Camp Safety Plan 2026

Last Updated: May 7, 2026

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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 Facilities Director – Brian Marchand 647.465.1458

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CAMP NORTHLAND
MAGNETIC NORTH
CAMP NORTHLAND B'NAI BRITH
Adventure & Ropes
Tennis and Multi-sport Courts
Basketball
Archery
LTP UNIT
Hockey Pond
Office
Staff Oasis
Pavillion
Gym
Sports Shed
Bike Shed
UNIT 1
C.O.R.E Space
UNIT 3
UNIT 2
LTP SECTION
Main Field
SECTION II
Music
Playhouse
JUNIOR FIELD
SECTION I
Sababa (Judaica)
Mini Golf
Playground
Mess Hall
Concert Hall
Event Tent
Volleyball
SECTION III
Paddle
BB Beach
Northland Enclosure
Inflatables
Trip
A&C
Health Centre
Sail & Surf
SANDY COVE
OBLONG RIVER
FOREST AREA
GRASS / FIELD
BUILDING / SHED
WASHROOM
FOOTPATH / SAND
CABIN / REC. HALL
WATERFRONT DOCK
PUBLIC WASHROOM
AED / EPIPEN
AED
EPIPEN

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 #202 Thornhill ON, L4J7R9) or our Haliburton site 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 in included herein:

INCIDENT REPORT 2026

Name of Camper _____ **Unit/Section** _____ **Cabin** _____

Date of Incident _____ **Time** _____

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

_____ _____ _____

Staff Members Present: **Activity during incident:**

_____ _____

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

_____

_____

S/U Head Checklist:

- ☐ If a physical incident occurred:
  - Health Centre was contacted / camper visited Health Centre (if necessary, but **always** for head injuries)
  - Check if scratches, bruises, or marks were left from the incident – advise Health Centre & Wellness
- ☐ Parents called
- ☐ Notes in CampMinder
- ☐ Complete incident report & hand to supervisor in a timely manner (same day as incident)

Signature of Supervisor _____

Communicable Disease Prevention and Outbreak Management

Camp is a communal environment where individuals live, interact, and participate in activities in close proximity over extended periods of time. As such, there is an inherent risk of communicable illnesses, including respiratory, gastrointestinal, and other infectious diseases. Our approach focuses on prevention, early identification, and effective management to minimize transmission and maintain a safe and healthy camp environment.

Prevention and Education

Camp prioritizes proactive measures to reduce the risk of illness transmission. Hand hygiene remains the most effective method of preventing the spread of infection, and staff and campers are regularly educated and reminded of proper handwashing practices and respiratory etiquette.

Camp has systems in place to support and encourage hygiene, including:

- Accessible handwashing stations across camp, including in dining areas
- Required handwashing or sanitizing before meals and key activities
- Structured routines that allow staff to reinforce hygiene expectations
- Ongoing education around recognizing and reporting symptoms of illness

Additional precautions, including the use of personal protective equipment (PPE), may be implemented by medical staff when caring for individuals with suspected or confirmed infectious illnesses, or where there is potential exposure to blood or other bodily fluids.

Monitoring and Early Identification

Camp conducts routine surveillance for illness and maintains clear expectations for reporting symptoms. Staff and campers are expected to report when they are feeling unwell, and all suspected illnesses are assessed promptly by camp medical staff.

The on-site health team may include trained first aid staff, nurses, and/or a physician. All care is provided in accordance with camp standing medical orders and any applicable public health guidance.

Management of Illness

Individuals who exhibit symptoms of a communicable illness will be assessed and managed by medical staff. This may include:

- Temporary removal from regular programming
- Monitoring and care in the health centre
- Isolation for the recommended period of communicability

- Sending the individual home, if appropriate

Individuals will not return to the general camp population until they have been symptom-free for at least 24 hours, or as appropriate based on the specific illness and medical guidance.

Outbreak Response

In the event of a suspected or confirmed outbreak, camp will implement enhanced measures to limit transmission. These may include:

- Increased monitoring and documentation of symptoms
- Cohorting of cabins or groups
- Adjustments to programming, group sizes, or schedules
- Enhanced cleaning and hygiene protocols
- Designated spaces for isolation, where required

Camp will notify the local Medical Officer of Health or Public Health Unit in accordance with Ontario Regulation 503/17 and will work collaboratively with public health authorities to manage and contain the outbreak. All required reporting, documentation, and communication will be completed by the camp's designate.

The camp's Crisis Response Team, including medical staff, will guide decision-making and ensure that all actions align with public health requirements and best practices.

Cleaning and Sanitation

Routine cleaning and sanitization are conducted throughout camp, with increased frequency in high-use areas such as dining halls and washroom facilities. These spaces are cleaned and disinfected multiple times daily.

Laundry services are managed off-site for the general camp population. Items requiring immediate attention, such as soiled bedding, clothing, or kitchen uniforms, are handled on-site using appropriate precautions.

Operational Considerations and Communication

Camp will remain flexible and responsive to evolving circumstances, including potential impacts on staffing and programming. Any measures implemented will be communicated clearly to staff and families, while maintaining privacy and avoiding stigma.

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 May 2026, 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.

