



Pleasant Bay Camp Code of Conduct & Harassment Policy

PBC MISSION & VISION:

Family Camp:

To offer a family atmosphere setting that provides for both the personal and Spiritual needs of those who spend time with us.

Children's Camp:

The purpose at Pleasant Bay Children's Camp is to provide a safe place for children to experience the outdoors, be challenged through group activities, community, while having fun and growing in their faith with God.

Code of Conduct:

1. Commitment to the Mission:

I wholeheartedly commit to upholding and promoting the mission of both "Family Camp" and "Children's Camp," as written above, ensuring that my decisions and actions align with the camps' objectives.

2. Biblical, Christ-Centered Approach:

I recognize the importance of providing a welcoming, Christian, family atmosphere at PBC, fostering an environment where Biblical, Christ-Centered community values and relationships with others are maintained during all interactions between myself and all those also attending PBC.

3. Professional Conduct and Collegueship:

I agree to conduct myself in a professional manner and consistent with the principles stated above in items #1 and #2, fostering a collegial and respectful atmosphere during all correspondence and meetings, whether by telephone, electronic means, or in person, and during all other interactions with any of PBC's staff or volunteers.

4. Biblical Values and Faith:

I have read, understand, agree with, and agree to abide by any statement of faith as written in any of: The Letters Patent, Bylaws, and or other PBC policy manual(s).

5. Harassment:

I understand that PBC has a ZERO TOLERANCE policy toward all forms of harassment. I have read, agree with, and agree to abide by the "Harassment Policy" as stated below.

6. Bylaw & Policies:

I have read, understand, agree with, and agree to abide by the Bylaw of PBC and any other PBC policy manual(s).

7. Compliance with Laws and Regulations:

I pledge to comply with all Provincial and Federal laws and regulations while at PBC.

PBC Harassment Policy

Pleasant Bay Bible Conference Grounds Inc, operating as Pleasant Bay Bible Camp, Pleasant Bay Children's Camp, Pleasant Bay Family Camp, Pleasant Bay Camp, or PBCC is fully committed to respecting and protecting the personal dignity and human rights of everyone who attends at any of our locations. All those who attend PBC at any of our locations have a right to enjoy the PBC experience in an atmosphere free from any form of harassment or intimidation. Everyone shares a responsibility for ensuring that such an environment always exists.

Harassment can be a single incident or a series of incidents that includes, without limitation, what is commonly referred to as bullying, or vexatious words, acts and or gestures, of a malicious, hateful, abusive, or irritating nature, or the like regarding a person or group of persons that are known or ought reasonably to be known to be unwelcome. This includes areas such as the following but is not limited to:

- Academic ability
- Language
- Political convictions
- Race
- Ethnic or national origin
- Sex
- Sexual orientation
- Disability/handicap
- Physical appearance
- Religion
- Civil status
- Age

Anyone found to be in violation of this entire policy and or code of conduct will be liable at the discretion of the Board of Directors for:

1. A formal apology
2. A re-affirmation of commitment to the all of the Camps policies
3. Suspension or expulsion according to Biblical principles and or the provision(s) of the corporation's Bylaw and or policies.

In addition to any sanction imposed by the Board of Directors, anyone found in violation of this policy could face sanctions imposed under the Ontario Human Rights Code.

Pleasant Bay Bible Conference Grounds Inc. is a Christian organization in the evangelical sense and the advancement of Christian beliefs and practices and the exclusion of beliefs and practices not in conformance with our Statement of Faith will not be considered harassment under this Policy.

the undersigned Member of the Board of Directors, agree that I have read and understand this Code of Conduct and Harassment Policy and that failure to follow this policy could result in disciplinary action or dismissal from the Board of Directors per Bylaw.

