



Community Safety Policies

At Ramah in the Rockies, our first priority is the safety, health, and wellbeing of all campers and staff in our community. We understand the sacred trust that our families place in us to take care of their children.

It is critical that all members of our Ramah community understand that abuse, hazing, harassment, bullying, and non-consensual physical contact are NOT allowed at camp. Ramah in the Rockies and The Ramah Camping Movement are committed to preventing these behaviors through existing programs of training and supervision of staff, age-appropriate consent education for campers, and anti-bullying programs. We take our responsibility as a Jewish institution, a licensed Colorado Child Care facility, and a mandated reporter in all states seriously.

Camp rules and regulations are important to ensuring that goal. Staff, campers, and parents/guardians must agree to abide by these policies. Please note that the policies are subject to change based on best practices and state and local regulations.

The policies outlined below are reviewed with campers in age-appropriate ways when they arrive at camp, and we ask families to carefully review them with their child/ren before they arrive at camp. If you and/or your child are concerned about your/your child's ability to comply with these policies or if you have any questions, please contact Rabbi Eliav at eliavb@ramahoutdoors.org or (303) 261-8214 x104.

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Consent

Occasionally consensual romantic relationships develop between older campers. Similarly, consensual relationships may develop between staff members. Romantic and sexual relationships must be 100% consensual. No means no, and only yes means yes!

Consent is defined as positive, unambiguous, and voluntary agreement to engage in specific physical or sexual activity throughout an encounter.

- Consent to some physical or sexual acts does not constitute consent to others, nor does prior consent to a given act constitute present or future consent.
- Consent must be ongoing throughout a physical or sexual encounter and can be revoked at any time.
- Consent cannot be obtained by threat, coercion or force. Agreement under such circumstances does not constitute consent.
- Engaging in physical or sexual activity with a person whom you know – or reasonably should know – to be incapacitated by drugs or alcohol, or in any other way, constitutes physical or sexual misconduct and will not be tolerated.

Consent can ONLY be accurately gathered through direct communication. Presumptions based upon contextual factors (such as clothing, flirting, or dancing) are unwarranted and should NOT be considered as evidence for consent.

- Verbal communication is the most reliable form of asking for consent. Talking with sexual partners about desires and limits may seem awkward, but serves as the basis for positive sexual experiences shaped by mutual willingness and respect.
- Sexual activity without consent may be grounds for immediate dismissal and/or criminal charges.

Abuse

The camp environment provides the setting for close, twenty-four hour contact between campers and staff members. These unique bonds are encouraged and nurtured, and often form the backbone of the Ramah experience. With such closeness, special care must be taken and sound judgment used to avoid even the slightest appearance of improper conduct. Such improper conduct, or abuse, falls under four main categories. Allegations of abuse of any kind will be immediately investigated and could result in dismissal. Some types of abuse include:

- **Physical Abuse** - never, under any circumstances, may an individual lay a hand on another individual out of anger or in discipline or punishment. If you feel yourself getting angry on the verge of losing control, take a deep breath, walk away, ask for help, do what you need to do to stay emotionally regulated, but NEVER touch another person in anger. Additionally, campers should be extra careful when coming into physical contact with other campers during the course of normal camp activities - such encounters can be subject to many interpretations.
- **Psychological/Emotional Abuse** - This common form of abuse can often leave deep scars, as fear and distrust replace the comfort and trust we strive to build. This kind of abuse can include threats, perceived “jokes,” and the way/tone one speaks with another person, regardless of age or role within the camp community. There should never be insults based on a person’s physical character, appearance, personality or mental ability. Even language that is intended as harmless, playful, or fun may result in another’s pain or discomfort. Their perception is key, not your intention. When in doubt, don’t use potentially offensive language.
- **Verbal Abuse** - Camp can be a high-intensity environment that results in heightened emotions. Still, even when experiencing stress, you must NEVER yell, curse, scream, or threaten another person. As with psychological/emotional abuse, the scars are invisible and often irreparable.
- **Sexual Abuse**
 - Any sexual behavior between a staff member and camper is by definition abusive.
 - Each participant and staff member is responsible for their own actions and should use good judgment when it comes to physical closeness. It is your obligation to avoid putting yourself in a one-on-one situation that might be delicate, or that might be taken out of context. Avoid language that implies any type of sexual innuendo (see below for more on sexual abuse, harrassment, and reporting protocols).
 - Sexual activity between campers can also be abusive any time coercion is used and/or there is no consent between both campers.