In case of fire, evacuate immediately

To declare a fire drill:

1 Siren will sound in long blasts

2 Announcement will be made over all radios & walkie-talkies

3 You will be told to tune in to Channel 1 or 3 for further info

Emergency Procedures–*Fire*

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Fire

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.
3. One staff member should quickly report the fire to the office. All other staff members should accompany the campers to the waterfront. All Sections (and any males) will report to Northland Enclosure and all Units (and any 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 adjacent to Section III ("Senior Diamond/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 Camp Director (or designate) (or a member of the Directing Team), and (b) an announcement will be made over all radios and walkie-talkies. Associate Director (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, the Program Director will use the golf cart to sound the portable siren along the Oblong and BB Beach path. Designated Office Staff (or Assistant Director- Wellness if Designated Office Staff 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. Head of Office 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:
   - **Sections should go quickly and in an orderly manner to the Northland Enclosure, which will be facilitated by Facilitator A: Head Counsellor (or Assistant Director- Logistics if on a day off)**

     In the event of a fire on the waterfront, Sections are to go to the "Junior Diamond" and sit down in their cabin groups
   - **Units should go quickly and in an orderly manner to the Windsurfing Beach, which will be facilitated by Facilitator B: Head Counsellor (or Assistant Director- Programs if on a day off)**

     In the event of a fire on the waterfront, Units 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 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.

Important note: There may be times where at the discretion of the camp's leadership, the siren is replaced by air horns and/or use of the PA system (this possibility applies anywhere that the use of sirens is mentioned in our policies).

Last updated April 2026

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LOCATION	STAFF MEMBER 1	STAFF MEMBER 2
Section I	Head of Sec I	Head of Media
Unit 1 & CIT Unit	Head of Unit 1	Head of Sababa
Section II/ Playhouse/ CIT Section	Head of Sec II	Head of Windsports
Unit 2	Head of Unit 2	Head of Creative Arts
Section III	Section III	Head of Landsports
Unit 3	Head of Unit 3	Head of A+C
LTP-Section	Head of LTP Section	Co-Heads of Ski
LTP-Unit	Head of LTP Unit	Special Programs

10. U/S Heads should then proceed to their designated beach to assist with the camper accounting procedure.
11. Staff should organize the campers into cabin groups at the respective beaches, and make sure that each camper is accounted for by name.
12. 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:

- → Baycrest
- → Buckingham
- → Bull Frog
- → Grand West
- → Health Centre
- → Ritz
- → Kitchen/Catering
- → Kosher Kove
- → Leap Frog
- → Long Cabin West (A)
- → Long Cabin Middle (B)
- → Long Cabin East (C)
- → Maintenance
- → The Attic
- → The Basement
- → The Inn
- → Shangri-La
- → Ski Cabin (Peak 23)
- → Lakehouse (Lower Rec Hall)
- → Africa (Peak 15)
- → Head Staff Peak 48
- → Head Staff Peak 41
- → Orange Door Cabin
- → White Door Cabin
- → Any other cabins/visitors
- → Office
- → Directors
- → Others:

a)

b)

c)

d)

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.

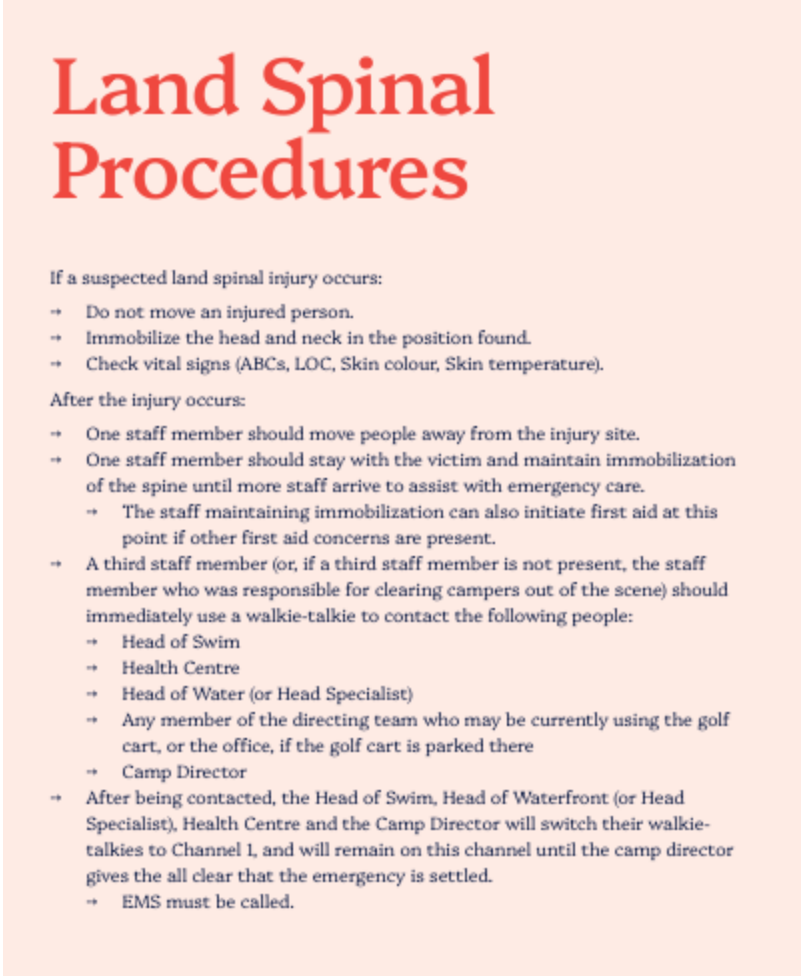
Note: Drowning and/or near drowning are inherent risks in all waterfront activities and as such is always considered, even when not specifically identified, in each of the respective risk mitigation strategies outlined below. All water activities will require the use of a lifejacket unless otherwise 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.

