



Staff Handbook

This Handbook represents general information, features and expectations of a Robin Hood staff member.

Chapter 1: What We Are About

CAMP ROBIN HOOD'S MISSION

Camp Robin Hood fosters independence and emotional growth in a fun, outdoor, high-spirit camp setting. We inspire and care for every child like they are our own and are committed to each child's unique path to personal growth and well-being.

We pride ourselves in:

- Learning through outdoor play
- Inclusion and acceptance
- Outstanding leadership and staff

As a camp, we strive to create an environment that is safe and fun for all of our campers. To ensure we reach our goals, it is essential that all staff are committed to the following:



WHO YOU NEED TO KNOW: THE LEADERSHIP & SENIOR STAFF TEAM

LEADERSHIP TEAM

Your Leadership Team coordinates all aspects of camp and we are lucky to have a collection of people with hundreds of years of Robin Hood summers to rely on for support. Below is the list of people and their responsibilities this summer. Each of the people below supervises a different aspect of camp, and supervise and support the rest of our Senior Staff team.

Camp Director	Sari Grossinger
Camp Director	Howie Grossinger
Camp Director (oversees Munchies & Juniors)	Jordanna Grossinger
Senior Associate Director	Jeff Masterson
Assistant Director (Full-Time)	John Hanant-Minchel
Associate Director (oversees Inters & Seniors)	Lorne Berger
Associate Director (oversees RHSA & LIT/CIT)	Ryan Minster
Associate Director (oversees Logistics & Operations)	Brett Coburn
Program Director	Lauren Cranfield
Registration Director	Patti Stulberg
Transportation Director	Robin Perlmutter
Health & Wellness Director	Bev Unger
Purchasing Director	Sue Masterson
Director Emeritus	Larry Bell
Director Emeritus	Pearl Bell
Division Head - Munchies	Rebecca Unger
Division Head - Junior Girls	Lesley Stulberg
Division Head - Junior Boys	Jess Scriver
Division Head - Inters	Maria Kirkham
Division Head - Seniors	Joey Sin
Division Head - Sports Academy	Megan DiNatale

SENIOR STAFF TEAM

Our senior staff team is made up of several teams that are complimented by a robust number of cabin leaders to deliver the Robin Hood experience and each every day.

STAFF JOB DESCRIPTIONS

All staff are placed in specific roles and areas at camp based on their skillset, interests and the needs of camp. Each role at camp is unique. As such, we have developed specific job descriptions that outline the specific qualifications, responsibilities, qualities and supervisors that pertain to each role. Our one-of-a-kind camper experience relies entirely on an amazing team of staff. Every staff member will receive ongoing training, mentoring and support to be incredible Camp Robin Hood leaders.

Please explore your specific job description by visiting this [LINK](#). Job descriptions related to health and office are shared specifically with staff in those areas. Here is an overview of the various roles at camp:

WHAT JOBS ARE AVAILABLE?



