

Eliot Institute

Respectful Behavior Expectations

Revised April 2017

Policy Statement

Eliot Institute is committed to ensuring

- respectful interactions between and among all people
- camps that are free from violence, coercion, discrimination, harassment, bullying, and sexual misconduct
- prompt and systematic investigation of all complaints of disrespectful behavior or sexual misconduct according to Eliot policies and procedures
- that those who hold positions of trust or power in the community do not take advantage of or abuse that trust or power
- that we practice an ethic of mutual respect, responsibility, and caring, while modeling respectful interaction and healthy sexuality

Reporting Disrespectful Behavior

Please bring concerns regarding camper behavior to the Board Representative, the Dean(s), the Youth Advisor, or the Children's Program Director.

Definitions

Respectful behavior:

- Creating relationships with the intent to connect and understand, rather than to coerce, insult, or shame.
- Behaving with the attitude that everyone's needs matter and are considered.
- Though the strategies to meet those needs may be in conflict, they will be adjusted so that everyone's needs are considered.

Harassment, bullying, disrespectful behavior:

- Physical or verbal aggression which may include, but is not limited to hitting, tripping, pushing, shoving, punching, spitting on, taking possessions, name-calling, unwelcome or degrading teasing, purposeful and obvious excluding, humiliating, giving the silent treatment, spreading rumors, playing harmful practical jokes, threatening isolation or harm, disrespecting another's property, coercing, or manipulating power in a relationship.
- Although inappropriate behaviors are often the most *obvious* transgressions, one may also experience a "gut feeling" of concern, anxiety, risk, or vulnerability for oneself or someone else due to 1) the communication style, manner, conduct, or attitude of another person, or 2) an interaction with an individual that may be inappropriately intense.

Sexual misconduct:

- unwelcome sexual advances, requests for sexual favors
- physical and expressive behavior of a sexual nature when such conduct creates an intimidating, hostile, unsafe, or offensive camp environment and/or is contrary to camp values of mutual respect
- Includes, but not limited to: leering; making sexually explicit gestures; displaying sexually explicit objects or pictures, derogatory comments or jokes, unwelcome comments about an individual's body or appearance, unwanted touching, such as patting, pinching, hugging, brushing against another's body, coerced kissing or fondling, physical assault
- Any sexual activity that is considered criminal in the respective states/provinces

All individuals: Eliot recognizes that disrespectful behaviors or sexual misconduct impact the victim, perpetrator, and witnesses, and may also damage the entire Eliot community.

Direct observation: When an unrelated person observes an incident of misconduct or disrespectful behavior.

Accusation: When an individual experiences what they consider to be harassment and reports the incident to a trusted adult or staff member.