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

Land Spinal Procedures



Land Spinal Procedures

If a suspected land spinal injury occurs:

- Do not move an injured person.
- Immobilize the head and neck in the position found.
- Check vital signs (ABCs, LOC, Skin colour, Skin temperature).

After the injury occurs:

- One staff member should move people away from the 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 member who was responsible for clearing campers out of the scene) should immediately use a walkie-talkie to contact the following people:
  - Head of Swim
  - Health Centre
  - Head of Water (or Head Specialist)
  - Any member of the directing team who may be currently using the golf cart, or the office, if the golf cart is parked there
  - Camp Director
- After being contacted, the Head of Swim, Head of Waterfront (or Head Specialist), 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.
  - EMS must be called.

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.

Additional Risks considered as part of our 2026 Camp Safety Plan:

General Waterfront Risks:

All waterfront activities inherently carry risks associated with open water; appropriate supervision, training, and safety equipment are essential and in place to mitigate these risks.

Anaphylaxis & Serious Allergy Risks:

All camp activities recognize the potential risk of anaphylaxis due to environmental or product exposure; our anaphylaxis response and crisis response protocol is implemented across all program areas.

Paddle

Description	Paddle is a 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. 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.
Risks	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. According to the OCA Standards, the Oblong River is classified as Class 1, meaning it has a fast-moving current with small waves and few obstructions that are easily avoided.

Mitigation	The constant supervision at the specialty is key to preventing risks and to ensure that they are responded to in a timely manner, 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 periodically to ensure 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. 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. Furthermore, we have made it a new rule that the youngest class of campers, the Unit and Section Ones are not to venture into the Oblong unless they are in a canoe manned by a staff member and instead are to paddle within sight of the main paddle docs to ensure they are in a rescuable position at all time. Corcls should stay in this area as well due to their lack of controllability. **Oblong River Risk Mitigation:** To mitigate risks properly and remain in accordance with the OCA standards, we must have proper lifeguarding and staffing in place. We will remain mindful of water levels in the spring and throughout the summer and ensure the area remains free of debris or any other hazards. Our team will actively monitor the area for safety concerns, including hazardous weather conditions and tangible obstructions. We are aware of the OCA Slack channel, which serves as a great resource for safety-related discussions. For extra precaution, we plan to have the following in place when running Paddle Rapids classes on the Oblong River: ● A stationary guard on the dock ● A guard in a canoe on moving water ● A guard on land at the end of the rapid

Detailed steps of how the activity will run	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. 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. In the event of a disease outbreak, staff will ensure proper social distancing, and they will be the one giving instructions. Furthermore, in each canoe and kayak, there will be detailed laminated instructions on how to use the boats and how to properly paddle. 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.

Waterski and/or Tubing

Description	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.

Risks	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. Risks associated with tubing include injuries from falling out of the tube while participating.
Mitigation	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. 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. 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.

Detailed steps of how the activity will be run	In the event of a disease outbreak, 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 while also regularly cleaning the equipment. If the camper is in the water and needs assistance, the camper's staff is encouraged to enter the water and assist the camper, rather than the ski staff. 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. All participants will be encouraged to washing their hands when leaving the specialty. 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 pontoon vs. the Jcraft.

Dance

Description	Dance is a high-energy activity that is a subdivision of the Creative Arts specialty. It focuses on learning the camp dance, playing interactive dance games, and get creative by making up their own routines. Depending on

	the cabin's will, some classes may also include yoga or meditation for a fun change of pace.
Risks	Some risks involved in this specialty include slipping or falling while dancing or running, as well as potential injuries from uneven surfaces. The dance space has a wooden floor where nails may become loose or raised, which could pose a risk of tripping or foot injury. Additional risks include general physical strain or minor injuries related to movement.
Mitigation	To minimize these risks, campers are to go onstage only when necessary and are under supervision by a staff member. 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. 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.
Detailed steps of how the activity will run	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. In the event of a disease outbreak, 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 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. 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. Yoga mats should be should be wiped down and sanitized properly before and after each use and if taken, returned to the playhouse. In addition to the procedures outlined above, Dance programming will prioritize engagement, creativity, and camper experience. Campers will

	learn the camp dance, participate in interactive dance games, and have opportunities to create their own choreography. When multiple groups are scheduled during the same period, they are typically encouraged to participate together to promote social interaction and bonding. However, if there is a significant age difference between groups (e.g., younger and older campers), groups may be separated into designated areas to ensure activities remain age-appropriate and inclusive. Staff will continue to supervise all activities, ensuring safe movement within the space while maintaining an engaging and supportive environment.

Drama

Description	Drama is a Creative Arts specialty where campers participate in interactive games, improvisation activities, and short performances. Campers build confidence, creativity, and teamwork skills through acting exercises, storytelling, and group collaboration.
Risks	Some risks involved in this specialty include falling while running or moving during activities, falling off the stage, or being struck by props or objects if not handled properly. Additional risks include minor physical strain during movement-based games.
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	In the event of a disease outbreak, 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 a safe distance 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. Everyone will be encouraged to wash their hands when leaving. Occasionally, the speciality 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 will be based around cohort 'acts' to prevent mixing of cohorts within the production itself. Campers and staff will use the main path to travel to the activity location (Junior field tent or the Concert Hall). In cases where two groups are scheduled during the same period, they are generally encouraged to participate together to promote collaboration and social interaction. However, if there is a significant age difference between groups, they may be separated into designated areas to ensure activities remain age-appropriate. This will be communicated in the daily schedule. If weather permits, the activity will take place outdoors under the tent. If weather conditions are unsuitable, the Concert Hall will be used. The drama specialist leading the activity will organize and supervise games, improvisation exercises, and short performances. Staff will position themselves to maintain clear visibility of all participants and provide instruction and supervision as needed. Equipment used is minimal and may include small props. All materials will be handled appropriately and monitored by staff to ensure safe use, as well as returned to the appropriate place.