CABIN COUNSELLOR SUPERVISING & PARTICIPATING IN ACTIVITIES WITH CAMPERS IN ONE OF THE VARIOUS AGE GROUPS.	ACTIVITY SPECIALIST LEADING ACTIVITIES & TEACHING CAMPERS SKILLS IN ONE OF OUR ACTIVITY AREAS AT MAIN CAMP OR SPORTS ACADEMY.	SWIM STAFF TEACHING DAILY SWIM LESSONS TO VARIOUS CAMPERS EACH DAY. ALSO INCLUDES LIFEGUARDING. CURRENT QUALS BY SUMMER IS PREFERRED.	MEDIA STAFF CAPTURE & SHARE THE AMAZING MOMENTS OF CAMP ALL SUMMER LONG
SENIOR CABIN COUNSELLOR CABIN COUNSELLOR RESPONSIBILITIES PLUS ADDITIONAL LEADERSHIP ROLE WITHIN CABIN & UNIT. ONE PER CABIN. ADDITIONAL SALARY PROVIDED. MUST BE RETURNING STAFF OR IN GRADE 12 OR HIGHER TO APPLY	SENIOR ACTIVITY SPECIALIST ACTIVITY SPECIALIST RESPONSIBILITIES PLUS ADDITIONAL LEADERSHIP ROLE WITHIN ACTIVITY AREA. ADDITIONAL SALARY PROVIDED. MUST BE RETURNING STAFF OR IN GRADE 12 OR HIGHER TO APPLY	SENIOR STAFF (UNIT & ACTIVITY HEAD) SUPERVISING STAFF AND SUPPORTING THE CAMPER AND STAFF SUMMER EXPERIENCE. POSITION AVAILABLE TO INDIVIDUALS WITH PREVIOUS CAMP EXPERIENCE AND THOSE WHO HAVE COMPLETED AT LEAST 1 YEAR OF POST-SECONDARY EDUCATION OR EQUIVALENT.	MAINTENANCE STAFF ENSURE THE PHYSICAL UPKEEP AND MAINTENANCE OF CAMP
			FOOD SERVICE STAFF SUPPORT THE HANDLING & DELIVERY OF FOOD AND DRINKS ACROSS CAMP
			INCLUSION STAFF WORKING DIRECTLY WITH A CAMPER WHO HAS ADDITIONAL NEEDS

INCLUSION PROGRAM

Under the direction of Camp Owner/Director Sari Grossinger, we are proud to be recognized internationally as leaders in the field of inclusion. As a paediatric Occupational Therapist, Sari and her team of professionals, work with families throughout the year to ensure a successful summer for all. This includes special training for our staff, providing adaptive equipment where needed, and planning modified programs. The goal of this team is to include campers & staff of all abilities in our regular programs, ultimately providing a great social experience for all. We know that an environment where campers of all abilities prosper together is a truly unique experience.

SUMMER CALENDAR

Please review our July & August calendar for specific dates, events and theme days throughout the summer. Please note that we will also have virtual and in-person staff meetings weekly on Wednesday evenings after camp.

 STAFF 2026 JULY CALENDAR						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	JUNE 29 	JUNE 30  FIRST DAY OF SESSION 1	1	2	3 CAMP-WIDE PIZZA LUNCH DRESS-UP DAY: MUSIC THROUGH THE AGES	4
5	6	 DRESS-UP DAY: WILD WEST	8 IN-PERSON STAFF MEETING	 CRH FEST	10 CAMP-WIDE PIZZA LUNCH DRESS-UP DAY: WHEN I GROW UP	11
12	 FIRST DAY OF SESSION 2	 DRESS-UP DAY: NEON	15 ONLINE STAFF MEETING	16	17 CAMP-WIDE PIZZA LUNCH DRESS-UP DAY: SUPER HERO	18
19	20	 DRESS-UP DAY: CRAZY HAT/HAIR	22 IN-PERSON STAFF MEETING & FAMILY NIGHT	 COLOUR GAMES	24 CAMP-WIDE PIZZA LUNCH DRESS-UP DAY: BEACH DAY	25

 STAFF 2026 AUGUST CALENDAR						
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
JULY 26	JULY 27  FIRST DAY OF SESSION 3	JULY 28  DRESS-UP DAY: LOOK-A-LIKE	JULY 29	JULY 30	JULY 31 CAMP-WIDE PIZZA LUNCH DRESS-UP DAY: SPACE	AUGUST 1
2	3 CIVIC HOLIDAY - NO CAMP	 DRESS-UP DAY: INSIDE OUT/BACKWARDS	 FAMILY NIGHT	 ROBIN HOOD OLYMPICS	7 CAMP-WIDE PIZZA LUNCH DRESS-UP DAY: RETRO	8
9	 FIRST DAY OF SESSION 4	 DRESS-UP DAY: PJ's	12 ONLINE STAFF MEETING	13	14 CAMP-WIDE PIZZA LUNCH DRESS-UP DAY: SPORTS/JERSEY	15
16	17	 QUEST FOR THE GOLDEN ARROW	 QUEST FOR THE GOLDEN ARROW STAFF BANQUET	20	21 DRESS-UP DAY: STAFF APPRECIATION CAMP-WIDE PIZZA LUNCH LAST DAY STAFF CLEAN-UP UNTIL 6PM (NON-BC)	22

