



Camp Safety Plan 2024

Last Updated: May 6, 2024

4250 Haliburton Lake Road, Haliburton, ON K0M1S0

Executive Director: Simon Wolle

simon@campnbb.com

www.campnbb.com

Winter: 905.881.0018/ Summer: 705.754.2374

The Camp site operates from mid-June through to end of September including set-up and rental groups that are on our property with our actual summer camp being from early July to mid-August each summer.

Site maintenance is handled by our Maintenance Director – Rob Abbs 705.754.2374

Table of Contents

Site Map (inhabited areas)	3
Maintaining records Regarding Campers	4
Maintaining Records of Health and Safety Incidents	6
Communicable Disease Control – general/ Outbreaks	8
Covid-19 updates/ Outbreak Management Plan	9
Fire safety	10
Activities, Identified Risks and Mitigation Strategies	12
Waterfront safety	36
First Aid/CPR	40
Ratios and Supervision	41
Staff Handbook/Training manual Index [links deactivated]	41
Maintenance on Site	44
Rabies and Domestic Animals	44
Drinking Water On-Site	44
Food safety Considerations	44
Appendix A – Certifications	45



Maintaining Records Regarding Campers

All camper records are stored in our secure on-line camp database, Camp Minder. This database is one of the most widely used and trusted databases for camps across North America as it has been specifically designed for this purpose. In addition to electronic files, hard copy camper files are kept locked in the camp office, either in Thornhill (main office located at 1118 Centre Street Thornhill ON, L4J7R9) or Haliburton depending on the appropriate season. A quick reference copy of each camper's name, address, emergency contacts and known medical conditions (if any) will be kept in the Camp crisis response back-packs in accordance with the camp's Crisis Response protocols. Camper and family confidentiality will be maintained in accordance with regulatory requirements and the camp's privacy policy as posted on our website and included here for ease of reference.

Privacy Policy

Camp Northland is committed to keeping the personal information of our campers, staff, families, and clients accurate, confidential, secure, and private. Our Privacy Policy has been designed to inform families, clients, staff, and third parties of Camp Northland of our commitment and recognition to meet the terms and spirit of generally accepted privacy expectations for camps of similar size and scope.

ABOUT YOUR PRIVACY

At Camp Northland, your privacy is, and always has been, very important to us. We are dedicated to providing you with excellent experience at Camp while protecting your privacy and safeguarding your personal information.

ACCOUNTABILITY

Camp Northland controls and centralizes the collection and distribution of information. However, we do transfer personal information to third parties for processing (i.e., the CampBrain or Camp Minder data management systems and related payment providers), data enrichment, demographics understanding and expanding our client base.

WHY DO WE COLLECT PERSONAL INFORMATION?

We collect information about your camper and family so that we can provide the best and safest experience for your child at Camp. We also collect and share information to support growth and sustainability of the camp. Personal information allows us to ensure the safety and welfare of the children in our care and building the strongest and most sustainable camp.

We use personal information to share updates with our families and clients about news and other events at Camp. We also use personal information for business demographics and community analysis, and to provide statements of account to families when requested to do so.

WHAT INFORMATION DO WE COLLECT (our policy)?

The personal information we collect shall be limited to that which allows us to run a safe Summer Camp, and which helps us provide campers and other clients with a safe experience always with a view to further growth and sustainability of the camp and understanding our market. The information that we collect includes:

- The Camper Application requests names, addresses, telephone numbers, and email addresses for regular contact thorough the year and in cases of emergency.
- Custody information that is important for camper safety and welfare.
- Health Information Form requests personal health information about the camper as required by camp policies and/or the local Health Department.
- Other health and behavioural information (i.e. special needs, mental health information, allergies, medical history etc.) is necessary for the counsellor, nurses, and program leaders to provide the best care for your child.
- We may also collect other personal information orally or electronically throughout the year to support these purposes without limitation.

CONSENT TO USE PERSONAL INFORMATION

We may obtain your express consent to use personal information, or we may determine that consent has been implied by the circumstances. Consent could be in writing such as: signed application form, signed health form, submitted e-forms online, parent manual/packet disclosures, or verbally in person or over the telephone.

Providing us with your personal information is always your choice but failure to do so may limit participation or void registration. As part of the application process, we ask that you provide information that allows us to provide the best care for your child. In doing so, you consent to our collection, use and disclosure to appropriate third parties of such personal information for these purposes.

USE, DISCLOSURE, AND RETENTION OF INFORMATION

Camp Northland only uses and discloses the personal information in order to fulfill the identified purposes except when required by law. Staff members whose job functions or responsibilities require personal information have access to all of your information.

KEEPING YOUR INFORMATION ACCURATE

It is important that your personal information is accurate and complete. Having accurate information about your family and child allows us to provide the very best Camp experience. You have the right to access, verify and amend the information we have about your family. We rely on you to keep us informed of any changes, such as a changes of address, phone number, email address, the health of your child or anything else – simply contact our Thornhill Office (905-881-0018) and let us know about any changes.

KEEPING YOUR INFORMATION SAFE

We use electronic and procedural safeguards to protect our systems and all personal information under our control against unauthorized access and use.

CHANGES TO OUR PRIVACY POLICY

If we decide to change any part of our Privacy Policy we will post those changes here and in places we deem appropriate, so that you can be aware of what information we collect, how we use it and under what circumstances, if any, we disclose it. You will always have a choice as to whether or not we can use your information.

YOUR RIGHT TO ACCESS YOUR PERSONAL INFORMATION

You have a right to access your personal information that we have in our possession. On written request to the Camp Director, a client is informed of the existence, use and disclosure of their personal information that is under our control, and may be given access to that personal information as required and permitted by law.

You may challenge the accuracy and completeness of that personal information and request that it be amended, if appropriate.

Maintaining a Record of Health and Safety Incidents in the Camp

All staff are provided a master copy of the camp's Incident Report form which forms a part of the camp's standard seasonal staff manual. Additional copies are always readily available in the camp office during summer operation as needed. Any health and safety incident, including but not limited to injuries, significant behavioural concerns, or any matter of significance requiring staff intervention will be immediately addressed to ensure the safety of all members of the camp community and then recorded on an incident report and provided to the Camp Director within 24 hours of the incident occurring. The Camp Director will review the report to assess if any further intervention is required and debrief with appropriate staff or campers as needed. Our supervising (Head) staff are also trained in incident documentation using the 'notes' feature of our database where incidents are also recorded on a camper by camper basis (or staff where applicable). If the incident involves a confidential medical or sensitive matter, the medical file, or confidential 'incidents folder', as opposed to the more accessible camper file will noted by the appropriate medical authority or Directing team member respectively. Communication of such medical incidents to the guardian are done in accordance with our Standing Medical Orders protocols that are circulated to our medical health professionals each season and are readily available upon request.

For ease of reference a copy of our most recent incident report is included herein:

INCIDENT REPORT



Name of Camper _____ Unit/Section _____ Cabin _____

Date of Incident _____ Time _____

Other Campers Present/Involved (indicate names and U/S Cabins)

Staff Members Present:

Camper's Description of Incident

Staff Description of Incident

What can be learned to prevent other incidents:

Action Taken by Staff Present

Signature of Staff _____

Action Taken by Supervisor/required follow-up

How could this have been avoided?

Signature of Supervisor _____

Communicable Disease Control – General – Outbreak Management

Hand hygiene is the most effective way to prevent the spread of germs from one person to another. Additional precautions such as the use of personal protective equipment (gloves, masks, eye protection and gowns) beyond routine practices are used when providing care to someone known to have an infectious illness or when there is potential contact with blood and body fluid. Body fluids can include feces, urine, vomitus, nasal secretions, sputum, and saliva, whether or not they contain visible blood. If an infectious illness or outbreak of infectious illness occurs, we will notify the local medical officer of health or public health inspector according to Ontario Regulation 503/17 Sections 4 and 8. To assist with this reporting requirement, we will conduct routine surveillance for illnesses and implement measures to control the transmission of illnesses. These measures include maintaining policies and procedures for educating campers and staff on reporting signs and symptoms of illness, isolating those with infectious illnesses for the recommended period of communicability and timely notification to the local public health unit when an infectious illness or outbreak of illness occurs.

Camp Northland will remain vigilant in monitoring and treating all identified medical conditions in accordance with the camp's standing medical orders and directives and any directives from local or provincial health authorities. Staff and campers will be trained and regularly reminded of the importance of handwashing in accordance with best practices. The camp has systems in place to facilitate and encourage handwashing, including handwashing outside, before all meals. The camp provides several handwashing stations that are easily accessible in the dining hall. The structure of the meals allows for time for the campers and staff to settle in and allow staff to encourage good hand hygiene upon entry (sanitizer) and through pre-meal announcements.

Campers suspected of being ill will be taken to the on-site health centre and be assessed by on site medical staff, which typically includes one or more of first aiders, R.N.'s, R.P.N.s and/or a medical doctor. When appropriate to do so, campers will remain in the health centre and isolated, or sent home (off-site) if communicable disease is suspected or identified. Campers with potential communicable disease will not be returned to the general camp population until they have been symptom free for at least 24 hours, or as appropriate for the particular illness. If medical staff identifies multiple cases of communicable disease, the local health unit will be notified in accordance with regulatory standards and work collaboratively with the local health unit to contain and eliminate the communicable disease from the site. All daily report filings and communication (outbreak surveillance, reporting and management) with the local health unit will be met by the camp's designate in these circumstances.

Cleaning with appropriate sanitization is done throughout the day in our dining hall, and by routine maintenance throughout the camp's public areas including washroom facilities at least three times daily. Laundry is done off site for the camp population with the exception of soiled bedding/clothing and/or kitchen aprons/uniforms which is done by maintenance staff as needed on site.

Outbreak Management Plan and Covid-19 Specific Considerations

*Each consideration in this plan remains subject to updates from Local Public Health and our internal medical advisory team as the situation with Covid-19 remains fluid and adaptation may be necessary both in terms of tightening or loosening our protocols in this area.

Camp is an environment where a number of people reside, meet, and gather in close proximity for extended periods of time.

The respiratory disease (Covid-19) continues to spread globally and continues to have community spread in Ontario. The general strategies recommended to prevent the spread of Covid-19 are the same strategies used everyday to detect and prevent the spread of other respiratory viruses like influenza. With that said, the events surrounding the current pandemic are still fluid and evolving every day. Strategies will be updated to adapt to new learnings and information as we approach the camping season. We must be on our highest level of alert, preparedness and adaptability to changing circumstances. If we are concerned that someone on our site may have Covid-19, the local health directives, if any, will be followed at that time. Our internal medical advisory team will be consulted as required in the absence of or in support of Public Health protocols.