Music

Description	Music is a Creative Arts specialty where campers engage with music through games, singing, rhythm-based activities, listening exercises, and group participation. Campers may learn songs, play instruments, and collaborate on creative musical activities in a fun and inclusive environment.
Risks	Some risks involved in this specialty include tripping over equipment (e.g., speakers, cords, or instruments), minor injuries from improper use of instruments, and hearing discomfort from excessive volume.
Mitigation	To minimize these risks, all equipment (including speakers and any instruments) will be set up and handled by staff. Cords and equipment will be placed safely to avoid tripping hazards. Volume levels will be monitored to ensure they remain at a safe level for all participants. Staff will supervise all activities to ensure instruments are used appropriately. The activity space will be checked prior to each session to ensure it is clean, organized, and free of hazards. Campers will be guided to use equipment safely and respectfully.
Detailed steps of how the activity will run	Campers and staff will travel to the Music Shed using main camp paths. The music specialist leading the activity will guide campers through music games, rhythm exercises, and more. Staff will supervise all participants and ensure safe and appropriate use of any equipment.

Radio

Description	Radio is a Creative Arts specialty where campers visit the radio shed and participate in camp-wide broadcasting. Campers can select songs to be played for the entire camp, speak or sing into the microphone, and take part in simple DJ-style activities. This specialty encourages creativity, confidence, and self-expression in a fun and interactive environment.

Risks	Some risks involved in this specialty include tripping over cords or equipment within the radio shed, improper use of electronic equipment, and minor technical hazards if equipment is mishandled. Additional risks include crowding in the space leading to accidental bumps or unsafe movement.
Mitigation	To minimize these risks, all radio equipment will be handled by staff or used under direct supervision. Campers will be instructed on how to safely use microphones and other equipment before participating. To prevent overcrowding in the radio shed, only a limited number of campers will be allowed inside at one time. Campers will rotate in and out of the space to ensure everyone has an opportunity to participate. Cords and equipment will be kept organized and out of walkways to reduce tripping hazards. Staff will continuously monitor the number of campers in the shed to ensure safe movement within the space. The area will be checked prior to each session to ensure it is clean, organized, and safe for use.
Detailed steps of how the activity will run	Campers will travel to the radio shed with staff using main path. During the session, campers will have the opportunity to select songs, make announcements, and speak or sing into the microphone for the camp to hear. To manage space safely, only a limited number of campers will be permitted inside the radio shed at one time. Campers will rotate throughout the session to ensure all participants have a chance to engage in the activity. The specialists and cabin counsellors will oversee the flow of participation, ensuring the space remains organized and that all equipment is used appropriately. When multiple groups are scheduled, participation may be shared or adjusted based on space and age group needs. Staff will supervise all participation to maintain a safe, structured, and engaging environment.

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, staff members on the specialty walk around carrying equipment, running radio sessions, and setting up AV for camp-wide activities.
Risks	Risks at Media include the potential transmission of infectious diseases, electrical shock from outlets or open electronics, and faulty AV setups. Physical hazards include tripping over wires and large equipment pieces, as well as injury from lifting heavy crates or speakers. Environmental factors like rain or high humidity pose significant risks to electronic equipment and can lead to dangerous electrical shorts. Furthermore, unauthorized access to specialty storage areas presents a risk of campers injuring themselves with heavy or sensitive equipment.
Mitigation	Media staff must be aware of their surroundings at all times, checking the floor for hazards before and after setting up equipment. Media sheds and storage lockers must remain locked at all times when not under direct staff supervision to prevent unauthorized access. Staff must check weather forecasts prior to any outdoor setup. In the case of inclement weather or rain, AV equipment must not be operated outdoors and must be moved to a dry area with the approval of the head staff member. Staff must maintain a safe distance from outlets and inspect all power cables for fraying or exposed wiring before use. Additionally, staff should know their physical limits and always ask for assistance when lifting heavy gear.
Detailed steps of how the activity will be run	In the Event of the Spread of Any Infectious Disease: Media will operate in compliance with the camp's infectious disease policies. Activities will prioritize high-ventilation environments such as the Radio event tent, BB beach tent, or Northland enclosure. Any AV equipment used for activities, such as microphones and headphones, will be properly sanitized with electronics-safe cleaners after each cabin's use. Media staff will allocate ten minutes within the daily schedule to ensure that high-touch surfaces and equipment are properly cleaned and prepared for further use. **NRE Awards:** NRE awards and large-scale media events will take place at outdoor locations using the mobile screen and projector system. Media staff will assist in filming and production while remaining mindful of current health and distancing guidelines, in the event of a disease outbreak. If necessary, multiple screens and speakers will be deployed to prevent overcrowding

	and allow for safe spacing between cohorts. Media will utilize pylons to guide audience flow and clearly designate where campers and staff should be seated. **Photography and Equipment Management** Media staff will maintain proper distance from campers and staff outside of their assigned cohorts while capturing photos. Specialists will be assigned their own camera kits to limit shared handling. If gear must be shared, it will be sanitized between uses. All photos taken will serve as a secondary safety check to verify that camp-wide health and safety expectations are being met. Any safety incidents observed during the photo review process must be reported to the Directing Team immediately. **AV Equipment and Technical Setup** All AV equipment will be staged at least one hour prior to the program start time. During setup, staff will ensure there are no safety hazards by using tape to secure wires to the floor and blocking off potential tripping hazards. All staff will be trained during pre-camp on how to properly troubleshoot equipment and safely manage open electronics. To ensure gear longevity and safety, every AV kit will include a detailed instruction sheet on proper sanitation and a dedicated bin of cleaning supplies.