Sexual Harassment

In 2018, we worked with the National Ramah Commission and [Sacred Spaces](#) to revise our protocols around abuse and harassment. These are available for all to [read here](#). Below are some highlights:

The Ramah Camping Movement is dedicated to the creation of caring Jewish communities during the summer and committed to the ideal that all human beings are created in the image of God. All community members must be free from harassment of any kind and treated with dignity, respect, and sensitivity. This applies especially to sexual harassment, which violates Jewish law as well as state and federal legal codes, and will not be tolerated.

Sexual harassment is defined as unwanted sexual advances, requests for sexual favors, or visual, verbal, or physical conduct of a sexual nature. This definition includes many forms of offensive behavior. The following is a partial list:

- Unwanted sexual advances.
- Making or threatening reprisals after a negative response to sexual advances.
- Visual conduct: leering, making sexual gestures, displaying sexually suggestive objects or pictures, cartoons, or posters.
- Verbal conduct: making or using derogatory comments, epithets, slurs, sexually explicit jokes, or comments about another's body or dress.
- Verbal or written sexual advances or propositions, whether in-person, online, or by any other means.
- Verbal abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words to describe an individual, suggestive or obscene letters, notes, or invitations.
- Physical contact: unwanted touching, or physically impeding or blocking movements.

It is unlawful for anyone of any gender to sexually harass anyone of any gender. If you are a witness to, or a target of, any of the above acts, it is your responsibility to tell the offending party that this behavior is inappropriate. If the offending party persists in these behaviors, then this should be construed as sexual harassment.

Individuals who believe they have been sexually harassed are encouraged to immediately seek support from a senior camp leader (e.g. Camp Director, Camp Life Director, Finance Director, Camp Wellness Director, rashei edah, yoetzim, etc.) or medical professional (nurse or doctor). Written complaints should be presented to the Camp Director or Camp Life Director as soon as possible and should include details of the incident(s), name(s) of the individual(s) involved, and the names of any witnesses.

All incidents of sexual harassment that are reported will be investigated within 24 hours. The Camp Director, sometimes in consultation with the Director of the National Ramah Commission and/or other outside consultants, will undertake an effective, thorough, and objective

investigation of the harassment allegation(s). The investigation will be completed and a determination regarding the harassment alleged will be made and communicated to the individual(s) who complained and the accused harasser(s).

If it is determined that sexual harassment has occurred, the Director will take effective remedial action commensurate with the circumstances, including appropriate actions to deter any future harassment.

Camp Ramah's policy and applicable law prohibit retaliation against an individual for using this complaint procedure or for filing, testifying, assisting, or participating in any manner in any investigation, proceeding, or hearing regarding sexual harassment or other conduct contrary to Camp Ramah's policies.

All individuals involved with Camp Ramah are expected to comply with this policy and to cooperate with investigations of complaints of sexual harassment.

Sexual Assault

Sexual assault is defined as sexual touching with the use of force. Instances of sexual assault will result in immediate dismissal of the perpetrator with possible ensuing legal action. Allegations of sexual assault made by a child, their legal parent/guardian or a staff member will be reported to the Jefferson County Sheriff's Office for further investigation.

Staff/Camper Relationships or Sexual Activity

Ramah maintains a complete separation between staff and campers. Any sexual behavior between a staff member and camper is by definition abusive. Romantic or sexual relationships between campers and staff are never allowed, regardless of the parties' ages or difference between the parties' ages. In any such situations, the staff member will be immediately dismissed and barred from the property.

Employee Anti-Discrimination & Anti-Harassment Policy

Ramah in the Rockies requires all employees to read and sign an Anti-Discrimination & Anti-Harassment policy.