We will continue to mitigate against the introduction of respiratory pathogens into the site with education and screening. Management will be the same as for other communicable diseases unless directed otherwise by public health or our internal medical advisory team.

If an outbreak develops, we will follow our Crisis response Plan if appropriate (not manageable through our ordinary protocols), supplemented by this additional information and process.

- a. All efforts will be made to prevent widespread transmission of Covid-19 and to avoid major disruptions to our operation if possible.
- b. The medical staff on site (doctor, nurse(s) and/or designated first-aid staff, will be deemed to be members of the Crisis response team in this situation.
- c. The Crisis response team will address the following activities in advance along with any others that may be required by oversight agencies:
 - i. Assessing Risk to employees and available measures to maintain their health
 1. Assess the potential exposure risks for all staff – consider healthcare, maintenance or any other services or roles that require prolonged close contact
 2. Provide staff with information about preventing the spread of respiratory illness
 3. Review the processes to ensure staff know what to do if they are ill or unwell

As more is learned, updates and announcements can be made to keep all informed, especially regarding changes in prevention measures and medical treatment protocols

If necessary, we will designate an area, or areas/cabins for isolated persons so the remainder of camp operations can continue to the extent it is practical and possible to do so. We will also anticipate and plan for staffing challenges. Cabins who are self-isolating due to a suspected case will operate as a modified cohort or as directed by Public Health.

Social Distancing may be implemented if there is an identified outbreak in our macro mitigation efforts around camp. Allowing more physical space between people can help to curb the spread of infection. Social distancing can range from decreasing the number of people who can congregate at a time for different activities to suspending all non-essential activities. Explaining our choices as circumstances arise, if applicable, will be important to avoid stigmatizing those who are affected by isolating some people from others.

Fire Safety

The camp's Fire Safety policy is laid out in explicit detail and forms part of staff training and is found in the camp's staff training manual which is provided to all staff each season. Our Fire Safety Plan was submitted and approved/signed off on by our local fire department in June 2022, and forms a separate document. Fire prevention protocols include working smoke detectors in every sleeping quarter of camp, fire suppression systems in appropriate areas of the camp kitchen, and fire extinguishers placed in all appropriate buildings around the site. The camp does not allow open flames inside cabins. In the event of a fire, the camp has a primary plan (evacuation to the main beach area) and a system to ensure attendance of every member of the camp community, as well as a secondary plan in the event that the fire is in or near the area of the main beach which also includes attendance accountability. Staff training is conducted annually around fire safety and the proper use of fire extinguishers in the event of a fire, including 'P.A.S.S.' training. Every single staff member is empowered to call 9-1-1 and activate emergency medical services in the event of a fire that requires intervention. Our fire safety procedures are posted in all main buildings and every sleeping cabin in the camp.

Fire suppression equipment is inspected annually by third party vendors (OFS, Superior Propane, etc.) and then throughout the operating season on a regular basis by our supervisory and maintenance staff.

Staff are trained in fire safety for bonfires and cookouts/overnight trips, etc.. Fires are never left unattended and a method to extinguish the fire is always readily accessible if a fire is being built as part of the camp programming. The camp checks the local fire ban updates and information daily and adheres to all recommendations and directives.

CAMP NORTHLAND FIRE SAFETY PROCEDURE

1. In case of fire in a cabin, or smoke detector sounding, all campers and staff must get out of the cabin immediately.
2. Staff should make sure that all campers have been removed from the building. Staff should ensure their full cabin is present. All staff are empowered to call 9-1-1 if deemed appropriate.
3. One staff member should quickly report the fire to the office. All other staff members should accompany the campers to the waterfront. All males will report to Northland Enclosure and all Females will report to Windsports. In the event of a fire near the waterfront, the males will go to the field nearest to the playhouse ('Junior Diamond') and the females will go to the field known as "Senior Diamond" or "main field". All visitors, support staff, catering staff or others third parties on site must gather at the outdoor BBQ next to the dining hall.
4. In case of a fire at an activity, all campers and staff should get out of the area as quickly as possible, and one staff member should report the fire to the office immediately, either by walkie-talkie or by running directly to the office.
5. To declare a fire or fire drill, (a) the siren will be sounded in long blasts by Rob Abbs, Adam Kertesz, or Simon Wolle (or a member of the Directing Team), and (b) an announcement will be made over all radios and walkie-talkies. Adam Kertesz (or a member of the Directing Team) will announce on all radio channels to change to Channel 1 (or Channel 3 if Channel 1 is not working) for an emergency situation. At this point in time, Program Director (or Head of Special Ops if Program Director is on a day off) will use the golf cart to sound the portable siren along the Oblong and BB Beach path. Head of Office (or Head of Camper Wellness if Head of Office is on a day off) will sound the air horns outside the office towards the Sports & Adventure road and then return to the office to assist with communications as required. Office staff or an office staff designate will be stationed by the phones and base radio for communication needs as required.
6. On hearing this siren or the radio announcements, campers and staff should proceed quickly to the waterfronts as outlined below:
 - Boys should go quickly and in an orderly manner to the Northland Enclosure, which will be facilitated by Facilitator A: Assistant Director (or Junior Camp Director if Assistant Director is on a day off)**
 - In the event of a fire on the waterfront, boys are to go to the "Junior Diamond" and sit down in their cabin groups*
 - Girls should go quickly and in an orderly manner to the Windsurfing Beach, which will be facilitated by Facilitator B: Head of Waterfront/Swim (or Senior Camp Director if Head of Waterfront/swim is on day off)**
 - In the event of a fire on the waterfront, girls are to go to the "Senior Diamond" and sit down in their cabin groups*
7. The office will contact the Health Centre for the names of campers and staff who are present in the Health Centre at the time, and the office will convey this information to the respective beaches.
8. On hearing the siren or announcements, U/S Heads (or their designated replacement for the day) should return to their respective units/sections (as seen below) and ensure that no camper has been left behind in a cabin, rec hall, or washhouse. If the area the staff members check is clear, the staff will return to their designated beach and wait for further instruction from the beach facilitator. If there is any critical piece of information found while specific areas of camp are being cleared, that will be communicated to the Communication Team, through channel 1. In the event that any head staff is absent from camp during an emergency procedure, they will ensure the acting head staff member is aware of their responsibilities.

Location	Staff Member 1	Staff Member 2
Section I and Playhouse	Assigned annually	Assigned annually
Unit 1	Assigned annually	Assigned annually
Section II	Assigned annually	Assigned annually
Unit 2	Assigned annually	Assigned annually
Section III	Assigned annually	Assigned annually
Unit 3 and CIT	Assigned annually	Assigned annually
LTP-B	Assigned annually	Assigned annually
LTP-G	Assigned annually	Assigned annually

9. U/S Heads should then proceed to their designated beach to assist with the camper accounting procedure.
10. Staff should organize the campers into cabin groups at the respective beaches, and make sure that each camper is accounted for by name.
11. Once all Section or Unit Heads have returned to their respective beach, Facilitators A and B may begin to clear cabins in ascending order. Facilitator A will be responsible for clearing (updated annually):

- Baycrest
- Buckingham
- Bull Frog
- Grand West
- Health Centre
- Ritz
- Kitchen/Catering
- Kosher Kove
- Leap Frog
- Long Cabin A
- Long Cabin B
- Long Cabin C
- Maintenance
- The Attic
- The Basement
- The Inn
- Back North (Peak 8)
- Ski Cabin (Peak 23)
- Unit 3 Head Staff Cabin (Peak 39)
- Any other cabins/visitors

Activities in Camp; Identified Risks; and Risk Mitigation Strategies

Note: Waterfront references to 'NLS' may be substituted with an acceptable equivalent or Bronze Cross/equivalent where appropriate to do so.

Note: Drowning and/or near drowning are inherent risks in all waterfront activities and as such is always considered, even when not specifically identified, in each of the respective risk mitigation strategies outlined below. All water activities will require the use of a lifejacket unless otherwise indicated herein (e.g. appropriate levels of instructional swim, general swim upon completion of basic swim test, etc)

Similarly, all areas at camp have a wildlife risk including bear(s). Staff are trained in wildlife safety and each staff member participates in a dedicated 'Bear wise' training program (as published by Ministry of the Environment) before the children arrive to the camp.

In addition, campers receive an activity specific orientation the first time they attend and the rules and expectations are clearly laid out to all participants.

All mention herein of Covid-19 related considerations including cohorts, surface sanitization, distancing and masking, will be modified (tightened or loosened) as required to ensure compliance with public health directives and recommendations at the time of operation. 'Details Steps of How the Activity will run' with respect to Covid-19/infectious disease considerations will only apply if Public Health Regulations at the time require such an approach similar to summer 2021, otherwise, these referenced protocols may be removed from our activity plans at the camp's discretion.

Spinal injuries in any area of camp will all follow one consistent protocol:

Land Spinal Procedures

If suspected land spinal injury occurs: • Do not move injured person • Immobilize head and neck in position found • Check vital signs (ABC's, LOC, skin colour, skin temperature)

After the injury occurs:

- One staff member should move campers away from injury site.
- One staff member should stay with the victim and maintain immobilization of the spine until more staff arrive to assist with emergency care.
- The staff maintaining immobilization can also initiate first aid at this point if other first aid concerns are present
- A third staff member (or, if a third staff member is not present, the staff who was responsible for clearing campers out of the scene) should immediately use a walkie-talkie to contact the following people:

- o Head of Swim
- o Health Centre
- o Head of Water
- o Any member of the directing team who may be currently using the golf cart, or the office if the golf cart is parked there
- o Camp Director

- After being contacted, the Head of Swim, Head of Waterfront, Health Centre and the Camp Director will switch their walkie-talkies to Channel 1, and will remain on this channel until the camp director gives the all clear that the emergency is settled (or in accordance with current walkie talkie protocols at the time as directed by the Camp Director or his designate).

Post-Emergency - Land and Water Spinal Emergency Follow-up

- NOTE: accident reports must be completed and submitted to the Camp Director or his/her designate
 - There will be follow up sessions for all those that were involved in the Emergency procedure which will occur in the Health Center or Directors' office with a member of the Health Center present. There will be individual checks as well as a group debrief on the situation and reaction to create a discussion about preventive measures for the future.