Windsports

Description	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.

Risks	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.
Mitigation	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. 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 ensuring the safety of those on board. 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. 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.
Detailed steps of how the activity will be run	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. Cabin staff should be responsible for signing campers in and 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 clipboard 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.

	As previously mentioned, certain cabin staff will also be provided with specific details needed to safely take their cabin sailing. This will include training on sanitization procedures and tutorials on how to properly use a sailboat. Cabin 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 cabins. In that manner, the programming team will be able to assign a cohort to either "sail" or "surf". Since Windsports will be operating with seven 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), two specialty staff will be also be assigned to oversee cohorts present at sail (as we typically require 2 sailboats per cohort) while allocating 1 other staff member to oversee the cohort present at surf. This also leaves room for one staff member to act as a "floater" and assist other staff where assistance is needed ensuring a safe, smooth and sensible environment. **Sanitization and Safety Protocols** In the event of a disease outbreak, Windsports will be campers and staff will be required to sanitize their hands prior to touching any equipment. Equipment will be cleaned and sanitized after each use. 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 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.

Landsports

Description	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 to time like Gaga Ball, Frisbee, 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 due to in-advance training needed. 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 with a general counsellor present.
Risks	Physical injuries may occur during 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.
Mitigation	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. Hard surfaces will be checked after rainfall to ensure that they are in proper condition to use and not too slippery. Whenever sporting goods are being used, landsports staff will ensure that first aid kits are easily accessible. Further, cabin 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. The equipment is regularly maintained, and damaged/dangerous equipment will be retired. Protective eyewear and/or helmets must be 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). 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. As for archery, campers will be given a detailed explanation of the risks involved in archery at the start of session and will be clearly shown the lines they are not allowed to pass when others are taking their turn shooting at the target. Further, they will not be 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.
Detailed steps of how the activity will be run	During pre camp, cabin 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 arriving for activities requiring a non-landsports staff. For non-landsports staff required activities, the cabin counsellors will be expected to sign-out and bring the required activity to the specialty. If a non-landsports is struggling with this they can use the office to contact a landsports staff for assistance on how to prepare and run the activity. For landsports staff run specialties, such as bikes and archery, the activity will always begin with the specialist explaining the rules and expectations to the cabin at the activity. The cabin counsellor will be expected to assist with the activity however the landsports staff needs, such as enforcing rules during archery and going where they are needed in the group for bikes. For any activity, if a camper is causing serious issues then they may be asked to not participate for the remainder of the class by the landsports staff. Once the activity finishes, the cabin staff and campers will be required to properly return and sign back all equipment used before moving to their next activity.

Swim

Description	Swim is a water-based activity that includes supervised recreational 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	The lake itself poses one of the highest risks because of the possibility of a participant drowning. Climate risks such as sunburn, heatstroke, and dehydration. Dock Hazards including splinters, slips, and falls when wet

	Wildlife risks such as snapping turtles and/or insect bites
Mitigation	All campers and staff 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: 1. Walk out into Jr area (most shallow) with a lifejacket and show us a dunk and that they can swim around 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 If all these skills are met, they get a full pass. - If there is a camper who can only swim with a lifejacket (i.e., 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 who holds their NLS 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 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. An 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 times, 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 members safety equipment will be stored in the shed when not in use in assigned cubbies. All staff must wear their safety fanny pack while 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. A first aid kit will be stored at the front of the shed so it can be taken when necessary.
	
	Equipment per staff:
	
	• flippers, goggles, snorkle
	• First aid fanny pack
	  ◦ Face mask
	  ◦ Bandaids
	  ◦ Icepack
	  ◦ CPR mask

	○ Gloves ○ Sanitizer • Clip board • Pens • Whistle • Lifeguard shirt(s)
Detailed steps on how the speciality will run	In the event of an infectious disease outbreak, 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 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.

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 packs. At the designated campsites, campers and staff will set up tents and cook dinner over a fire.
Risks	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.
Mitigation	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. 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. 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 they are 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.

Cookouts/Overnights/Outdoor Living Skills

Description	Cookouts, overnights and outdoor living skills are a subdivision of the trip specialty. 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. Outdoor living skills is a cabin-based activity where trip leads on-site activities that facilitate learning about fires, camping and orienteering.

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	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. 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.

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	Some potential risks include: ● Stepping on something on the ground ● Burn (via hot glue gun, copper kiln, toaster ovens, irons) ● Cut with scissors or exacto knife
Mitigation	Supervision, for both campers and staff, is key to this specialty. Staff are the only individuals to operate the irons or the toaster ovens. Additionally, younger children are not allowed to use the hot glue guns. Child friendly scissors are available for the younger campers. In the event of a disease outbreak, all of the activities will occur outside and at various locations around camp, this will be made clear by the daily schedule.

	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 distance and allow the cabin activity to function without the direct supervisor and instruction from A&C staff. All equipment will be cleaned and sanitized after each use.

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	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.

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 in critical to all menu plans.