Bullying

Ramah in the Rockies strives to create a radically inclusive environment rooted in our core values. We prioritize treating one another with *kavod* (respect) to build a *kehilla kedosha* (sacred community) free from unkindness or bullying.

Bullying is defined as a form of aggressive behavior in which someone *intentionally* and *repeatedly* causes another person physical or emotional injury or harm. The bullied individual typically has trouble defending themselves and does nothing to “cause” the bullying. Bullying can take the form of physical contact, words, or more subtle actions. Bullying behavior is not limited to children and adolescents but can also occur among adults.

Camp Approach to Concerning Behaviors & Language

While we strive to create a *kehilla kedosha* (holy community) guided by our core values in which every individual brings the best of themselves to the community, we know that mistakes happen. Camp is a high intensity 24-7 environment where tensions, interpersonal conflict, and misbehavior can occur. A normal aspect of childhood and adolescent development is healthy risk-taking and testing boundaries to see how far they’ll hold; still, we prioritize the emotional and physical safety of every individual and of the group.

Our on-site Camp Wellness Team (*Yoetzim*) supports campers and staff experiencing interpersonal and mental health struggles while also coaching our staff on how to best intervene with their campers based on their developmental stage. Counselors are encouraged to always utilize empathy, compassion, and respect when managing challenging dynamics and to implement logical consequences rather than punishments. If a camper or staff issue escalates in its severity or level of concern, the Rashei Edah, Camp Wellness Team, and/or Senior Leadership will intervene and determine next steps.

Restorative Justice principles guide our camp’s approach to misbehavior, including aggression, in most instances. A restorative approach prioritizes תשובה (repentance/repair), רחמים (mercy), and personal growth over punitive practices. Restorative practices focus on violations of interpersonal trust, as opposed to violations of rules, and repairing the relationship, as opposed to retribution and punishment. Restorative practices empower the “victim” or subject of the misbehavior by allowing them to share the impact of the behavior and help plan the restoration.

Camp’s response to concerning behaviors/language may include, depending on the situation, circumstances, and history:

- Person who caused harm reflects on what occurred and issues an apology and may co-determine consequences
- Counselor, Rosh Edah, or Yoetz facilitates a restorative conversation or mediation between affected parties
- Rosh Edah, Yoetz, or Director of Camp Wellness facilitates a bunk or Edah-wide meeting

- Rosh Edah or Yoetz (in collaboration with Director of Camp Wellness) determines consequences, which will be ideally be logical (e.g. if aggression occurred during free time, limiting area where camper may be during free time)
- Phone call home, which camper may or may not participate in
- Conversation with senior camp leader
- Yoetz and/or Director of Camp Wellness create a behavior support plan or *brit* (contract) to be developed in partnership with the camper and is shared with the camper's family
- Dismissal from the program
 - This option is typically reserved for circumstances when camp is unable to maintain safety due to the camper's actions; the camper's aggression was so egregious that we cannot, under any circumstances, allow the camper to remain; or the camper committed a violent act

Mandatory Reporting of Child Abuse or Neglect

All staff members at Ramah in the Rockies are considered Mandatory Reporters. This means that you are REQUIRED by law to report any observed or suspected instances of abuse or neglect to the proper authorities.

If you witness a child in a life-threatening situation, call 911 immediately.

Otherwise, you may call this hotline at any hour of the day, any day of the year:

Statewide Child Abuse and Neglect Hotline: 1-844-CO-4-KIDS. The hotline worker who answers will guide you through the process of making a report.

Your Legal Requirements as a Mandatory Reporter

C.R.S 19-3-304 "...any person specified in subsection (2) of this section [which includes child-care providers] who has reasonable cause to know or suspect that a child has been subjected to abuse or neglect or who has observed the child being subjected to circumstances or conditions that would reasonably result in abuse or neglect shall immediately upon receiving such information report or cause a report to be made of such fact to the county department, the local law enforcement agency, or through the child abuse reporting hotline system as set forth in section 26-5-111, C.R.S"

You should always immediately report observed or suspected instances of abuse or neglect to a senior staff member, camp wellness team member, or healthcare provider on site. They will immediately make the necessary report to the local authorities or the CPS hotline. You must be

present while the senior staff member makes the call to provide all the relevant information that you have – only then have you satisfied your legal requirement as a mandatory reporter.