Chapter 2: Staff Duties

Campers at Camp Robin Hood and Robin Hood Sports Academy are organized in 'cabins'. 'Cabins' are supervised by at least 2 staff. Cabin size varies based on age, and our supervision ratios are always enhanced at our program activities as activity leaders facilitate and provide instruction to our cabin groups. Here is an overview of specific job responsibilities for all staff:

SPECIFIC JOB RESPONSIBILITIES **WHAT AM I ACTUALLY DOING ON A DAILY BASIS?**

COMMITMENT TO CAMPERS

- Know the names and personalities of the campers in my care
- Respond to the group dynamics of the campers in an appropriate way
- Pay attention to the individual needs of each camper
- Establish and follow through on routines set for the campers
- Use strategies to support campers' behavioural needs

RELATIONSHIPS WITH FELLOW STAFF

- Maintain positive, respectful and collaborative relationships with co-staff within my area and around camp
- Accept and respectfully respond to feedback from camp supervisor(s)

COMMITMENT TO MYSELF

- Follow and adhere to camp policy
- Maintain a positive profile around camp
- Take care of myself the best I can and ask for support as needed

PROGRAMMING & PARTICIPATION

- Participate in all programs around camp
- Support planning & implementation of activities for my role
- Contribute to success of my area (i.e. unit or activity)



CAMP ROBIN HOOD

SUPERVISION OF CAMPERS: CARE AND CONCERN

As a Camp Robin Hood staff member, it is your responsibility to supervise campers throughout each day. The best form of supervision is to be actively involved in the camp activities. As part of supervising campers, staff members are expected to show care and concern for every camper.

It is our role as camp staff to keep campers safe both emotionally and physically - we call that “being safe on the inside and safe on the outside”.

Supervision at camp includes, but is not limited to:

- Ensuring you have all campers with you at all times,
- Being knowledgeable of all campers' allergies and dietary restrictions,
- Ensuring campers go home with their belongings,
- Making sure campers eat and drink throughout the day,
- Encouraging proper sun safety (hats, water intake, sunscreen, etc...),
- Ensuring campers are wearing the appropriate camp attire for varying weather conditions (i.e. have campers take their jackets off if it's hot out)
- Supporting appropriate social interactions between campers,
- Ensuring safe use of equipment;
- Reinforcing camp roles

Here are a few specific categories that highlight the different ways in which staff supervise campers throughout the summer.

FOOD

Staff must eat with their groups as meal times are an important supervision piece and a great opportunity for bonding. At camp we provide end of day snacks, a Kids Kitchen lunch program for campers and every Friday we offer a camp wide pizza lunch (for everyone)!

Some things to remember:

- Ensure campers are eating all of their food brought for the day.
- Camp Robin Hood is a nut aware facility. NO campers or staff may bring any nuts to camp.
- Separate campers who have brought other known allergens from campers with severe allergy
- No sharing food (campers or staff)

For more information on ingredients, treat schedule and other details pertaining to food at camp, feel free to visit our [Family Information Guide](#).

PROGRAMMING

There are various components to programming at camp that staff are expected to participate in and in some cases, help implement.