	Allergy list and chart will be shared with the Head of Cooking at the start of each session. All kitchen equipment and surfaces will be cleaned & sanitized after each use.

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 include an auto belay climbing wall, dynamically belayed high ropes courses, 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 error. 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 to complete 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 warn 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. Campers should be asked in advance if they have a fear of heights or any past negative experiences with the specialty that may disrupt their ability to participate safely. Campers should also not be allowed to use the low-ropes courses unless, as they are easily accessible during separate activities such as the swing or the climbing wall, without a trained staff member present supervising.

	To mitigate any potential spread of infectious diseases, we can make sure cabins are distancing. As further guidance is received from public health, adjustments will follow as may be required.
Swing Procedures	To ensure safe operation of the swing, the following procedures have been implemented in addition to standard CUI operating procedures. - 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: 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. o Is clip on? – Clip is on. o May I lean off? – Lean away.
Emergency Procedures	In the event of a serious accident (camper falls on head or back, etc…), the following protocol must be followed. - 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	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. In the event of a disease outbreak, this activity will occur outdoors in the field outside of Judaics, or alternative typically outdoor venues. All equipment will be sanitized after each use.

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.

Water Drag Procedure - 2025

Emergency Procedures–*Water*

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Water

Camp Northland Grid Search (formerly Water Drag) Procedure (Missing Camper)

1. Upon discovery that a camper(s) is missing from the water, a recalling of every camper's names and numbers will commence. One staff member will be sent to the land, to look for the camper by shouting their name(s) loudly. If not found, a Grid Search will be initiated.

   Note: In the event that a camper is reported missing in the lake at any waterfront specialty, such as Windsports, Trip, Swim, Ski, and Paddle, that specialty is responsible for initiating and conducting the drag in their designated area of the lake (see below "How to drag?"). However, they will follow the direction of the senior members of Swim, or its designate, and will be assisted by Swim staff throughout the process.

2. The Grid Search procedure begins with three (3) whistle blasts, followed by three (3) air horn blasts. These blasts will be maintained throughout the duration of the Grid Search until the camper(s) is found or until directed otherwise. At this time, Adam Kertesz (Camp Director) and the Directors will be notified by waterfront supervisors or their designate. The Directors will, in turn, notify the Health Center to alert medical personnel and check for the missing camper. The initiation of the Grid Search will also be communicated via walkie-talkie by a member of the Directing Team (or by the recipient of the initial walkie call). All staff with walkie-talkies must switch to Channel 1 (or Channel 3 if Channel 1 is not operational).

3. **A Land Drag will immediately and simultaneously be initiated with the siren being initiated by a Senior Director or the Maintenance staff. An alternative to the siren may be the airhorn, PA or other methods of communication depending on the situation. Head staff who are not needed for the Grid Search will actively participate in the Land Drag.**

   The Land Drag, running concurrently with the Grid Search, will proceed as follows;

   → All males will proceed to the Northland Enclosure

   → All females will proceed to the Windsurfing Beach.

Last updated April 2026

*Important Note: all those that are involved in the Grid Search must NOT stop what they are doing when the siren sounds. They will continue with the Grid Search as the Land Drag begins. The Grid Search will continue unless the Camp Director or the proper authorities direct otherwise. If staffing needs require role changes during the Land Drag, the Camp Director, Directing Team, or their designates will assign alternate roles as needed.

3.1 If, at the onset of the Grid Search, the decision is made NOT to initiate the full 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 while the Grid Search is underway.

4. All waterfront specialties (boats, boards, campers) must return to shore at the first sound of the whistles and air horns. Boats may be towed in if necessary. Once each water specialty area is shut down, the related sheds must be checked, cleared, and locked. The staff from these areas will then proceed to the Northland Enclosure and assist in either the Grid Search or Land Drag as needed (to be assigned).

5. Once the missing camper is identified, their name will be communicated to the Communication Team by the senior head of the water specialty or their designate.

6. However, if not found, and the Grid Search 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 Grid Search and simultaneous Land Drag will continue unless the Camp Director or the proper authorities provide other instruction.

If a Grid Search Occurs during General Swim

1. Campers swimming at the time of the "Drag" are checked out immediately through the buddy system.

   1.1 During this time, cabin staff are responsible for affirming the presence of their campers, and maintaining order and calm behaviour.

2. The Grid Search procedure begins with three (3) whistle blasts, followed by three (3) air horn blasts. These blasts will be maintained throughout the duration of the Grid Search until the camper(s) is found or until directed otherwise. At this time, Adam Kertesz (Camp Director) and the Directors will be notified by waterfront supervisors or their designate. The Directors will, in turn, notify the Health Center to alert medical personnel and check for the missing camper. The initiation of the Grid Search will also be communicated via walkie-talkie by a member of the Directing Team (or by the recipient of the initial walkie call). All staff with walkie-talkies must switch to Channel 1 (or Channel 3 if Channel 1 is not operational).

3. Swim staff will immediately enter the water to begin dragging the junior, senior and raft zones, as well as beneath the docks, following the assigned 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.

4. 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.

5. If the camper is not found within 10 minutes, the Camp Director or their designated person may decide to Activate EMS by calling 9-1-1 and initiate the Crisis Response Protocol as outlined in the Crisis Response Manual. The Grid Search and any simultaneous Land Drag will continue unless the Camp Director or proper authorities issue further instruction.

Oblong Procedure

*Note: Unless explicitly directed otherwise, no one is permitted to swim in the oblong due to the potential dangers posed by wildlife and the vastness of the area. In the event of a missing camper in the oblong, search operations will be conducted by boat on the water and by designated staff on land.