Paddle

Description	<p>Paddle is water-based specialty that involves the use of four types of boating activities: canoeing, the war canoe, kayaking and corcling. Canoeing is a recreational boating activity that accommodates one to four individuals, in which you sit facing forwards using single blade paddles to propel yourself. The war canoe is essentially a bigger version of the canoe that can accommodate a full cabin at once. Kayaking differs as it is an individual boating activity, that using a double-blade paddle to maneuver over water. The newest addition to the specialty is the corcl, which is a one-person round boat that uses a paddle. The participant can sit, kneel, spin and play games with others in order to encourage socializing.</p> <p>The paddle program teaches participants the basics of paddling and provides the opportunity to enhance one's skill set at the specialty while also offering a variety of fun uses for each boat.</p>
Risks	<p>Potential risks include capsizing of boats, as well as getting stuck in the forest that borders the Oblong river ('the oblong') adjacent to our property. With a lot of paddles being carried and propelled by different paddlers, paddle also runs the risk of participants being struck by a paddle on the beach and in the water. Corcl can be used with rope tethers and the ropes themselves create a layer of additional risk of entanglement. The Oblong River also has moving water requiring special precautions and supervision.</p>

Mitigation	<p>The constant supervision at the specialty is key to preventing risks and to ensure that they are responded to in a timely many, should they occur. The protocols involved always include at least one staff on the beach and at least one staff on the water. Using the crash boat (small motorized aluminium craft), the staff will check the water multiple times throughout a period to make sure that all participants are safe.If moving toward or through moving water on the Oblong, staff will always be located both downstream and upstream to ensure adequate supervision and positioning for intervention if deemed necessary.</p> <p>To prevent boats from capsizing and getting stuck on the side of the oblong, boats are not allowed to go out on windy days. Participants must also always stay seated when in a boat to reduce the risks of capsizing. All participants must also wear a life jacket when out on the water. Campers and staff must “sign in” and “sign out” of the water to help the paddle staff monitor the water.</p> <p>Since kayaks are known to overturn more easily, anyone who is to take out a skirt based kayak is to complete the dunk test prior to going out onto the water. This is to ensure that the participant can get out of an overturned kayak (if the ‘skirt’ based kayaks are deployed).</p>
------------	--

<p>Detailed steps of how the activity will run</p>	<p>There will be up to 2 cohorts allowed at paddle at once and they will be assigned the name of the activity (ie) paddle, corcl, kayak or war canoe). The cabin assigned to canoe or war canoe will place their items in the gazebo and the cabin assigned to kayak or corcl will place their belongings on the bench in front of the shed.</p> <p>Each cabin will be assigned a paddle staff to sign them in/out of the water. To reduce interaction, the campers can only sign in/out of the water through this staff member.</p> <p>In the case that campers need instructions, one paddle staff will be assigned to each cohort (while maintaining proper social distancing), and they will be the one giving instructions. During this time, all campers and staff will need to wear their masks until the teaching session is over. Furthermore, in each canoe and kayak, there will be detailed laminated instructions on how to use the boats and how to properly paddle.</p> <p>As for sanitization, each camper will be asked to sanitize their boat before leaving, or in accordance with public health recommendations. We will provide the proper cleaning products for them and have a “cleaning bucket” on the beach with cleaning instructions and supplies that will be provided for the separate cohorts. Once the boats are cleaned, all campers will be asked to wash their hands in the bathrooms at BB beach, or sanitize.</p> <p>When it is time to leave, the Paddle staff will ensure that there is proper distancing between the cohorts.</p>
--	--

Waterski and/or Tubing

<p>Description</p>	<p>This specialty has a focus on waterskiing, slaloming, wakeboarding, wake-skating, wake-surfing, knee boarding and tubing. The waterski program encourages campers to enhance and develop new skills through lessons taught by ski instructors. The tubing program may operate as part of ski or on an independent dock at an alternate location. The terms ‘ski staff’ and ‘tube staff’ may be used interchangeably.</p>
--------------------	---

<p>Risks</p>	<p>Potential risks at this specialty include campers and/or staff falling out of the boat, as well as injury from the engine when campers are in the water and close to the boat. The risk of a boat running over a camper may be possible, as well as a participant getting tangled in the rope, smashing into another participant, or a collision at high speed with the water itself. One additional risk that may occur is a spinal injury after falling while trying to complete a move. Ski/tube staff must ensure that all participants have completed their swim test. Lastly, environmental risks such as sunburn, heat stroke, hypothermia and dehydration are all possibilities.</p> <p>Risks associated with tubing include injuries from falling out of the tube while participating.</p>
<p>Mitigation</p>	<p>Any driver or participant in the boat must always be seated and wearing a lifejacket. The ski staff will have all successfully completed the in-house boat training course that covers the following: switching off the engine when picking up a camper in the water and readjusting skis in the water, operating the vessels as far away as possible from a participant in the water, and following the indicated ski routes to prevent any collisions between boats. Ski staff will also be trained to make a large loops with the rope around the camper when they are in the water and attempting to regain the rope.</p> <p>All participants are required to wear PFD at all times, and any campers who have not passed their appropriate swimming test may not ski and are allowed to tube only with a staff with them. Boat drivers will be made aware of these campers and drive the tubing boat accordingly. Cabin staff are to ensure that all campers are wearing sunscreen and drinking plenty of water. The boats will not operate when the weather is not conducive to driving, or that would put the participant at risk.</p> <p>Spinal injuries are prevented by teaching the ski staff how to drive the boats appropriately, responsively, and always communicate with the participant. Ski and tube drivers must control the speed of a turning boat and not be aggressive on the water.</p>

<p>Detailed steps of how the activity will be run</p>	<p>One cohort will be scheduled for ski/tube at a time to maintain proper social distancing. Cohorts will use the main path to get to the specialty, and they will leave their belongings on the upper benches when going to the dock. The first 3 campers to participate in the activity will be asked to go to the dock, while the rest of the cohort will remain by the benches.</p> <p>Cohort/cabin staff members will be informed prior on how to teach a camper how to ski, when a ski staff cannot do so due to minimizing infectious/transmissible disease risks. A ski staff can also instruct a camper by following the guidelines (mask on and distancing).</p> <p>One cohort staff will be spotting in the boat, masked (if maintaining distance poses a challenge) and socially distanced from the driver. If the camper is in the water and needs assistance, the cohort staff is encouraged to enter the water and assist the camper, rather than the ski staff.</p> <p>Once all campers have participated in the activity, the cohort will leave after cleaning their hands. The ski staff will clean/sanitize the specialty, the boats, and themselves. This includes sanitizing their hands, the benches, the boat seats, the ladder, the boots of skis, handles of the rope and tube, and any other equipment that have come in contact with the visiting cohort.</p> <p>All participants will be encouraged to washing their hands when leaving the specialty.</p> <p> tubing can run separately from distinct launch points following the same principles and procedures as outlined above. Boat driving adjustments will be made based on the type of boat being used for each respective skill/activity. Eg. Turning radius will be different in the pontton vs. the Jcraft.</p>
---	---

Dance

<p>Description</p>	<p>Dance is a subdivision of the Creative Arts specialty that focuses on building friendships through ice breakers and other bonding games. Depending on the cabin’s will, sometimes a dance class is substituted with a Yoga class.</p>
<p>Risks</p>	<p>Some risks involved in this specialty include someone falling off stage or falling while running. Other risks include slipping on a wet surface or physical injury.</p>

<p>Mitigation</p>	<p>To minimize these risks, campers are to go onstage only when necessary and are under supervision by a staff member.</p> <p>Staff are to check the areas prior to campers arriving to clean up any spills or messes that might have occurred before the class began.</p> <p>Proper footwear (running shoes or bare feet) is a must in order to reduce the risk of injuring oneself and proper warm-up. As a precautionary measure, staff will lead warm-ups and cool-downs to help ease the participant's body into the class.</p>
<p>Detailed steps of how the activity will run</p>	<p>Campers and staff will use main path to get to junior field/ the playhouse. In the case of 2 cohorts being assigned within the same hour, each cohort can have a designated area where the activity will take place (i.e. 1 cohort at junior field and 1 cohort at Section 1 field). This will be made clear in the daily schedule (ie) "Dance at Junior Field" or "Dance at Section 1 Field"). This will prevent any cohorts from crossing paths and will help maintain social distancing.</p> <p>If weather permits, the specialty should run outdoors at a field, where the campers can place their things on the grass. If the weather poses a threat to the activity, the Playhouse will be used. Only one cohort can use it at time and all windows and doors will be propped open to ensure airflow.</p> <p>The counsellor instructing the specialty will utilize the space and make sure they are distanced from the cohort to teach dances (i.e., the camp dance). In terms of games, we will still maintain social distancing by spacing ourselves out around the field/activity location. If we use the playhouse, it would be beneficial to place tape markers or position benches on the ground to ensure that all campers and staff are at a safe distance from each other. The counsellor assigned to the activity will have an area marked off where it is safe for them to stand and instruct the class, and this is something that can be mapped out during pre-camp.</p> <p>The only pieces of equipment we use are a speaker and yoga mats. The speaker is only going to be accessible to the staff running the activity, and should be wiped down properly before and after each use. Yoga mats should be substituted with the camper's individual towels.</p>

Drama

Description	Drama is a subdivision of the creative arts specialty and allows facilitation of ice breaker games, cabin bonding activities and personal growth via theater.
Risks	Some risks that may occur include falling off the stage, falling while running, getting struck by an object falling from a height.
Mitigation	Steps taken to reduce these risks include having the campers go on stage only when necessary and are under supervision of a staff. Any items that are on the stage are pushed back to a safe distance when they cannot fall as well as ensuring that hanging objects are secured.
Detailed steps of how the activity will run	<p>In the case of 2 cohorts being assigned within the same hour, each cohort can have a designated area where the activity will take place (i.e. 1 cohort at flagpole and 1 cohort at main field), and this can be clarified in the schedule so that cohorts know where to go. This will prevent any cohorts from crossing paths and will help maintain social distancing.</p> <p>The counsellor instructing the specialty will utilize the space and make sure they are distanced from the cohort. In terms of games, we will still maintain social distancing by spacing ourselves out around the field. We can provide a binder/list of games and activities so that counsellors could also instruct the activity without a drama specialist. The counsellor assigned to the activity will have an area marked off where it is safe for them to stand and instruct the class, and this is something that can be mapped out during pre-camp.</p> <p>Everyone will be encouraged to wash their hands when leaving.</p> <p>.....</p> <p>Occasionally, the specialty will run a camp-wide performance. When this happens, the Creative Arts team can place pylons around junior field to mark where each cohort needs to be seated. The pylons will enclose a section where the cohort will sit throughout the EP and each section will be dispersed around the field to ensure that all cohorts are socially distanced. Each cohort will be asked to come to junior field at a specific time (i.e., one cohort will arrive at 7:30, the next will arrive at 7:35, the next will arrive at 7:40, and so on), and once the EP is over, each cohort will be asked to leave at separate times and all other cohorts will be asked to sit patiently until they are asked to leave. If necessary, the performances</p>

	will be based around cohort ‘acts’ to prevent mixing of cohorts within the production itself.
--	---

