

Inclusion Policy

At Camp Katonim, our goal is to promote a culture of inclusiveness where children of all abilities are welcome to experience and enjoy camp activities without barriers.

We support inclusion among staff, campers and families.

We are committed to open and ongoing communication with parents/guardians to ensure the best camp experience for every child, by involving them to help identify issues to make activities accessible.

We continuously review and update policies and practices that recognize the core principles of independence, dignity, integration and equal opportunity.

At Camp Katonim we abide by the following policies to promote a culture of inclusion:

- Administrative and operational policies are reviewed and updated regularly to support our goal of promoting a culture of inclusiveness.
- We recruit and train staff who are able to identify and address accessibility issues at the camp. General staff training includes the key components of the *Accessibility for Ontarians with Disabilities Act, 2005*, with a focus on customer service; communication with clients with various types of disabilities, and how to interact with those who use assistive devices and/or require the assistance of a support person or service animal.
- All programs and activities are reviewed regularly to ensure barriers are identified and removed to ensure participation of children of all abilities.
- Weekly enrollment is reviewed in advance by camp staff to ensure children with special needs are identified and adequate accommodations are available.
- The Camp Director will arrange a meeting with parents/guardians of children with special needs to:
 - review the *Camp Katonim - Inclusion Policy* in detail
 - identify the specific needs of the child and confirm that they can be reasonably addressed at Camp Katonim
 - develop a mutually agreeable plan to accommodate those needs
 - establish ongoing communications to monitor the success of the plan and adjust for any issues that may arise to enable the child to fully participate in camp programs and activities
 - The meeting may occur by telephone; however, an in-person meeting is recommended.

- We welcome service animals such as guide dogs, or other service animals for children that require them where legally permitted.
- Where a support person is required to provide a child with 1:1 supervision, parents/guardians will be responsible for the arrangements and all associated costs. There will be no additional camp costs for the support person to attend with the child. As part of the orientation process, camp staff will request any relevant documentation and/or procedures that may be required to address the needs of a child accompanied by an assigned support person.
- Various forms of verbal and written communication are utilized with our campers and their families to ensure positive engagement and full participation of the camp experience. For children with specific communication needs, we will adopt other methods or forms of communication as may be appropriate.
- We encourage staff, campers and families to provide feedback to help us improve our program and methods of delivery to ensure that all campers are able to participate fully at Camp Katonim. Feedback can be provided by e-mail, phone or in person. All feedback is discussed with the Camp Director for consideration, and where appropriate, camp programs and activities will be enhanced.
- Should service disruptions occur that effect camp activities, notice of service disruptions will be provided to parents/guardians when warranted, and will include the reason, anticipated duration of disruption, and alternative options for the delivery of camp activities, if applicable.
- We will comply with the *Accessibility for Ontarians with Disabilities Act* (“AODA”), as well as the accessibility requirements of the *Ontario Building Code*, at all times, and specifically when renovating any portion of the camp structure to ensure the absence of any physical barriers that may impede the participation or enjoyment of camp activities by any child.
- We consider and implement physical changes to camp property to improve access to the grounds and surrounding areas including the waterfront, where possible.