



## DISCIPLINE POLICIES AND PROCEDURES

### Solid Rock Camp and Retreat Center

#### Aims of Discipline:

- Obedience
- Respect
- Responsibility--order, safety of others
- Establish limits clearly. Instruct campers in advance about the standards that are expected of them.

#### Guidelines of Discipline:

- There are certain channels that must be followed in regard to discipline. They should be followed as listed below:
  - The Counselor
  - The Head Counselor
  - The Camp Director
- Non-counseling staff members should only be involved in discipline if the counselor is not available and if the incident requiring discipline takes place in the staff member's regular work area.
- Discipline at camp should never involve physical punishment. Humiliation and verbal abuse, likewise, are not to be a part of our discipline procedure.
- Privileges such as store or a portion of free time may be suspended. Be sure to enforce any discipline that is proposed.
- Separation, when used as discipline, should be brief and appropriate to the child's age and circumstances. (A rule-of-thumb is no more than one minute for each year of the child's age - e.g. 10 minutes for a 10-year-old) The child should be within hearing of adults in a safe, lighted and well-ventilated place.
- The camper must always know what he or she is being punished for.
- Do not offer discipline that you do not have the authority to take or to put into action.
- Sending a camper home is the last resort but will be used in extreme circumstances. Only the Camp Director has the authority to take or threaten this action.
- Use discipline times as opportunities to get to know the campers and learn more about their spiritual condition.

#### Approach in Discipline:

- Review what was done wrong and why it was wrong. The camper should tell you what was done wrong in his or her own words. They must accept responsibility for their actions.
- Don't leave them or send them away just after discipline. Show them love has not been lost.
- Don't be afraid to take the needed time to zero in on the root issues.
- Deal with actions quickly.
- Learn to be flexible and to adjust to individual needs.
- Rely on the convicting power of God the Holy Spirit and the guidelines of God's Word. The book of Proverbs has much to say about discipline: Proverbs 3:11,12; 5:23; 12:1,4; 15:10,12; 17:10,11; 19:18; 20:30; 22:6,15; 23:13; 24:21; 29:15,17,19.