Media

Description	Media focuses on capturing pictures and videos of campers at Camp, NRE and running cabin radio sessions, and media experiences. Throughout the day, the staff members on the specialty walk around carrying a camera to take photos, run radio sessions, as well as set up AV equipment for equipment for activities.
Risks	Risks at Media may include transmission of infectious/transmissible disease, electrical shock from outlets, faulty AV/tech setups, tripping over wires and large or heavy equipment pieces, and physical injury from lifting and related tasks. Things such as bad weather or liquid around the equipment are also potential risks and could lead to greater risk and danger.
Mitigation	<p>Media staff must be aware of their surroundings at all times, checking the floor around them before and after setting up equipment. Weather must be checked prior to setting up equipment, as well as keeping at least an inch between their hands and any outlets that they are using. Staff should know their physical limits, ask for help when needed, and never participate in any unsafe work.</p> <p>In the case of inclement weather, AV equipment should not be set up outdoors and may be set up indoors with the approval of the head staff member overseeing the corresponding area. Any media (or media related) event may run only if it is in compliance with camp infectious/transmissible disease policies and specifically the <i>2 of 3 Rule (Outside, social distanced, or wearing a mask)</i>.</p>

<p>Detailed steps of how the activity will be run</p>	<p>NRE (internal radio station):</p> <p>One cohort may be scheduled for NRE classes at a time. NRE sessions will take place outside of the physical NRE booth to allow for proper social distancing practices and to keep the activity outside. Locations include (but are not limited to), the Radio event tent, BB beach tent, or Northland enclosure. Any AV equipment used for Media activities will be properly sanitized (ex. microphones) after each cohort's use. During the NRE class, campers will have the opportunity to engage in various infectious/transmissible disease safe activities, such as back pocket games which will be run by the NRE staff. Once the class is over, Media staff will allocate time (10 minutes) within our daily schedule to ensure that high touch surfaces and equipment is properly cleaned, sanitized, and prepared for further use.</p> <p>NRE Awards:</p> <p>NRE awards will take place at an outdoor location using our outdoor blow-up screen, projector, and speakers. Media staff will assist specialties and nominees in filming videos while being mindful of the infectious/transmissible disease restrictions and guidelines. If need be, there can be multiple screens and speakers set up to allow for proper, safe distancing between cohorts. Media will set up pylons to guide campers and staff to where they should be seated.</p> <p>Photography:</p> <p>Media staff will maintain proper distance from campers and staff outside of their assigned cohorts when taking pictures and walking throughout camp. Media specialists will each have their own personal camera to use on a daily basis. If a staff member needs to borrow or use a different camera or lens, it will be properly cleaned and sanitized after each use. However, Media staff will be required to clean and sanitize their cameras on a regular basis. Staff will be taught how to take a quality picture and capture a variety of types of moments at camp. Every picture that is taken will also be used as a check and balance to ensure campers and staff are following the <i>2 of 3 Rule</i> and acting in compliance with all of camp's infectious/transmissible disease guidelines and public health expectations. The Media team must be vigilant when uploading photos to utilize this opportunity to verify that all campers and staff are in compliance with the guidelines while also having fun and enjoying camp. If not, this must be reported to the supervising staff and Directing team immediately upon becoming aware of the incident.</p> <p>AV Equipment & Set up:</p>
---	--

	<p>AV equipment will be set up at least 1 hour prior to the program start time. During set up, Media staff will ensure that there are no safety hazards with wires and outlets (tape to floors, blocking hazards, etc.). During pre-camp, media staff will learn how to properly set up, use, and put away AV equipment. All staff will learn how to troubleshoot equipment issues in the case of projectors, computers, or speakers malfunctioning. Media specialists will set up projectors in a space with enough room for campers and staff to social distance outdoors or indoors with masks and distancing. Media Staff will also leave a detailed laminated instruction sheet on how to properly sanitize the equipment after use and a bin of cleaning supplies that will be delivered with the AV equipment.</p>
--	---

Windsports

<p>Description</p>	<p>Windsports is a water specialty focused on sailing, windsurfing, paddle boarding, and ‘buddy boarding’ (sitting, lying or paddling). The sail program teaches the basics of the sailboat, its parts, functions and how to read the wind. The windsurfing program focuses on teaching the parts of the windsurf, how to read the wind and how to balance on top of the board. The buddy-boarding program allows the participant and a partner to learn how to hold the paddle while balancing on the board, or just appreciating the fun of using the equipment to enjoy their time on the water. There may be other fun additions like pedal boats from time to time.</p>
<p>Risks</p>	<p>As a water-based specialty, risks associated include poor weather conditions, choppy waters, and fast winds. Specific risks for sailing are fast swinging sails/booms, as well as boats tipping. Specific risks for windsurfing are falling off the board and having the windsurf fall on top of the participant. Risks involved in buddy-boarding include rocks along the shoreline where the current flows and falling off the boards while holding onto paddles.</p>

<p>Mitigation</p>	<p>Water rescue procedures are in place with NLS trained staff members. Weather is carefully monitored to ensure safe conditions for the wind and the water to go out sailing. In the event of severe weather conditions, sailboats, windsurfers and buddy-boarders will not go out on the water, and the specialty will be shut down with alternative land-based programming to be provided.</p> <p>In the event of a sailboat tipping, the trained staff are apt and able to re-erect the boat in a timely, appropriate and safe manner while ensure the safety of those on board.</p> <p>To reduce the risk of windsurfers harming themselves, the trained staff will provide training to the participant before going out onto the water. This will allow them to properly re-erect themselves if they fall off the board.</p> <p>This specialty has a dedicated motorized rescue boat on call at all times that all speciality staff will have a license to operate, and the skills and tools to safely and effectively use it.</p>
<p>Detailed steps of how the activity will be run</p>	<p>Windsports this summer will be operating as two completely independent units namely, sail and surf. This is in accordance with the speciality’s initiative to maintain proper social distancing and mitigate the intersection of separate cohorts. Upon arrival, cohorts will be directed to a specific beach depending on their assigned activity.</p> <p>During pre-camp, a select group of staff will be given a comprehensive tutorial outlining specific windsports protocols. This will enable our speciality to run much more smoothly while also mitigating any avoidable risk factors. These “Windsports protocols” will include several specialty instructions such as sanitization guidelines, process for signing campers in/out of the water and a brief class preparing staff to take their campers sailing.</p> <p>Cohort staff should be responsible for signing campers in an out of the water. This will help reduce any unnecessary exposure between campers and Windsport staff. Upon arrival, staff will be given access to a clip board and will subsequently be required to sign their campers into the water. Once complete, the clip board will be placed in a location that is accessible to all Windsport staff in case of an emergency. When the activity period is over, speciality staff must be informed that all campers are safe before cleaning up can proceed.</p> <p>As previously mentioned, certain cohort staff will also be provided with specific details needed to safely take their cabin sailing. This will include</p>

training on sanitization procedures and tutorials on how to properly use a sailboat. Cohort staff will also be required to sanitize the sailboat after use.

Despite pre-camp training, upon arrival at Windsports, specialty staff will also provide a brief rundown of what will be expected. Furthermore, in each sailboat there will be detailed instructions including sanitization protocols and information on how to use the boats.

Based on the proposed infrastructure, Windsports will have the capacity to support the needs of two separate cohorts. In that manner, the programming team will be able to assign a cohort to either “sail” or “surf”. Since Windsports will be operating with five staff this summer the respective roles are as follows; 2 staff will be allocated to dock duty (these staff will be responsible for operating the boat and thus must abide by the sanitization protocols listed below), 1 staff will be assigned to beach duty (help orchestrate and ensure everything is operating smoothly on the beach), the other two specialty staff will be assigned to oversee cohorts present at sail or surf.

Sanitization and Safety Protocols

Windsports will be operating in a manner that is in accordance with the “2/3 rule” and as always public health requirements. This model states that individuals must always abide by two of the following rules: being 6 ft apart, outside and wearing masks. This will enable Windsports staff to actively participate in certain activities. For instance, if a Windsports staff were to take a cohort outside of their own sailing everyone would be required to wear masks for the duration of the sail trip. Additionally, since we are outside two of the following three rules will be met. Similarly, this means that lifeguards on dock duty will be situated 6 ft apart from one another but will not be required to wear masks.

Upon arrival to Windsports, it is recommended that all staff and campers be wearing masks. Similarly, campers and staff will be required to sanitize their hands prior to touching any equipment. Once instructions are given campers will then be permitted to remove their mask and enter the water, so long as it is in accordance with mitigating infectious/transmissible disease risks.

