

Oxbow's Three-Warning System

Reinforcing Expectations and Boundaries

Oxbow's two top priorities for all program participants are safety and fun. In order for a successful camp program, Oxbow has implemented a communication system to ensure these priorities are met for all participants: the Three-Warning System. Counselors, or "Farmers", and other Staff will give warnings when camp expectations have already been clearly defined and are being broken. These formal warnings are different from casual reminders or requests that might happen throughout the day and will be clearly identified to the camper by an Oxbow Farmer or staff. At each formal step, campers will be reminded what this warning system is and what the next step will be if expectations and boundaries continue to be not respected.

Oxbow's Three-Warning System:

1. First warning is just that, a verbal warning. The camper's farmer or other staff will have a one-on-one conversation with the camper away from the group and remind them of Oxbow's Three-Warning System.
2. Second warning, camper will have a "reset" or check-in with the Camp Director.
3. Third warning (and beyond) within a week means a phone call home. Parent and director will discuss a plan and what changes need to happen so that the camper can have a successful week.*

*We look for improvement and progress day to day. The call with parents does not necessarily mean a camper needs to go home for the week – it's merely an opportunity for us to collaborate with adult(s)/parent(s)/guardian(s) on how to best support their child.

Very concerning behaviors that will be discussed immediately with parents: anything impacting other camper's safety (hitting, throwing rocks, etc) and major safety concerns (running away from group, etc.)

Procedure and Details:

It is Oxbow's expectation that adults/parents/guardians review camp safety and behavioral expectations with their campers prior to the start of camp. Camp and group expectations will be reviewed again with their group's farmer on the first day of camp, routinely during daily Opening and Closing Circles by the Camp Director, and as needed.

1. First Warning: the group's farmer or other staff will have a one-on-one discussion with the camper and remind them of Oxbow's Three-Warning System. If this is another staff member, the camper's farmer will be notified and this information will be conveyed to the adult/parent/guardian during pick-up.

"This is Warning 1.... Warning 2 will mean [describe next step]"

2. Second Warning: during the time with the Camp Director, the director and camper will discuss the facts of what happened and what can be done differently next time.

“This is Warning 2... Warning 3 will mean [describe next step]”.

3. Third Warning: the camper’s parent and camp director will meet up to discuss details of the third event and formal warning. The camp director will call or text adult/parent/guardian to either set up a meeting to discuss what happened or talk over the phone. This discussion should resolve with actionable items including: a follow-up discussion between adult/parent/guardian and camper at home as well as implications for the rest of the week (if pertinent).

“This is Warning 3... we will get in contact with your adult/parent/guardian and talk about what we (you, me, camp director, and your adult/parent/guardian) can do as a team to support a solution to this situation.”