If a camper is reported missing in the oblong:

1. A member of the Paddle staff will immediately take a boat that is suitable for navigating the oblong area. They will call out the camper's name while retracing the camper's last known route on the water.

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Water

2. The Paddle staff must promptly notify the Directors via walkie-talkie to report the situation.

3. The Directors will then:

   → Notify the Health Center to alert medical personnel and verify whether the camper is there.

   → Inform the Head of Swim and Swim Staff, who will organize a land-based search of the Oblong shoreline and surrounding areas.

   → Coordinate backup as needed, including requesting additional boats and personnel to assist with the on-water search.

4. If the camper is not found within 10 minutes, the Camp Director or their designated person may decide to Activate EMS by calling 9-1-1 and initiate the Crisis Response Protocol as outlined in the Crisis Response Manual. The Grid Search and any simultaneous Land Drag will continue unless the Camp Director or proper authorities issue further instruction.

Accessible Emergency Response Plan

All employees will be reviewed and any accessibility considerations will be assessed, whether chronic, ongoing, or temporary. A plan will be developed with that particular employee to ensure their safety.

This will include:

→ Emergency information is to be shared in a way that accommodates all staff (i.e. if a staff is deaf and would not hear announcements or sirens, other staff will be designated to alert those individuals)

→ Anyone with a disability that limits mobility will be picked up by golf cart where appropriate as part of our area sweeps and emergency procedures to ensure their safe arrival at our designated locations.

→ Staff with a disability of any kind will be asked to fill out a Self-Assessment Form (copy of which will be available at office). We will then use the information collected in the self-assessment form to create an individualized emergency response document.

→ Staff will be asked via a pre-summer email if they need individualized emergency information and if they need information in an accessible format.

→ Staff will provide consent to only share the emergency information with the people who will help them.
We will review the emergency information with an employee if they move to another work location or if their accommodation needs change or if our emergency policies and/or procedures change.

Land Drag Procedure - 2025

Emergency Procedures–*Land*

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Land

Camp Northland Land Drag Procedure (Missing Camper)

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. An announcement will be made over the PA system asking the camper to report to the office.
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 Camp Director and/or other Directors and the Directors. A telephone or walkie-talkie check will be made immediately with the Health Centre by Camp Director 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.
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 Camp Director 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.

Last updated April 2026

Land Drag Search Areas

Area # ____

Missing Camper or Staff Search Areas
Updated May 2026

NUMBER	LOCATION
1	**MAINTENANCE & SECTION I (BLUE DOORS)** • Maintenance Cabins and the path from the back of the Kitchen up to Junior Field • In and around Moose Trail Section and the Playhouse • The beginning of Moose Trail (the cookout path)
2	**A & C TO SANDY COVE** • In and around Windsports, A&C, and the forested area surrounding it • Around the Health Centre, The Ritz, and Director's Cabin and down to Sandy Cove
3	**CONCERT HALL & UP THE HILL (PURPLE DOORS)** • In and around the Concert Hall and forested area behind it • In and around the Unit hill and forested area surrounding it
4	**MESS HALL FIELD TO SKI & SECTION NEAR SKI (YELLOW DOORS)** • Flagpole area and the forested area surrounding the tractor shed • In and around Section, the Ski Shed, and Ski Cabin
5	**BASKETBALL & SANDPITS** • The forested area from the Bike Shed parking lot to Archery • The Basketball Courts and surrounding forest area up to the Sandpits • Staff parking lot • Paths in and around the Sandpits up to the highway
6	**HOCKEY POND TO THE NORTHLAND SIGN** • The forested area north of the Hockey Pond and surrounding the Tennis Courts • The Adventure Course and forest surround low rope elements • The path leading from the pond to the Northland sign
7	**SKI PATH TO BB BEACH** • Media Shed and the path from it to BB Beach • Forested area surrounding Bullfrog and Leap Frog cabins • Shoreline and forested areas surrounding Paddle up to Buckingham
8	**DINING HALL FIELD (BBQ AREA & THE INN)** • The shoreline from Windsports to Northland Enclosure • Outside the Trip Shed and the forested area up to back of the Mess Hall • In and around the Mess Hall and adjacent field, including the delivery area
9	**A-TRAIL, JUNIOR FIELD, AND KOSHER KOVE SECTION (GREEN DOORS)** • Junior Field from the Playground to the diamond and all surrounding forest area • In and around Kosher Kove Section, and the clearing connecting to Moose Trail Section • Head Staff Cabins including the Attic, Basement, Kosher Kove and Back North • In and around A-Trail, Pavilion, Staff Oasis and the surround forest
10	**UNIT BOTTOM OF HILL (PINK DOORS) AND (ORANGE DOORS) UNIT** • In and around Unit, including the path up to the Unit on Hill • In and around Unit Orange Door and the forested area surround it
11	**MAIN FIELD AND MAIN SECTION FIELD SECTION (RED DOORS)** • Senior Field from the Shady Tree to the Diamond • Area surrounding Long Cabin, Assistant Director's Cabin and Maintenance Worksheds • In and around the area of the Section, Baycrest, and Grand West
12	**POND AND OFFICE AND CIT UNIT, & LTP UNIT CABINS (WHITE DOORS)** • Areas surrounding the Hockey Pond, Sport Shed and Bike Shed • In and around White Door cabins

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 exceptions, 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 2026 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.

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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 Staff are trained through a Staff Handbook updated manually.