As for sanitization, this process will be essential in mitigating exposure. Upon arrival, all campers and staff will be required to sanitize their hands. Surf boards, paddles, sailboats, or simply, any item used while at Windsports, will require stringent sanitation protocols. These will be overseen by specialty staff but enforced under the supervision of cohort staff. Staff and campers will be required to sanitize their respective items

	<p>prior to returning them. Since this process isn't exactly foolproof, in between cabin activities Windsport staff will thoroughly provide a second round of sanitization. Proper instructions on how to sanitize the equipment will be laminated and placed beside the respective equipment.</p>
--	--

Landsports

<i>Description</i>	<p>Landsports is a specialty that runs different activities and sports including bikes, tennis, archery, basketball, hockey, volleyball and soccer. Other activities may also be included from time like Gaga Ball, Frisbee Golf, mini-golf, creative games, etc. There is also fitness, which includes a weight room. Bikes, tennis and archery are all aspects of the specialty that require a landsports staff to operate. General sports can be run by the landsports staff, however, may also be run by cabin counsellors. There is also a playground/climbing structure soft inspected daily and formally inspected monthly for open use and play.</p>
<i>Risks</i>	<p>Physical injuries may occur on this specialty. Such injuries may include cuts and scrapes, potential broken bones, or head injury. Due to the nature of being outside, inspected weather may also pose a risk.</p>
<i>Mitigation</i>	<p>Strategies in place to minimize those risks are to ensure that all campers and staff are aware of the rules and methods at each of these different activities to ensure safe use if Landsports Staff are not immediately present.</p> <p>Whenever sporting goods are being used, landsports staff will ensure that first aid kits are easily accessible. Further, cabin/cohort staff and the Landsports Staff will be required to be engaged in the activity and aware of the participants to ensure that any unsafe play and behaviour is promptly shut down.</p> <p>The equipment is regularly maintained, and damaged/dangerous equipment will be retired. Protective eyewear and/or helmets must be</p>

	<p>worn at appropriate activities, and closed toed running shoes are an expectation for participants in landsports formal programming (Crocs and other forms of slip on shoes are restricted from the specialty).</p> <p>As for bikes, all bikes will be regularly inspected to make sure that they are in a safe and working condition and all campers will be required to always wear a secure helmet.</p> <p>As for archery, campers will be given a detailed explanation of the risks involved in archery and will be clearly shown the lines they are not allowed to pass when other are taking their turn shooting at the target. Further, they will not permitted to approach the shooting lines, touch the bows or arrows until the instructor deems it safe. They will also not be permitted to retrieve the arrows until the instructor deems it safe to do so. Whenever anyone crosses the shooting line, the instructor will make sure that no one is touching a bow or arrow to ensure maximum safety for all participants.</p>
<p><i>Detailed steps of how the activity will be run</i></p>	<p>In order to maintain proper social distancing each activity (ex. Bikes, Archery, Hockey) will be done only within cohorts. During precamp, cohort staff will be taught numerous skills relating to Landsports and will have the ability to run classes on their own. Landsports staff will ensure all the necessary equipment is at the activity prior to the cabin/cohort arriving. There will also be detailed instructions on how the equipment can be sanitized after the cohorts use and the necessary supplies to sanitize the equipment.</p> <p>As for activities such as Bikes and Archery, all participants (including staff) will be required to wear a mask at all times. In Bikes, the cohort may occasionally pass other cohorts in camp, so we want to make sure that they do so safely. Due to the risks inherent to Archery, the staff member may be required to intervene with campers at any given moment. As a result, they will be safely prepared with a mask on.</p> <p>Once all campers have participated in the activity, the cohort will be encouraged to wash their hands as they leave. The landsports staff will further clean/sanitize the specialty and themselves, which includes sanitizing their hands, bikes, bows, and any equipment that was used during the day or that had come in contact with a visiting cohort.</p>

Swim

Description	Swim is a water-based activity that includes free-play swim and organized water games. The specialty also involves swimming lessons twice weekly for all campers up to age 13. The swimming area is divided up into 3 sub-areas by the layout of the doc; the South area (aka the ‘raft’ area is the deepest area), the senior area (middle area) and the junior area (shallowest area). For instructional swim, campers are divided into small groups based on their swimming abilities and they are taught skills based on the level in which they are placed.
Risk	<p>The lake itself poses one of the highest risks because of the possibility of a participant drowning.</p> <p>Climate risks such as sunburn, heatstroke, and dehydration.</p>
Mitigation	<p>All campers must successfully complete a swim test at the beginning of each summer in order to participate in any water activities. The current system is as follows:</p> <ol style="list-style-type: none"> 1. Walk out into Jr area (most shallow) with a lifejacket and show us a dunk and that they can swim around <ol style="list-style-type: none"> a. Once we see that they are comfortable and can hold themselves up, they will take off their lifejackets 2. In Sr or "raft" area (i.e. farthest dock section), they will then do 3 lengths on their front and 3 lengths on their back 3. They will then complete 2 minutes of treading water <p>If all these skills are met, they get a full pass.</p> <ul style="list-style-type: none"> - If there is a camper who can only swim with a lifejacket (ie they can resurface themselves), they may participate in activities with lifejackets, including swimming. - If a camper is unable to surface themselves in a lifejacket, they may not participate in ski/tube, however they may sail/surf/canoe with a staff, and swim with a lifejacket and a staff <p>After completing their swim tests, campers receive bracelets that signify their ability to participate in water activities around camp. This bracelet system includes a ‘WAK’, a blue bracelet, signifying a full completion and pass of the swim test. Campers with blue bracelets may participate in all water activities around camp. The next bracelet is an MR (can participate in all water activities so long as a lifejacket being on at all times), a purple bracelet, and then last is a red bracelet - Incomplete/did not pass - can canoe with a staff member, surf or sail with a staff member, and swimming can only happen in the</p>

junior area during general swim, signed in appropriately and with a staff buddy, and with a lifejacket. These red bracelet campers may not participate in activities such as ski, tube, inflatables, kayaking.

The colour system helps to ensure that swimmers are in the correct areas of designated swimming areas at each specialty.

Swimming is permitted at the waterfront with appropriate guards. Ratios are as follows: 2 guards per 1-25 swimmers, 3 guards per 26-100 swimmers, 1 additional guard for 1-25 swimmers (100+ swimmers). Swim areas without life jackets include Northland enclosure and bb beach. All other swimming areas require life jackets irrespective of swim level achieved.

Swimming at cookouts and overnights follow the same procedures. Appropriate number of guards must be present in order to swim. Swimming will occur at a safe distance from land to ensure proper visibility for all guards. Life jackets must be worn.

Campers who are unsuccessful are restricted in certain activities such as ski, paddle, and inflatables for safety reasons. Campers who do not pass their swim test are limited to the junior area only during general swim time, must always wear a life jacket while in the lake, and must always be accompanied by a counsellor/staff.

In order to reduce the risk of drowning, all staff and campers must have a lifeguard on duty when entering the water. All swimmers must sign into the lake in pairs upon entering the swimming area and sign out when leaving the swimming area, each pair is given a number to call out during head counts. This will help track all swimmers and ensure that everyone is accounted for at all time, limiting the likelihood of participants going missing in the water. Head counts are performed every 15 minutes of general swim in order to track all swimmers and to ensure that they are all still safe and present. Furthermore, a buddy system with procedures for signing in and out is implemented.

The slide on the dock (if positioned) is a specific high-risk hazard with its own specific rules. One person is allowed on the slide at a time, feet must go down first and the splash zone must be cleared before the next person goes down.

Areas of shade will be provided for campers and staff to take a break from being in the sun. Reminders to put on sunscreen and drink water will be occurring many times throughout the day.

Each staff member's safety equipment will be stored in the shed when not in use in assigned cubbies. All staff must wear their safety fanny pack while

	<p>lifeguarding, be clearly identifiable and have immediate access to a non-conductible reach assist or throw - while not on duty staff can leave them in their cubbies. First aid kit will be stored at the front of the shed so it can be taken when necessary.</p> <p>Equipment per staff:</p> <ul style="list-style-type: none"> • flippers, goggles, snorkle • First aid fanny pack <ul style="list-style-type: none"> ○ Face mask ○ Band-aids ○ Icepack ○ CPR mask ○ Gloves ○ Sanitizer • Clip board • Pens • Whistle • Lifeguard shirt(s)
<p>Detailed steps on how the speciality will run</p>	<p>Swim will have the capacity to have 2 cohorts at each beach (from our two main beaches) during free swim hours. There will be a lane rope sectioning off all the areas in the middle to create 2 swimming sections per area of depth (junior, senior, and raft). Campers within each cohort can choose which area they would like to swim in and sign in accordingly. Sign in procedures will be done one cohort at a time to prevent the mixing of cohorts</p> <p>Each cohort will have a bench/designated area dedicated to them and their belongings must be put there before they can sign into the water. Campers can decide if they would like to go into the water with their cabin counsellors, those who choose to stay on the beach must stay in their designated cohorts beach area and sanitized toys will be provided for counsellor led activities such as sandcastle building. Campers who choose to go in the water will be signed into the area of their choice with their buddies. Sign in procedures will be done with a swim staff socially distanced and a cabin counsellor who can write a number on the campers hand for head counts. Campers within the same cohort can use swim toys that will be sanitized after every use. Head counts will be done every 15 minutes per section and will be done one cohort at a time. Cabin counsellor will be assigned to sanitize the slide after each use. Sign out procedures will be done one cohort at a time with a swim staff and cabin counsellor to ensure all campers are accounted for. Campers will collect their belongings from their cohorts and will leave one at a time to their next activities. All toys, benches and high touch points will be sanitized and cleaned before the next cohorts arrive.</p>

--	--

Inflatables

Description	Inflatables is a sub-specialty of swim. They include several elements that include a water trampoline, a large slide, a bounce launcher, Thor – jumping platform climber with slides, additional climbers and handle bar challenges, ramps, runways, and a 4-way spinning teeter-totter.
Risks	Risks associated are drowning and injury to swimmers from falls from a height and falling into uncomfortable positions.
Mitigation	Sign-ins and sign-outs apply in the same manner as the swimming specialty. Lifeguards are on duty. Campers who do not successfully complete the swimming test are not allowed to use the inflatables. All swimmers participating must use life jackets, as well as maximum weight/human capacities are enforced for each individual element/or circuit restrictions as a whole, based on manufacturers recommended weight limits and safety procedures. Landing sites in the water for jump off points will always be cleared by guards before the next camper(s) proceeds.
Detailed steps on how speciality will run	Inflatables will have the capacity for one cohort during each programming hour. Campers will be asked to leave their belongings on the picnic bench in front of the inflatables dock. Campers will be signed into the water before they step onto the dock by the lifeguard on duty. When all campers are signed in, they will walk together down the dock and once the lifeguard is situated they can enter the water At the end of the hour cabins will be asked to leave signing out with the lifeguard at a distance. All belongings will be taken from the picnic bench and swim staff will make sure everything is taken before cabin is allowed to leave the specialty. Cabin/cohort staff will ensure that the spaces used by the cabin/cohort are properly sanitized, including the picnic benches. Cleaning and sanitation of the inflatables themselves will be decided later on (lifeguards will be involved in this process) based on further directive of public health guidelines.

Outtripping ('Trip') [includes non-designated swim areas]

Swim related comments and procedures also apply to swim activities in non-designated areas.