- Each cabin follows a particular schedule throughout the day. It is important that staff follow this schedule and participate in the different activities with their campers. You can access your cabin's daily schedule [HERE](#).
- Different types of programming at camp include:
 - ◆ Activity-led programming (activity leaders plan and facilitate these activities for cabins, as indicated on the schedule - i.e. if a cabin has "canoe" or "low ropes" or "arts and crafts");
 - ◆ Cabin Leader led programming (Senior cabin leaders plan these activities for their cabin, as indicated on the schedule);
 - ◆ Rainy day programming (when camp moves to indoor locations due to weather);
 - ◆ Swim (it is expected that all cabin leaders, both at Camp Robin Hood and Robin Hood Sports Academy participate in twice daily swim; by following the direction of your assigned swim instructor);
 - ◆ End of Day programming (unit flagpoles, wrap up, handing out snacks, etc) ;
 - ◆ Special Events programming (our high-spirited camp-wide events occur on every 2nd Thursday of a session; cabins and activities will receive an alternate "special" schedule for these days);
 - ◆ Flagpoles (led by our Special Events team, cabins attend Mass, Junior and Senior flagpoles weekly where they are entertained through talents, challenges, cheers, skits, awards and more!)

For more information on what a typical day at camp looks like, feel free to visit our [Family Information Guide](#).

LIT/CIT: LEADERS-IN-TRAINING & COUNSELLORS-IN-TRAINING

Our LIT/CIT program is a 2-year program where young people, between the ages of 13 and 15 engage in a Leadership program, designed to teach leadership skills and allow these older campers the opportunity to gain skills to prepare them to be future Robin Hood staff. As a participant in this program, throughout the summer, LIT and CIT campers are placed weekly in different areas of camp to learn about the different staff roles and gain experience, learning from Robin Hood staff. Staff are responsible for supporting the LIT/CIT's in their placements. Senior Cabin Leaders will be responsible for completing the administrative responsibilities related to having LIT/CIT's in their cabin group.

STAFF TRANSPORTATION

We do our best to support staff getting to and from camp comfortably. Our Transportation Team will communicate the details of your transportation before each session.

If you are selected to be a bus counsellor, you are expected to participate in bus counsellor training prior to the summer. If you are taking a Camp Robin Hood bus, you are either as a 'Bus Counsellor' or 'Staff on Bus', it is your responsibility to meet your bus at the designated time and not hold up the bus route. Should you miss your bus, it is your responsibility to contact camp for assistance, but be prepared to get to camp on your own. HOT TIP: Get to your stop early!!

Those staff that drive to camp will be provided specific instructions. Generally speaking, all drivers must be on site, out of their cars no later than 8:45 AM. Drivers, as well as those taking the staff bus can expect additional responsibilities during arrival and dismissal daily. All staff will depart at 4:15 PM, once all campers leave the site. **Note:** If you are getting a lift to camp, please get dropped off at Gate B and have your ride drive out of Gate C. This has to be done before 8:45 each day.

STAFF EVALUATIONS

The goal of our staff evaluation is for supervisors to provide support to their staff and enhance performance through constructive and meaningful conversations. At Robin Hood, we have informal evaluations which are on-the-go casual conversations with quick feedback about performance. We also conduct formal feedback using the staff evaluation form once a month. The formal evaluations are meant to be collaborative by incorporating a healthy exchange of ideas and identification of elements of the job that can be improved. With any form of evaluation, the supervisor's role is to help each staff member find strategies to help them meet their goals.

Here is the [LINK](#) to the staff evaluation. During pre-camp, you will complete your summer goals using the staff evaluation template.

Chapter 3: Interacting With Campers

CHARACTERISTICS OF OUR CAMPERS

Knowing your campers will help you develop appropriate programming and behaviour management strategies, as well as improve your ability to set realistic expectations for the campers you work with. While all campers are unique, here are some of the general age characteristics of our campers:

