

# Anti-Bullying & Harassment Policy

## Netsports Youth Camps

At Netsports, we are committed to providing a safe, positive, and inclusive environment where all campers can learn, grow, and enjoy camp activities. Bullying, harassment, and discrimination of any kind will not be tolerated.

## Our Commitment

Every camper has the right to:

- Feel safe and respected
- Participate without fear of bullying or exclusion
- Be treated with kindness and sportsmanship

We work to promote teamwork, confidence, and mutual respect in everything we do.

## What Is Not Allowed

The following behaviors are prohibited:

- Physical aggression (hitting, pushing, tripping)
- Name-calling, teasing, threats or offensive language
- Excluding others on purpose
- Spreading rumors
- Harassment based on race, religion, gender, disability, ability level, or any personal characteristic
- Inappropriate jokes, gestures, or comments
- Cyberbullying during camp-related activities
- Retaliation against anyone who reports a concern

## Reporting Concerns

We encourage campers and families to **speak up**.

Campers may report concerns to:

- Their coach/counselor
- The camp director or camp shift leaders
- Any trusted staff member/Netsports manager

Parents/guardians may contact:

- Camp Director: Joe Williamson
  - Email: [youth@netsportsnc.com](mailto:youth@netsportsnc.com)
- Netsports GM: Jordan Dickerson
  - Email: [gm@netsportsnc.com](mailto:gm@netsportsnc.com)

All reports are taken seriously and handled promptly.

## How We Respond

When a concern is reported, we will:

1. Ensure the immediate safety of all campers
2. Review and investigate the situation
3. Communicate with parents/guardians as appropriate
4. Take age-appropriate corrective action

Consequences may include warnings, loss of camp privileges (technology time, free play, etc.), temporary removal from activities, or dismissal from camp in serious cases.

## **Prevention & Positive Culture**

Our staff will:

- Set clear behavior expectations
- Model respectful behavior
- Supervise activities closely
- Encourage inclusion and teamwork
- Address issues early before they escalate

## **Parent Partnership**

We ask parents/guardians to:

- Review expectations with their child
- Encourage respectful behavior
- Communicate any concerns promptly
- Support camp decisions that prioritize safety

Together, we can ensure a safe, supportive, and fun experience for every camper.