Description	Campers are taken out of camp, typically to Algonquin Park for approximately 4 days, or to sites on our lake or other surrounding lakes, to experience the wilderness, gain and appreciation of nature, and bond as a group. Each day involves several hours of paddling and portaging with dedicated canoes and
-------------	--

	<p>packs. At the designated campsites, campers and staff will set up tents and cook dinner over a fire.</p>
Risks	<p>Seeing as the majority of the day is spent on water, all of the same risks associated with swim and other water-based activities exist. As Algonquin can contain ‘dark water’, the risk of drowning is further exaggerated as rescues and quick intervention may be more difficult than a clear water environment. Portaging poses a risk due to rugged and uneven terrain causing trips/falls and/or rolled ankles. Falls may pose a greater risk because the campers are carrying a heavy load with them. Because campers are away from camp and in unfamiliar trails, there is a possibility of wandering off the designated paths resulting in them getting lost. Once on the campsite, burns may occur when cooking meals on the fire, as well as wounds caused by cooking knives or other tools.</p>
Mitigation	<p>All campers are required to wear lifejackets at all times during the day when paddling or swimming in the water. This reduces the risk of drowning and other water related emergencies by keeping campers at the surface of the water. Trippers and staff present have their National Lifeguard training and can attend to any water emergencies.</p> <p>No swimming at night, no swimming alone, and no swimming at all without life jackets. Cliff jumping is prohibited on trips. Staff will consider weather, and inspect and evaluate the area for risks and safety considerations before allowing the swim activity to proceed. Boundaries will also be determined and explained to the swimmers.</p> <p>During portages, there is always one staff at the front of the group, and one at the back, to prevent campers from walking off the path. All campers walk in pairs, as well as carry a whistle to quickly alert the staff in the event of an emergency. All trips are sent out with a GPS tracking unit to ensure the camp knows where their location at all times, as well as a satellite phone, or alternative means of communication, in the event of an emergency to contact the camp. When at the campsite, staff establish a kitchen area around the fire in order to ensure campers stay a safe distance away from the fire and minimize the risk of contact with anything burning. The fire is never left unattended by the staff member. Campers are taught knife safety and are always supervised when using kitchen utensils.</p>

Cookouts/Overnights/Outdoor Living Skills

Description	<p>Cookouts, overnights and outdoor living skills are a subdivision of the trip specialty.</p> <p>For cookouts and overnights, full sections or units will walk or paddle to a campsite around the lake to spend an afternoon or night at the campsite. Campers spend part of the afternoon swimming and/or relaxing on the beach, followed by making a fire to cook dinner.</p> <p>Outdoor living skills is a cabin-based activity where trip leads on-site activities that facilitate learning about fires, camping and orienteering.</p>
-------------	---

Risks	The same waterfront risks associated with swim and trip apply to the waterfront campsites used for cookouts/overnights. These programs have many of the same risks as trip, however campers are less involved in cooking, therefore decreasing the risk of knife wounds and burns. Use of chopping tools remains a risk. Proper food preparation is critical. Medical emergencies, allergies are important to consider.
Mitigation	<p>There are trained lifeguards at all cookouts, overnights and OLS classes to supervise the water, when applicable, and decrease the likelihood of water related emergencies. All cookouts and overnights require a walkie talkie in order to contact the appropriate staff in camp as needed in the event of any emergency. Regular head checks are implemented in order to ensure there are no missing campers. Overnights and cookouts are limited to dedicated sites that exist on our camp property where we are in easy range of walkie-contact, can be reached by ‘repeater’ on an emergency frequency, and the familiar is familiar to our staff for easy access and support in the event of an emergency. Staff will be trained in food handling and preparation as required for trip cooking purposes. Handwashing/sanitization, cooking through as required, and safe cutting practices are paramount.</p> <p>The cookout and overnight programs will be maintained to singular cohorts/cabins to minimize infectious/transmissible disease risks as these activities involve cooking, eating, swimming, and playing in condensed environments. Training will be provided before allowing anyone to use a tool for chopping.</p>

Arts and Crafts

Description	A land specialty that incorporates deferent mediums of art, as well as crafts into a child’s daily activities. Some of the classes/activities include painting on canvases using acrylic paint and/or tempera paint, beading and boondoggle, melty beads and ‘shrinky dinks’. The staff on this specialty are able to keep the campers engaged by allowing them to have creative freedom while simultaneously being a part of a structured and organized class.
Risks	<p>Some potential risks include:</p> <ul style="list-style-type: none"> • Stepping on something on the ground • Burn (via hot glue gun, copper kiln, toaster ovens) • Cut with scissors or exacto knife
Mitigation	<p>Supervision, for both campers and staff, is key to this specialty. Staff are the only individuals to operate the irons or the toaster ovens.</p> <p>Additionally, younger children are not allowed to use the hot glue guns. Child friendly scissors are available for the younger campers.</p>

	<p>All of the activities will occur outside and at various locations around camp, this will be made clear by the daily schedule. All campers and staff will be required to wear a mask while participating at the activity.</p> <p>A&C staff will provide a binder/list of crafts and the corresponding materials so that counsellors can also instruct the activity without a A&C specialist. This will help maintain proper social distance and allow the cabin activity to function without the direct supervisor and instruction from A&C staff.</p> <p>All requisitions will be collected in a social-distancing format that follows the curbside pick-up model. When materials are requested, the A&C staff will ensure the materials are ready for pickup on the A&C porch, where there is no need for a staff member to be present to directly hand it off to those that requested it.</p>
--	--

Ceramics / Woodworking

Description	A subdivision of Arts and Crafts that involves making pottery with clay, as well as making different wood objects/shapes/projects using basic woodworking tools. A modern kiln is used at pottery in order to burn, bake, dry, or can also be used for firing pottery. Campers will be able to make any type of pottery within the specific time frame, as well as glaze and paint their pottery the next time they are at the specialty.
Risks	Risks to campers include hurting themselves while using various tools, burns from the kiln, and debris and/or tools from cutting or sawing that can cause injury. Tools include hammers, nails and small hand saws, with occasional use of electric/power tools by both staff and campers. The kiln will not typically be firing during hours that campers may be present, however it does pose a risk on the staff operating it, and a burn risk when fired and for periods after the firing is complete.
Mitigation	<p>Power tools will not be operated by campers without training, and only staff that are trained in the use of the tools. Staff will also be trained to use the kiln and will follow manufacturer’s instructions at all times. Campers and staff will all wear goggles during any activity that can have debris projectiles including use of hammers, or saws. A gate has been placed separating the kiln from camper access and a warning sign installed to warn campers and staff of the heat and burn risk associated with the kiln.</p> <p>This activity will occur outdoors on the A&C porch and all staff and campers involved will be required to wear a mask at all times if covid protocols are in force. The instructor will be required to maintain proper social distancing from the cohort (if it is not their own) at all times.</p>

Cooking

Description	A subdivision of Creative Arts that involves making fun basic edibles as an activity. The ingredients are obtained from the kitchen with any key considerations around safe preparation being paramount for the staff to consider. The use of oven and/or stove is typically the medium for cooking.
Risks	Risks to campers include hurting themselves while using various kitchen utensils, knives, etc. burns from oven or stove, and improperly prepared foods, or cross contamination with an allergy trigger.
Mitigation	Staff are trained in basic safe food handling and preparation. Recipes are kept very basic. Consideration of known allergies is critical to all menu plans.

Adventure

Description	Adventure is a part of the Outdoor Recreation specialty. It is a challenge by choice ropes course where participants may choose their own difficulty level based on their own competency in both skill and psychology. Elements found at Adventure includes a climbing wall, dynamically belayed high ropes courses, auto-belay options for the climbing wall, a giant team swing, an all aboard, a dangle-a-maze, and various low ropes elements.
Risk	Physical injury and psychological damage are risks at this specialty. A participant may harm themselves as a result of a fall from a height, improper use of equipment (helmet and harness improperly fitted, poorly/incorrectly tied knots), and human *. Psychological impact may result from fears of heights, falling when suspended on a high element, or being subject to negative comments from peers due to inability of completing an element.
Mitigation	To control for physical risks, the camp ensures that the staff are properly trained under the guidance of Challenges Unlimited Incorporated (CUI) and/or senior trained and certified staff. CUI trains the staff to properly perform rescues at height, safety inspections for each element, proper belaying and knot tying techniques, and pre-climbing check. Any staff unable to meet CUI standards are supervised by staff with more training and experience when leading classes at the specialty. The specialty promotes challenge by choice to reduce the risk of negative psychological impact. Challenge by choice encourages the camper to challenge themselves to their own perceived competency while avoiding tougher situations that may cause overdue stress. Campers are also taught to encourage their peers when climbing and to maintain a positive attitude. Safety devices including helmets and harnesses are always worn in accordance with training guidelines by element. Closed toed shoes are an expected to be worn by participants. All equipment and facilities are inspected on an annual basis by an arm's length agency from the camp.

	<p>Covid-19 specific modifications will include the use of various NPI's (non pharmaceutical interventions) such as cohort based activities, and distancing. Where safety may be compromised, masks will not be worn by participants (e.g. risk of snag on equipment, need for clear communication, etc.). As further guidance is received from public health, adjustments will follow as may be required.</p>
Swing Procedures	<p>To ensure safe operation of the swing, the following procedures have been implemented in addition to standard CUI operating procedures.</p> <ul style="list-style-type: none"> - A ladder spot is required: A qualified staff member must stand below the camper climbing the ladder using the proper CUI endorsed spotting technique. - Mats are to be placed on the swing platform and on the ground below where the camper is climbing - Vocal commands must be issued like that of the climbing wall. The camper must ask these questions and the staff member must verbally confirm each one to the camper. They are as follows: <ul style="list-style-type: none"> o Is spot ready? – Spot is ready. o Can I climb? – Climb away. - Once the camper is at the top of the ladder, another two vocal commands must be given, received, and confirmed. <ul style="list-style-type: none"> o Is clip on? – Clip is on. o May I lean off? – Lean away.
Emergency Procedures	<p>In the event of a serious accident (camper falls on head or back, etc...), the following protocol must be followed.</p> <ul style="list-style-type: none"> - Follow the Camp Northland Land Spinal procedures as best as possible. Immobilize the camper and comfort them in preparation of possible shock. - Have a staff member push the Emergency Call Box button and report the situation in as much detail as possible. - Continue until help arrives. - If the injury goes beyond a spinal (open wound, unconscious camper, etc...) follow standard first aid procedure while someone uses the Emergency Call Box

Judaics

Description	A specialty that involves Jewish programming in a variety of fun and interactive way where the campers can learn about and experience camp values and Judaism.
Risks	This will usually be occurring outdoors. Some potential risks include cuts, scrapes, falling and tripping. Some of the risks with cooking and fire considerations apply here as well.