Required Staff Training

Within thirty (30) calendar days of employment, all employees and regular volunteers must be trained using a Department-approved training about child abuse prevention, which includes common symptoms and signs of child abuse, how to report, where to report, and when to report suspected or known child abuse or neglect. This training must be renewed annually.

Reporting Sexual Harassment

Harassment can not be tolerated at Ramah in the Rockies. While always inappropriate and sometimes criminal, allegations must be immediately reported to camp authorities and/or state/county authorities. You **MUST** report any allegations of abuse/neglect involving a minor.

1. Instances of harassment, assault and abuse can always be reported to a senior staff member, camp wellness team member, or healthcare provider on site.
2. Camp staff are mandatory reporters and must report any disclosures or suspicions of child abuse and neglect to a senior staff member or camp wellness team member. Senior staff and camp wellness staff must report any instances to local authorities (in Jefferson County) as well as the home jurisdiction of the child, if the alleged instances occurred before the child came to camp.
3. Campers and staff have multiple avenues of reporting instances of harassment, assault and abuse:

Internally:

- Report to a member of the senior staff or camp wellness team.
- These individuals must report up the chain of command and make a record of any action taken. Any incident that could have criminal consequences (such as physical and sexual assault and abuse) will be reported to local authorities.

Externally:

- Amy Skopp Cooper, Director of National Ramah – amy@campramah.org
- Scott Michaud, Board President – scottmichaud@gmail.com – 561-715-9813
- Stacy Wasserman, Camp Parent and Child Abuse Prevention Specialist and Victim Advocate with SungateKids – stacywasserman@gmail.com – 303-888-1421
- 911 or Jefferson County Sheriff's Office Non-Emergency Number – 303-271-0211
- To make a report (involving a minor) directly to CDPHS, call 1-844-CO-4-KIDS (1-844-264-5437)

Safety Policies for Guests & Volunteers on Camp Property:

Ramah in the Rockies is a welcoming community to guests with all kinds of backgrounds throughout the summer. Senior staff conduct a brief interview with all potential guests/volunteers before they arrive at camp, and guests/volunteers are trained on the following safety policies once they are on the property:

- We are a facility free of alcohol, marijuana, tobacco, and drugs. Use, possession, or distribution of these substances in any quantity on our property will result in immediate removal.
- In general, guests may NOT be alone with a camper unless it is their own child. Guests/Volunteers also may not enter camper *ohalim* (tents) unless given permission from a senior staff member AND are accompanied by a staff member. Aside from pickup/drop off of campers when parents are welcome to use our bathrooms, guests may not enter bathhouses/shower-houses that are located in the camper tent area.
- Guests and volunteers should please be mindful of their interactions with all community members, including physical contact and language used. Sexual harassment policies apply to all guests and visitors.

Over the Counter (OTC) Medications

ALL CAMPER MEDICATIONS MUST BE TURNED INTO THE MIRPA'AH (INFIRMARY) UPON ARRIVAL.

It is a violation of Colorado childcare policies for campers, even older campers, to keep their OTC medications in their bags and take them throughout the summer instead of coming to sick call. Campers in need of OTC meds will have the option of asking one of the senior Camp Wellness professionals as well as the MDs/RNs for a Tylenol, Advil, or some other over the counter medications. Please do NOT send these medications with your child to keep in their bags.

Staff who live in a tent with campers must lock their personal medications in a lockbox in the tent to which campers have no access.

Physical Spaces

All interactions between staff and campers are to ideally take place in spaces that are observable and interruptible. Therefore, one staff member and one camper should never be alone together in an enclosed space. Best practice is to leave the door open if a staff member and camper are alone in a tent or other enclosed space together, and/or a staff member should be accompanied by multiple campers so as not to be alone with one. Of course there are times when a camper will ask to speak one-on-one with a counselor about a private matter, but staff members should find a quiet space that's observable; for example the boulders near Beit Keshet, a picnic table, or under a tree that other people could still see from afar.

