expanded list of identified barriers and action steps determined for removing barriers where possible.)*

## Effective Date

*Indicate the date the policy came into effect and the date of any revisions.*

## Review Date

*Indicate the date the policy is due to be reviewed.*

## Approval

*Indicate who approved the policy and the date of approval (for example, the board, the human resources policy committee, the executive director).*