The 4-year old	The 5-year old	The 6-year old	The 7-year old
Is friendly	Friendly	Tends to go to extreme behaviour	Dissatisfied
Is boisterous	Competent	Is excitable	Sulks
Likes to show off	Likes to dress up	Is preoccupied	Lapses into moods
Is somewhat argumentative	Interested in adult activities	Is apprehensive	Mutters minor strains of sadness
Desire to experience use of new words/actions	Project minded	Is imaginative	Complains
Strong feeling of 'I' 'ME' 'MINE'	Likes praise	Is dependable	Is a good listener
Strong feelings of home and family	Is dependable	Likes to help	Intensely preoccupied
Begins to distinguish self from others	Is serious	Dawdles	Competitive
Likes being given extra 'little' jobs	Likes to help parents	Is companionable	Alibis and blames
Boasts	Is companionable	Is demanding	Nags

The 8-year old	The 9-year old	The 10-year old
Is brassy	Displays new forms of self-dependence	Is clear and understands age-sex roles
Is expansive	Increasing in self-motivation	Is alert
Is evaluative	Resents interruptions	Is casual and relaxed
Is peer oriented	Independent	Is poised
Is sensitive to criticism	Strong peer orientation	Argues logically
Is argumentative	Essentially truthful and honest	Likes privacy
Is brassy	Displays new forms of self-dependence	Is clear and understands age-sex roles
Is expansive	Increasing in self-motivation	Is alert
Is evaluative	Resents interruptions	Is casual and relaxed
Is peer oriented	Independent	Is poised

Relationships with Others and Adults		
Is demanding	Needs reminders	Enjoys creative companionship with parents
Expects and asks for praise	Makes increasingly accurate estimates of adults	Finds mother all important
Can admit wrong doing to adults	Can accept blame but "who started it"	Is affectionate with parents
Alibis	Begins to pull away from parents	Has great pride in father
Challenges parents	Is more interested in friends than family excursions	Is loyal
Eavesdrops on adults		Hero-worships

"Children are not things to be molded, but people to be unfolded" -Jess Lair

TOOLS TO UNDERSTAND BEHAVIOUR

Behaviours develop and are the outcome of a variety of factors. Below is a chart that displays the different behaviour levels a camper may experience and the approaches that you as staff can take to help redirect a camper back on track. Be aware that there is no single process for which level a behaviour is started at and remember it is not the camper you don't like, but rather it's the behavior you are frustrated with. *Remember: Behaviours are communicating a need!*

CAMPER	STAFF
When a camper is anxious.	Be supportive, empathetic and non-judgemental.
When a camper is acting defensive (non-compliant, verbal questioning, threats etc).	Be direct with them. Provide concrete choices and set limits.
When a camper is acting out physically.	Respect their personal space and ensure their safety.
When a camper is "coming down" from a situation.	Reestablish a connection - therapeutic rapport and debrief

Adapted from 'The CPI Crisis Development Model' (CPI)

MOTIVATING AND DIRECTING CAMPERS

There is a wide variety of campers at Robin Hood, and although we value this to a high degree, it can often make cabin management a difficult task for all staff. Here are some tips and tricks to support you in supporting your campers:

- **Provide Guidance and Consistency:** Campers must be told what is expected of them each step of the way in order for the camp experience to be a success.
- **Equality:** Make sure to give each and every child your attention and support.
- **Set Expectations:** Expectations should be clearly defined, repeated, realistic and reasonable. When children are aware of the expectations, they are usually successful in achieving them.
- **Praise:** Catch someone doing something right and provide positive reinforcement
- **Trust:** You will motivate campers only by gaining their respect first. It is not automatic that you will gain it just because you are their counsellor. Children tend to respect people they admire and in order to gain their respect, they have to like you and feel that you like and care for them individually.
- **Lead by Example:** You should understand that you are the role model. Don't ask the campers to do something that you wouldn't do.
- **Work Together:** Children are problem-solvers by nature. Involve children in the process by asking them to identify their problems and then have them help to create a plan of action moving forward.

PROMOTING A SAFE AND RESPECTFUL CAMP COMMUNITY

At Camp Robin Hood, we are committed to creating and promoting a safe and respectful environment for both campers and staff. We aim to accomplish this by partnering and engaging with campers, staff and families to establish clear boundaries as it relates to expectations for our camp community.