Mitigation	<p>Ways to mitigate these risks are to ensure that there is always at least one staff present at the program to supervise the campers and minimize any potential for harm. Follow mitigation practices for fire safety and cooking as otherwise outlined in this plan.</p> <p>This activity will occur outdoors in the field outside of Judaics, or alternative typically outdoor venues, and all staff and campers involved will be required to wear a mask at all times if indoors or distancing cannot be maintained. The program instructor will be required to maintain proper social distancing from the cohort (if it is not their own) at all times.</p>
------------	--

Waterfront Safety

The camp does extensive training for its general staff and additional skill and specialty specific training for each water activity in camp. The detailed procedures form part of standard staff training and are included in the staff manual (including the camp policies and procedures manuals). The procedures include a detailed water drag procedure upon discovering a camper is missing from the water, water spinal procedures, accident prevention, and water emergency communication protocols. Protocols are in place for accident prevention including the use of a buddy board for entry into the swimming areas, high supervision ratios, high levels of staff training and certification, and appropriate safety equipment on site. All waterfront areas are trained in consolidated rescue to ensure maximum efficacy in the response should an emergency occur.

Note: Specific activity areas on the waterfront, identified risks, and related mitigation strategies are outlined above in the activities section of this plan.

Note: The camp has added a P.A. system. The P.A. system may be used to supplement the procedures for all drags, land searches, missing camper or other emergency protocols as determined by the Camp Director or his designate.

CAMP NORTHLAND WATER DRAG PROCEDURE

1. Upon discovery that a camper is missing from the water, Simon Wolle, Camp Director, and the Directors will immediately be notified by head of waterfront/swim staff. The Director(s) will in turn notify the Health Center to alert/check for the missing camper.
2. Water Drag procedure commences with 3 whistles followed by 3 air horn blasts blown continuously while Water Drag procedure is in full operation and will continue throughout the Water Drag until camper is found. The commencement of the water drag will also be communicated by walkie-talkie by someone on the Directing Team (or the recipient of the Walkie Call in step 1). Anyone with a Walkie-Talkie will change to Channel 1 (or Channel 3 if Channel 1 is not working).
3. **A Land Drag will immediately and simultaneously be initiated with the siren being initiated by Rob Abbs or his designate – head staff not designated to assist in the water drag will actively participate in the land drag.**

The Land drag that will run simultaneously to the ongoing water drag; All males will proceed to the Northland Enclosure and all females will proceed to the Windsurfing Beach. Important Note: all those that are involved with the Water Drag will NOT stop what they are doing and will continue the ongoing water drag despite the sound of the siren. The Water Drag will continue as everyone assembles at the proper beach as part of the Land drag procedure. The Water Drag will continue unless the Camp Director or the proper authorities provide other instruction. If any roles need to be adapted for the Land Drag (due to staff needs at the water drag), the Camp Director, Directing Team or its designates will assign these roles as needed.

4. At the onset of the water drag, if a decision was made NOT to initiate the full simultaneous land drag due to safety or other material concerns, the Camp Director, the Directing Team or its designates may assign staff members with walkie-talkies to search key land locations simultaneous to the water drag being initiated.
5. The missing camper's name will be broadcast to the communication team by the senior member of swim, or its designate, as soon as the camper is identified.
6. All campers and staff present at the beach will assemble to a similar procedure as if there were a land drag or fire drill.
7. All waterfront specialties (boats, boards, campers) return to shore at the first sound of whistles and air horns. If possible, boats will be towed into shore. Once each water specialty area is closed down, sheds are checked, cleared and locked, the staff members will run to Northland Enclosure and assist with the water drag or land drag as needed (to be assigned).
8. Campers swimming at the time of the "Drag" are checked out immediately through the buddy board. Everyone meets in their cabin groups as directed and sits quietly.
9. Counselors on the swim docks must proceed to both sides of the docks, enter the water, and drag the junior area [front area], under guidance from swim staff. Counselors link arms, take three sweep steps in water in a line and put face in water. Repeat until at opposite end of area.
10. Swim staff must enter the water and drag the senior areas and raft areas and under docks. Swim staff to follow charted duty procedures. If appropriate, senior waterfront staff may assign staff (in a buddy system of 2 per group) to drag other areas of the waterfront including inflatables and/or between swim and windsports or between swim and ski.
11. Names of missing camper(s) are called out on the beach by a member of the Head Staff team. Counsellors are to be seated on the beach with their campers quiet and seated.
12. All Unit and Section Heads (or their designate) are to go back to their areas to check all the cabins, washhouse, and rec hall for the missing camper(s)/staff in coordination with the Land Drag if asked to do so by a supervisor.

If the Water Drag has continued for more than 10 minutes, the Director or his designate may decide to activate EMS by calling 9-1-1 and initiating a Crisis Response Protocol (see 'Crisis Response Manual for Procedures'). The Water Drag and simultaneous Land Drag will continue unless the Camp Director or the proper authorities provide other instruction.

CAMP NORTHLAND LAND DRAG PROCEDURE

A missing person must always be taken with the utmost seriousness. A land "drag" is implemented as a final course of action in the case of a missing camper or staff member. Listed below are the steps that must be taken before the decision to "drag" the campgrounds is made. Please read this very carefully and make sure it is understood.

1. If a camper is found to be missing from the cabin group, one counsellor will remain with the cabin group and the other staff member(s) will retrace all the steps from the last time the camper was seen to the time they were found to be missing. This includes: rec hall, cabins, pathways, and washhouses; in other words, a very thorough check of all surrounding areas. If the counsellor is a solo staff member at the time it is discovered that a camper is missing, a CIT will retrace all the steps from the last time the camper was seen to the time they were found missing while the counsellor remains with the campers.
2. If the camper is not found, the staff member will come to the office and notify a Head Staff member, who will then contact Simon Wolle and the Directors. A telephone or walkie-talkie check will be made immediately with the Health Centre by Simon Wolle and/or his designate to see if the camper has gone there.
3. If the camper is still not found, a Director will then radio all of the Head Staff on every frequency telling everyone to change to Channel 1 (or Channel 3 if Channel 1 is not working) for an emergency situation.
4. A Director will notify the Head Staff members to come immediately to the office. They will be organized into pairs and given areas of camp to check. A list of the search areas can be found at the bottom of this document.
5. In the event that these steps are unsuccessful, and it is daytime, the **Fire Safety Procedure** will be implemented: the Siren will be turned on by Rob Abbs or his designate; all males will proceed to the Northland Enclosure and all females will proceed to Windsports.
6. IF IT IS NIGHT TIME, staff will be instructed to return to their own cabins, account for their own campers, and remain with their cabins. **Campers are not to be awakened; nor should they assemble at the beaches.** Head Staff will continue to implement searches and U/S Heads will inform staff when everything is clear and they may leave their cabins.
7. If Land drags are unsuccessful, a water drag may be implemented at the discretion of the Camp Director or his designate. The Camp Director or his designate will determine if the proper authorities need to be notified.

AREA #:
Missing Camper and/or Staff Search Areas

Area Number	Location
1	Section I, Section II, Jr. Field, Playhouse, Around the Cabins, Path Between Section I and Section II, Behind the Washrooms.
2	Trip and the Forest area, Windsports, A+C.
3	Section III, Dining/Mess Hall, Unit 1 and all Paths and Forests Around it (Connecting to Section III, down to Paddle). And the space on top of the hill near Section III.
4	BB Beach, Paddle, the Path and Forest Between Ski and Paddle, Media, Leap Frog, Bull Frog, Buckingham
5	Unit 2, Unit 3 and all the Forest Area Around it, path from Unit 3 to BB Beach and the Forest Areas Around it.
6	Northland Enclosure and the Shoreline and the Forest Areas Between Windsports & Ski.
7	Health Center, Around the Health Centre Dock, Doctors Cabin, Path to Sandy Cove.
8	The Kitchen and Maintenance Cabin Path, The Cookout Trail (Moose Trail).
9	CIT Girls, LTP Girls, The Pond and Forest Area up to the Highway, including all of adventure and surrounding low ropes and forested areas.
10	The Path from Section II to the Office, Pavilion, Bikes Shed, Forest Area up to Archery. Maintenance storage sheds/garages and Long Cabin (and surrounding areas)
11	Basketball and Forest Area up to the Sandpits and the Forest Area Around the Sandpits.
12	LTP Boys, upper abandoned cabins, and the path to Section III. Concert Hall and the forest around it.

At our camp, we give special attention to swimming and other water-related activities. They present a higher risk for illness and injury to result if appropriate safety measures are not in place. We have a Waterfront Supervisor in charge of the swim areas. In all of our programs we adhere to prescribed supervision (lifeguard) requirements. Our designated waterfront areas used for swim programs have one or more buoyant rescue aids attached to a shoulder loop with a six-millimetre line at least 1.60 metres in length, one or more reaching poles of three metres or greater in length, one or more buoyant throwing aids attached to a six-millimetre line at least eight metres in length, a spine board, a paddleboard or boat, available to assist in a rescue if needed, as well as first aid supplies in sufficient quantities. The area around our slide and inflatables are free from hazards. Signage is provided at the waterfront designating the swimming areas as opened or closed and marked by a chain, and waterfront staff have walkie-talkies to facilitate easy communication with all areas of camp as may be required.

During the first swim, swimming proficiency tests are given by our waterfront staff to determine each child's swimming ability. These tests are initiated in shallow water areas of 1.35 meters in depth or less. Based on the test, the children are divided into groups based on swimming ability as outlined above. The camp's swimming areas are clearly designated and clearly visible and recognizable from the water by users of personal watercraft and other boaters. Campers are confined to the area appropriate to their assessed swimming ability. All non-swimmers are confined to waters less than chest deep and required to wear a life jacket.

Transport Canada Regulations are followed for watercraft use. PFDs are provided for campers and staff during boating activities. Training is provided to staff and campers before the boating activity. Additional training is provided for staff operating motorized watercraft. Staff operating motorized boats hold a pleasure craft operator card at a minimum. Procedures are in place to track campers and staff participating in boating activities. Watercraft equipment is routinely checked and replaced as needed. Watercraft is banned from swimming areas. Procedures are in place to manage a boater in distress.