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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 Manager 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

Brian Marchand is our operator for our camp **drinking water supply** (no adverse reports to date). Clearford Water Systems is a resource if needed. The water is a U.V./filtration/chlorination system using lake water. Inspections are conducted as required, and inspection logs maintained in our pump house. We also contract for them 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 water systems Operator.

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 2026 certifications to date - additional staff certifications to be received prior to June 28th through internal form submissions]

Last Name	First Name	Expiration Date	Level of Certification
Abenstein	Maddy	2028-01-18	STANDARD FIRST AID WITH CPR-C
Abromovich	Lia	2027-02-21	EMT
Akrigg	Kyla	2027-06-19	Emergency First Aid at Work at SCQF Level 6
Anbar	Eden	2027-08-23	STANDARD FIRST AID WITH CPR-C
Barbera	Kyra	2028-05-15	First Aid & CPR/AED level C (BL)
Ben-Haim	Rylee	2027-04-26	Standard First Aid CPR/AED Level C
Benbihy	Amanda	2027-03-14	EMERGENCY FIRST AID WITH CPR-B
Beyo	Miya	2028-04-17	STANDARD FIRST AID WITH CPR-C
Biran	Tommy	2028-03-09	EMERGENCY FIRST AID WITH CPR-B
Cohen	Phoebe	2027-05-24	EMERGENCY FIRST AID WITH CPR-B
Cuthbert	Niamh	2028-08-18	Emergency First Aid at Work
DeBora	Addison	2027-08-23	STANDARD FIRST AID WITH CPR-C
Diamond	Eric	2028-03-09	EMERGENCY FIRST AID WITH CPR-B

Diamond	Rachel	2027-05-24	EMERGENCY FIRST AID WITH CPR-B
Dobkin	Karen	2025-05-27	CPR C
Finkelstein	Julian	2025-10-15	STANDARD FIRST AID WITH CPR-C
Goldfarb	Tyler	2027-05-18	Standard FIRST AID WITH CPR-C
Goldhar	Evan	2028-03-09	EMERGENCY FIRST AID WITH CPR-B
Goldstein	Mark	04/2026	BLS Provider
Halpern	Andrew	2026-11-18	Standard First Aid with CPR-C
Halpern	Jessica	2028-05-30	Standard First Aid/AED with CPR-C
Hannah	Olivia	2029-04-26	Emergency First Aid at Work
Hershkovitz	Lihi	2029-11-22	First Aid & CPR
Jacobson	Brooke	2027-11-16	STANDARD FIRST AID WITH CPR-C
Kotick	Zachary	2028-05-31	STANDARD FIRST AID WITH CPR-C
Laidla	Owen	2027-01-31	STANDARD FIRST AID WITH CPR-C
Lazer	Shira	2028-03-09	Emergency First Aid with CPR-B
Leibovich	Peri	2028-01-18	STANDARD FIRST AID WITH CPR-C
Levine	Jessica	2026-05-21	First Aid & CPR/AED level C (BL)
Levson	Jaimee	2027-04-27	Standard First Aid with CPR-C
Liang	Jack	2028-04-25	First Aid & CPR/AED level C (BL)
Logan	Max	2027-01-27	First Aid & CPR/AED level C
Mann	Rachael	2029-04-11	Emergency First Aid with CPR-B
Marans	Isaac	2028-03-10	Cardio Pulminary Resucitation (CPR)
Matus	Olivia	2027-08-23	STANDARD FIRST AID WITH CPR-C
Mendelson	Sara	2029-03-21	Emergency First Aid with CPR-B
Meyer	Izzy	2028-03-06	CPR & First Aid at Work
Payne	Maja	2029-04-28	Level 3 First Aid at Work
Pinchuk	Jake	2028-03-09	Emergency First Aid with CPR-B
Press	Ella	2027-09-20	Emergency First Aid with CPR-B
Rabinowitz	Ryann	2027-03-14	Emergency First Aid with CPR-B
Raz	Lihie	2027-12-11	General Medic
Rotfarb	Zac	2027-09-04	STANDARD FIRST AID WITH CPR-C
Rubin	Judd	2026-06-15	First Aid & CPR/AED level C (BL)
Sabari	Liyad	2026-10-13	STANDARD FIRST AID WITH CPR-C
Solomon	Noa	2028-12-12	STANDARD FIRST AID WITH CPR-C

Steinberg	**Benjamin**	**2027-02-22**	**Emergency First Aid with CPR-B**
Strand	**Andrew**	**2029-04-25**	**First Aid & CPR/AED level C (BL)**
Stribopoulos	**Jamie**	**2028-05-31**	**STANDARD FIRST AID WITH CPR-C**
Stroh	**Hannah**	**2028-02-16**	**Standard First Aid with CPR-C**
Sussman	**Leo**	**2028-05-30**	**First Aid & CPR/AED level C**
Tessler	**Jonah**	**2027-12-15**	**First Aid & CPR/AED level C (BL)**
Ward	**Jessica**	**2029-04-17**	**Emergency First Aid at Work**
Weitz	**David**	**2027-05-26**	**Cardio Pulminary Resucitation (CPR) C**
Winter	**Zach**	**2027-09-07**	**STANDARD FIRST AID WITH CPR-C**
Wolkoff	**Matthew**	**2028-03-19**	**Emergency Medical Responder**
Zbar	**Neeve**	**2028-01-18**	**STANDARD FIRST AID WITH CPR-C**

*****END OF SAFETY PLAN 2026*****