Please review our [Camp Conduct & Behaviour Policy HERE](#) to understand more, how Camp Robin Hood manages camper discipline and your role when undesired behaviour occurs.

Chapter 4: Health & Wellness

TAKING CARE OF YOU

We want you to feel your best so you can give your best. Staying healthy starts with daily habits:

- **Eat well:** Pack a wholesome lunch and snacks to keep you energized.
- **Hydrate:** Bring a water bottle and refill it often throughout the day.
- **Sleep:** Aim for at least 8 hours of sleep each night to be ready for a full day of camp.
- **Dress smart:** Wear weather-appropriate clothing and closed-toe shoes so you're ready to participate actively.
- **Sun safety:** Apply sunscreen before arriving and reapply as needed during the day.

Don't forget to complete your [Staff Health Form](#) — this helps our Health Team support you and respond quickly to any concerns. Thank you for prioritizing your health!

WHEN YOU'RE NOT FEELING WELL

We understand that illness can happen, and we're here to support you.

If You Feel Sick During the Camp Day:

- Visit **Robin Aid**, our on-site Health Centre staffed with registered nurses.
- Do **not** contact anyone outside of camp until you've spoken with your **supervisor** or the **Health Centre** team and have approval by the Health Centre team to go home.
- A nurse will assess your condition and help determine next steps, including if you should go home.

If You Feel Sick Before Camp Starts:

- Call the camp office **before 7:15 AM** at **416-736-4443** or email office@camprobinhood.ca if you're unable to attend work due to illness.
- Our **Health Director, Bev**, will follow up with you during the day. If you don't hear from her by 3:00 PM, please call the office to connect.

Examples of symptoms that require you to stay home include:

- You have a fever above 38 °C within a 24-hour period of being at camp.
- You have pink eye – pink eye must be treated for 24 hours before you are able to work at camp.
- You have strep throat that is not being treated with antibiotics.
- You have diarrhea or vomiting within a 24-hour period of being at camp.

SUPPORTING YOUR MENTAL HEALTH AT CAMP

- Everybody has mental health, but occasionally, certain situations might cause your mental health to become dysregulated.
- Feel free to discuss how you're handling stress, anxiety, or other self-care concerns with your Division Head, Jordanna, Berger, Minster or by visiting Robin Aid to speak with one of our registered nurses before or during camp.
- The resources available at camp can help you put strategies in place to help manage your day if you ever feel overwhelmed, anxious, or embarrassed.



Take A Deep Breath

use these breathing techniques to help you calm down

Mental Health Resources



Mental Health Apps
Visit this page to check out helpful mental health apps that can be useful in providing additional mental health support, coping skills, and resources.

Good2Talk
Good2Talk provides free, confidential support services. To access, call 1-866-925-5454 OR text GOOD2TALKNOW to 686868



Kids Help Phone
Provides online and telephone counselling and volunteer-led text-based support. Call 1-800-668-6868 Text CONNECT to 686868





Take 3 deep breaths and then identify:

- 5 things you can see
- 4 things you can feel
- 3 things you can hear
- 2 things you can smell
- 1 thing you can taste

Then take 3 more deep breaths

Chapter 5: Swim

Camp Robin Hood is known for its delivery of an outstanding swim program. Having well-trained swim staff focused on pool safety and great instruction has earned our reputation.

Staff have different responsibilities depending on their role at the pool but everyone, once they're in the pool area, must be a leader and a role model to ensure the enjoyment of swimming for campers and fellow staff.

Whether it's during instructional swim or Free Swim Fridays, we must all do our part.