First Aid/CPR/AED

It is a requirement at camp, with only rare exception, that staff have first aid/CPR/AED training. It is typically recommended that staff obtain at least Emergency First Aid/CPR/AED, but many staff will exceed that standard. Waterfront staff all have NLS certification or an accepted equivalent in conjunction with at least Lifesaving Ontario Bronze Cross. We also have Nurse(s) on site as well as a medical doctor most of the time. At any point, there will typically be at least dozens of people on-site with certification in first aid and/or CPR. Current staff trained in first aid and/or CPR are tracked in our camp database and updated annually. While some of these staff identified in Schedule A may not return for the 2024 season (yet TBD), there will always be a core of first aid trained staff on site and a staffed medical centre while our summer camp is in session as indicated above.

Minimum Ratios and Supervision

Minimum ratios of camper to staff are typically 4:1 but often the ratios may be much higher often even 2:1 at certain points in the camp season, especially in our specialty/activity areas. This is true for campers of all ages up to our counsellor in training program.

Most Camp policies are posted on our website at www.campnbb.com

All other policies are available in our manuals on site and all are available at any time upon request. The Table of Contents [interactive links deactivated here] for our staff handbook is as follows:



Camp Northland Staff Handbook: PROCEDURES, EXPECTATIONS & RESOURCES Summer 2023 (as of April, 2023)

Table of Contents

Our Vision.....**Error! Bookmark not defined.**

Camp Map.....**Error! Bookmark not defined.**

Our Camp, Our History.....**Error! Bookmark not defined.**

CODE OF CONDUCT**Error! Bookmark not defined.**

CODE OF ETHICS.....**Error! Bookmark not defined.**

HEAD STAFF OFFICE DUTY**Error! Bookmark not defined.**

DAY-TO-DAY POLICIES**Error! Bookmark not defined.**

HARASSMENT, ABUSE & WORKPLACE VIOLENCE POLICY **Error! Bookmark not defined.**

ACCESSIBILITY POLICY**Error! Bookmark not defined.**

INCLUSIVITY – LGTBQ.....**Error! Bookmark not defined.**

IMMUNIZATION POLICY**Error! Bookmark not defined.**

HEALTH & SAFETY POLICY.....**Error! Bookmark not defined.**

EMERGENCY PROCEDURES – FIRE.....**Error! Bookmark not defined.**

EMERGENCY PROCEDURES – LAND**Error! Bookmark not defined.**

EMERGENCY PROCEDURES – WATER.....**Error! Bookmark not defined.**

OTHER EMERGENCY PROCEDURES**Error! Bookmark not defined.**

Red Flag Emergency Procedures.....Error! Bookmark not defined.

In-Water Spinal Boarding Procedure.....Error! Bookmark not defined.

Buddy Procedure - Inflatables.....Error! Bookmark not defined.

Red Flag and Injury Procedures- InflatableError! Bookmark not defined.

Land Spinal Procedures	Error! Bookmark not defined.
Suspicious or Dangerous persons	Error! Bookmark not defined.
(a) Intruder.....	Error! Bookmark not defined.
(b) Shooter.....	Error! Bookmark not defined.
Severe Weather	Error! Bookmark not defined.
(a) Tornado warning or watch	Error! Bookmark not defined.
(b) Lightning or Thunder.....	Error! Bookmark not defined.
Bomb Threat	Error! Bookmark not defined.
Suspicious Mail Alert	Error! Bookmark not defined.
For a bomb	Error! Bookmark not defined.
PRIVACY AND COMMUNICATIONS.....	Error! Bookmark not defined.
ALLERGY AWARENESS	Error! Bookmark not defined.
ALLERGIES AND DIET REQUIREMENTS	Error! Bookmark not defined.
HEAD LICE POLICY.....	Error! Bookmark not defined.
LYME DISEASE AND TICKS.....	Error! Bookmark not defined.
CRISIS RESPONSE.....	Error! Bookmark not defined.
Anaphylaxis Emergency Plan	Error! Bookmark not defined.
How to Use an EpiPen?	Error! Bookmark not defined.
Non-Anaphylactic Serious Medical Condition Alert	Error! Bookmark not defined.
Consent Laws	Error! Bookmark not defined.
Working with Campers	Error! Bookmark not defined.
Important Forms	Error! Bookmark not defined.
Camper Report.....	Error! Bookmark not defined.
Performance Evaluation Form.....	Error! Bookmark not defined.
Staff Write Up Form	Error! Bookmark not defined.
Incident Report.....	Error! Bookmark not defined.
Camper Concern Log.....	Error! Bookmark not defined.

Note that this staff manual is to be read and considered in the context and with reference to all other materials provided and/or posted in advance of the summer. Also, during PreCamp Training, more material may be distributed and discussed/changed as needed.

Maintenance Program on site

Our camp maintenance program adds to the overall health, safety, and welfare of campers and results in a smoother camp operation. Our maintenance Director inspects all facilities each day for safety and cleanliness. He manages a team of between 2-8 maintenance workers who on a daily basis inspect and take steps to:

- Keep all existing electrical service, wiring, and fixtures in good repair and safe condition.
- Properly mark all gasoline, paint and other inflammable containers and ensure they are stored in a properly vented and locked or restricted area not occupied by campers or staff.
- Check that all assembly areas (e.g., recreation rooms, dining rooms, gymnasiums) have two means of egress that are not blocked or obstructed at any time.
- Provide an adequate number of toilets, and showers that are cleaned, operational and available for use as required.
- Furthermore, once a month the site is reviewed for hazardous trees specifically, and the playground is inspected for signs of wear and tear.

Drinking Water Supply

Our maintenance team also manages our camp **drinking water supply** (no adverse reports to date). The water is a U.V./filtration/chlorination system using lake water. Daily inspections are conducted, and daily inspection logs maintained in our pump house. We also contract with a third party to do arms length shoreline source water testing and filing the samples with the Ministry of the Environment. Drinking water samples are also submitted for testing prior to commencing camp operation and tested as required by our certified Maintenance Director.

Rabies Prevention

Domestic dogs are allowed on site. To be on site, these dogs must have a current rabies vaccination that has not been administered within 30 days of the animal arriving to the property. Copies of the relevant rabies vaccinations are posted and available in the main office.

Food Preparation

Our camp food services are provided by a third-party caterer operating as Lakeside Catering Services. Lakeside has a certified food handler on its staff that is familiar with the requirements of the Food Premises Ontario Regulation 493. Food handling policies are in place and managed by the catering supervisors. The caterer also prepared food for our short trips and excursions in conjunction with the tripping staff using primarily low risk menu planning. Lakeside catering is owned and operated by Gabriel Schmerler and Matthew Dunn. (gabriel@lakesidecateringservices.com; matthewgordondunn@gmail.com) www.lakesidecateringservices.com

Appendix A – Certifications

[UPDATED ANNUALLY – Summer 2024 certifications to date - additional staff to be received in June internal form submissions]

Last Name	First Name	Exipre Date	Level of Certification
Abenstein	Noah	2025-03-04	Standard First Aid & CPR/AED level C
Beck	Eden	2027-01-29	Qualsafe Level 3 Award in Emergency First Aid at Work (RQF) (With Management of Catastrophic Bleeding)
Ben-Haim	Rylee	2027-04-26	Standard First Aid CPR/AED Level C
Bodik	Diana	2025-06-17	Standard First Aid CPR/AED Level C
Brooks	Elijah	2025-05-08	Standard First Aid CPR/AED Level C
Cohen	Jacob	Temp: 2024-02/23	Cardio Pulmonary Resuscitation c
Cordes	Sydney	2025-06-05	Standard First Aid CPR/AED Level C
Covant	Benji	2026-08-23	Standard First Aid CPR/AED Level C
Demsky	Maya	temp 2023-06-04	Emergancy First Aid and Instructor
Dennis	Seanice	2025-02-25	HCP
Dichter	Joshua	2025-12-10	Standard First Aid CPR/AED Level C
Glube	Daniel	2025-02-15	First Aid & CPR/AED level C
Goizman	Julia	2026-04-20	Standard First Aid CPR/AED Level C
Kalb	Grace	2026-05-15	Standard First Aid & CPR/AED level C
Kibel	Gabriel	2025-05-01	Standard First Aid & CPR/AED level C
Kirzner	Diana	2026-05-24	Standard First Aid & CPR/AED level b
Linden	Eve	Temp: 2024-04-21	Standard First Aid & CPR/AED level C
Lipnicki	Elizabeth	2026-05-2027	Standard First Aid & CPR/AED level B
Lipnicki	Ryan	Temp: 2023-05-28	Cardio Pulmonary Resuscitation c
Logan	Max	2027-01-27	Standard First Aid & CPR/AED level C
Majerovits	Chloe	2025-11-18	Standard First Aid & CPR/AED level C
Mandel	Jack	2026-05-26	Standard First Aid & CPR/AED level B
Mandelzweig-Davis	Noa	temp:2024-03-15	Cardio Pulmonary Resuscitation c

Mann	Jacob	2026-11-24	Standard First Aid & CPR/AED level B		
Manuel	Christy	07-2024	BLS Provider		
Mednick	Rachel	2025-04-29	Standard First Aid & CPR/AED level B		
Nathan	Kyle	2026-05-02	Standard First Aid & CPR/AED level C		
Otis	Abigail	2024-08-15	Standard First Aid & CPR/AED level B		
Parr	Daniel	temp:2024-03-24	Cardio Pulmonary Resuscitation c		
Presement	Ruben	2024-10-12	Standard First Aid & CPR/AED level C		
Ptasznik	Lauren	temp:2023-06-11	Cardio Pulmonary Resuscitation c		
Rabinowitz	Ryann	2027-03-14	Standard First Aid & CPR/AED level B		
Ronel	Liat	2025-09-09	Standard First Aid & CPR/AED level B		
Shapiro	Ethan	2025-06-12	Standard First Aid & CPR/AED level B		
Shillow	Daniel	2025-06-12	Standard First Aid & CPR/AED level B		
Smith	Jennifer	2025-02	BLS Provider		
Stainsby	Joshua	2025-08-27	Standard First Aid & CPR/AED level C		
Steinberg	Benjamin	Temp: 2024-02/23	Cardio Pulmonary Resuscitation c		
Wolle	Shayne	Temp: 2024-02/23	Cardio Pulmonary Resuscitation c		
Wolle	Spencer	2024-11-21	Standard First Aid & CPR/AED level C		
Zusman	Rachel	2026-06-03	Standard First Aid & CPR/AED level C		

*****END OF SAFETY PLAN 2024*****