Shower-houses & Bathrooms

Shower-houses are communal and designed in such a way that conversations/behaviors that occur within the shower-houses can easily be heard from outside. Campers are expected to show absolute *kavod* (respect) to one another while showering and changing, and may not violate each other's privacy (i.e. pull aside shower curtain or throw items into stalls, etc).

- For younger campers living in the lower tent circle, staff member/s are stationed at the door of the bathroom to monitor shower time and morning or evening hygiene (i.e. brushing teeth, hair brushing etc.) Staff members may not physically assist any campers in any activity while they are in the shower, including washing or conditioning hair.
- Older campers can shower without staff supervision outside the shower-house, but at times of high shower traffic, such as Friday afternoon before Shabbat, counselors will monitor conversations/behaviors from just outside the shower-houses.

Hammocks: Only one person is allowed to be in a hammock at a time. Hanging out in a hammock is a great way to relax, but only one person is allowed to be in a hammock at a time. This rule is designed to protect everyone's physical safety by decreasing risks for falling or the hammock breaking. This rule is also designed to decrease the risk of any inappropriate touch occurring between two people while in a hammock, where visibility from the outside is obscured. We encourage setting up hammocks next to each other so socializing and relaxation can still occur safely.

Laying in Beds: Only one person should be laying down in a bed at one time in any camper tent or any group staff housing.

While a lot of wonderful bonding can happen among *chalutzim* in the bunk that involves sitting on each other's beds to talk, play card games, etc., only one camper should ever be laying down fully in a bed at a time. This rule is designed to cultivate physical and emotional safety among all *chalutzim* who understand that their physical boundaries in their own bed is vitally important. This policy also shows *kavod* — respect — to other bunkmates who may feel confused by or uncomfortable with peers laying down together in a bed. There are many other appropriate spaces at camp to show affection to friends.

Supervision of Campers:

A magical aspect of Ramah in the Rockies is the way young people can gain more independence and self-confidence within the supportive structure of camp. To this end, the following guidelines are used for staff supervising our campers:

- Each bunk is assigned at least 2 live-in counselors (except for JOLI, which has at least 1)

- The ratios of staff to campers during *chuggim* (activities) is determined by Colorado Department of Human Services (CDHS) requirements as well as camp's internal risk assessments (for example, a higher staff-to-camper ratio during mountain biking vs. art)
- Staff are encouraged to use their best judgment about when campers should be directly supervised based on camper's age, newness to camp, and distance & length of time.
- During daily rest hour and during Shabbat free time, staff are assigned to keep a watchful eye on campers.
- Nighttime *Shmira* (coverage): From camper bedtimes until midnight (when bunk counselors are expected to return to their bunks to sleep), there is always an adult assigned to remain inside the tent or just outside the tents and within earshot.
- Campers walking to the bathroom in the night: Older campers can walk unaccompanied from the tent to the bathroom as they need to; Younger campers who need to use the bathroom at night and do not want to walk there alone are encouraged to wake up a counselor or peer to go with them.

Camper-To-Family Communication

To keep our community safe and healthy, it is important that campers know that they can be in touch with their parents and speak privately with them. To this end:

- Campers are always welcome to write letters home. Camp provides first class stamps for any child who wants. Withholding incoming or outgoing mail may never be used as a punishment.
- Campers who want to send an urgent note to their parents always have the option of writing a letter and asking their counselor, Rosh Edah, or Yoetz to scan and send it to their parents via email.
- A camper who feels unsafe in any way at camp, and/or discloses that they were abused or assaulted at camp and/or discloses that they were abused/assaulted prior to coming to camp, and have not yet notified their parent(s)/guardians, is always welcome to call home and have a private place to make such a call.
- While we generally discourage campers from calling their parents for more routine matters, we allow them to speak to parents when a parent or senior staff member agrees to a call. If a child requests to call home, the Camp Wellness team will contact the parents and ask whether the child can call. If the parents consent, a call will be arranged. Campers must be given the option of speaking to their parents in a private room/office or on a portable phone, away from any campers or staff members.