Pool Safety Is Everyone's Job—No Exceptions

You don't need a lifeguard certification to save a life. Keeping our campers safe in the water is the responsibility of every single staff member around the pool. Whether you are a lifeguard, a cabin counselor, or activity staff, lock in and keep these 4 rules in mind:

1. **Own Your Zone:** Never assume someone else is watching. Keep your eyes moving, actively scan the water, and eliminate all distractions (no phones, no zoning out).
2. **Spot Trouble Early:** Drowning doesn't look like the movies—there is no splashing or screaming. Look for bobbing heads, gasping, or campers lagging behind, and intervene immediately.
3. **Enforce the Rules:** Shut down horseplay, dunking, and running instantly. Ensure campers stick strictly to their swim-lesson areas and buddy systems.
4. **Act Without Hesitation:** If you see a hazard, a missing camper, or someone struggling, act right away. Contact a member of the swim staff immediately—it is always better to be safe than sorry.

Bottom line: If you are at the pool, your eyes are on the water. Let's look out for our kids and each other!

Chapter 6: Weather Levels

At camp, our number one priority is keeping our campers safe while giving them the best summer ever. Weather can change in an instant, which is why we use the structured system outlined in the chart below. We don't just have different levels to be strict, we have them because a "one-size-fits-all" response doesn't work when safety is on the line. By categorizing weather from a light drizzle to a severe emergency, we ensure our response perfectly matches the actual risk level. This eliminates guesswork, keeps everyone on the exact same page, and allows us to pivot smoothly without causing panic. Knowing these levels inside and out means you can lead your campers with confidence, executing the right protocol at the right time so we can keep our community protected no matter what the sky throws at us. Please review the chart below and familiarize with the plan and what is expected..

WEATHER LEVELS				
 LEVEL 1	 LEVEL 2	 LEVEL 3	 LEVEL 4	 LEVEL 5
MODIFIED PROGRAMMING	RAINY DAY	HOLD IN PLACE	SEVERE STORM EVENT	EMERGENCY SHELTER
LIGHT RAIN	PERSISTENT RAIN	LIGHTNING OR THUNDER	SEVERE STORM – EXTENDED LIGHTNING, WIND OR RAIN	EXTREME WIND, TORNADO, ETC...
CONTINUE PROGRAMMING WHEREVER POSSIBLE; SWIMMING MAY OR MAY NOT BE MODIFIED	RAINY DAY SCHEDULE IS IMPLEMENTED; GO TO RAINY DAY LOCATION; SWIM IS CANCELLED; UNIT STAFF CAN ESCORT CAMPERS TO BATHROOM	STOP ACTIVITIES IMMEDIATELY; MOVE QUICKLY & CALMLY TO YOUR RAINY DAY LOCATION – NO BATHROOM SHUTTLES AT THIS TIME	STOP ACTIVITIES IMMEDIATELY; TRY TO GO TO RAINY DAY LOCATION, OTHERWISE CLOSEST SHELTER (NOT CABINS)	LISTEN FOR INSTRUCTIONS. GO TO NEAREST SHELTER LOCATION

Chapter 7: Staff Policies & Important Documents

It is important that you review the Camp Robin Hood policies below. They provide specific details to keep our camp community safe.

Please note that as part of the signing of your formal contract with Camp Robin Hood, you were asked to review our Staff Policy Manual. The policies outlined within this handbook have also been reviewed and explained during in-person training, and the link to the document is below for your reference.

POLICY DOCUMENTS CAN BE FOUND LINKED BELOW AND AT THE LINK ACCESSED BY THE QR CODE

1. [Staff Policy Manual](#)
2. [Code of Conduct & Behaviour Policy](#)
3. [Weather & Severe Weather Procedure](#)
4. [Tech, Smartphones & Music Policy](#)
5. [Anaphylaxis Protocol](#)
6. [Nut & Allergy Aware Policy](#)
7. [Workplace Violence Policy](#)
8. [Workplace Harassment Policy](#)
9. [Accessibility Policy \(AODA\)](#)
10. [Health & Safety Mission Statement](#)
11. [Commitment Concerning Confidentiality](#)

