



CampSafe®

Pre-Camp Orientation Session 2026

Duration: 65 minutes

Audience: All Camp Staff

Facilitators: 2–3 members of the Camper Advocate Team

Space Needs: Large group area + small group breakout space

Session Style: Interactive, discussion-based, role-play focused

Purpose of This Session

This orientation reinforces CampSafe child sexual abuse prevention training by building on the online training all staff completed before arriving at camp.

- Demonstrating the importance of talking openly to prevent abuse
- Clarifying camp-specific policies and expectations
- Practicing intervention, supervision, and reporting
- Normalizing use of the Camper Advocate Team

This session assumes all staff have already completed CampSafe training.

Materials to Prepare in Advance

- Camp-specific abuse prevention policies & procedures
- Highlighted CampSafe concepts to reinforce
- Sticky notes, markers, whiteboard or flip chart
- Scenario cards for role plays
- Printed & posted reporting steps
- Designated breakout facilitators

65-Minute Suggested Agenda

- Welcome, Framing & Tone-Setting — 5 min
- CampSafe Recall Warm-Up — 5 min
- Reinforcing Core CampSafe Concepts — 8 min
- Active Supervision & Wellness Checks — 10 min
- Boundaries in Action & Grooming Awareness — 10 min
- Camper-to-Camper Abuse: Recognition & Response — 8 min
- Setting Boundaries Early: First 48 Hours — 7 min
- Staff Culture & Camp Environment — 5 min
- Reporting, Support & Closing — 7 min



1. Welcome, Framing & Tone-Setting (5 minutes)

Facilitator Talking Points

- Everyone here has completed CampSafe training
- Protecting campers and each other is a shared responsibility
- This is a sensitive topic—people bring different experiences
- Participation is expected, respect is required

Normalize Participation

- You may step out if needed—just inform a facilitator
- We are focusing on behaviors and safety, not judging people
- Questions, concerns, and discomfort are welcome
- If after the session you want/need to speak to a supervisor, people will be available

Key Message: "We cannot prevent abuse if we cannot talk about it."

2. CampSafe Recall Warm-Up (5 minutes)

Activity

Ask staff to call out:

- Something they remember
- Something that surprised them
- Something that felt uncomfortable or new

Facilitation Tip

- Pre-prepare 2–3 staff to answer first to reduce silence
 - Have volunteers write responses on chart paper or whiteboard
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3. Reinforcing Core CampSafe Concepts (8 minutes)

A. Physical vs. Non-Physical Sexual Abuse

- Briefly define both
- Emphasize: Non-physical abuse is often overlooked
- Language, exposure, privacy invasion, and digital behavior all matter

B. Higher-Risk Times at Camp

Facilitate discussion around these high-risk times:

- Downtime
- Rest hour
- Changing clothes
- Showers/bathrooms
- Bedtime
- Transitions

Key Message: *Abuse is most likely to occur when supervision drops—not during structured activities.*

4. Active Supervision & Wellness Checks (10 minutes)

Group Discussion

What does active supervision of campers look like at this camp?

Clearly Define: Rule of 3 (or your camp policy)

- Minimum number required to avoid 1:1 situations
- What counts as a group
- What to do if you accidentally end up 1:1
- Any exceptions and required steps

Emphasize: Supervision Means

- Camper safety
- Staff accountability
- Boundary monitoring

Optional Safety Huddle (if space/time allows)

Move to a higher-risk area and:

- Identify hazards
 - Demonstrate positioning and line of sight
 - Practice staff communication
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5. Boundaries in Action & Grooming Awareness (10 minutes)

Sticky Note Activity (Small Groups)

Each staff member writes:

- One acceptable interaction
- One unacceptable interaction

Post and review together.

Grooming Red Flags

Facilitate a discussion to identify patterns, then introduce:

- Gradual boundary pushing
- Special treatment or favoritism
- Isolating a camper
- Gift giving or secrecy
- Testing reactions to inappropriate comments

Add Key Examples (if missing from discussion)

- Sitting on campers' beds
- Lap sitting
- Filming/changing exposure
- Mocking privacy
- Sexual innuendo or sarcasm
- Excessive attention to one camper
- Sharing sleeping spaces

Intervention Practice (Mini Skill Build)

Give staff simple scripts for intervening:

Example: Interrupting a counselor play wrestling with a camper: "Hey, I need Joe to join us over here." Do not say anything that would embarrass the camper or counselor in the moment. Let a supervisor know so safe boundaries can be reinforced.

Example: A counselor is walking into the Sports Equipment Shed 1:1 with a camper: "Hey, you two, I am going to tag along." If you are a counselor, let a supervisor know. If you are leadership, address the counselor later to avoid involving the camper in that moment.

Emphasize:

- Interrupt immediately
- Do not investigate
- Keep it simple
- Report your observations



6. Camper-to-Camper Abuse: Recognition & Response (8 minutes)

Define Clearly

- Sexual abuse between campers is abuse
- Developmentally inappropriate behavior must be addressed
- The best prevention is defining healthy boundaries early, often, and with ongoing supervision

Brainstorm: What Could It Look Like?

- Inappropriate touching during games
- Dares involving bodies
- Sharing explicit content
- Entering bathrooms/showers uninvited
- Bullying framed as "joking"

Role-Play Practice

Use examples from the list above, or bring up high-risk areas/times specific to your camp.

- In small groups, practice:
- In-the-moment interruption
- Separation and support
- Reporting and follow-up steps

Key Message: If you're unsure – seek support from the Camper Advocate Team.

7. Setting Boundaries Early: First 48 Hours (7 minutes)

Discussion: Why the First 2 Days Matter

- Prevents confusion
- Reduces boundary testing
- Lowers camper (and counselor) anxiety

Role Play: "Cabin Chat"

Use guidance from the module in the CampSafe Training and the specific messaging for your camp.

In small groups:

- Counselors practice leading a Day 1 cabin conversation
- Others role-play campers

Include in cabin chat:

- Body boundaries
 - Privacy expectations
 - Asking for help
 - What to do if something feels uncomfortable
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8. Staff Culture & Camp Environment (5 minutes)

This message is for EVERYONE.

Discuss What Is NOT Appropriate Around Campers:

- Sexual jokes or innuendo
- Harassment disguised as teasing
- "Love stories" or off-day behavior
- Sharing inappropriate content
- Sexist, racist, or harmful language

Key Message: *Even when you think campers aren't listening—they are.*

9. Reporting, Support & Closing (7 minutes)

Make Reporting Crystal Clear

Review exactly:

- WHO to report to
- WHAT to report
- WHEN to act → Immediately
- WHERE to go
- What happens next

Core Reporting Rules

- If you're wondering whether to report → report
- You are not responsible for investigating
- Delaying increases risk

Reintroduce the Camper Advocate Team

- Their role
- How to access them
- Reinforce: asking questions is always okay

Final 1-Minute Commitment

Ask staff to silently choose:

- One behavior they will start
- One they will stop
- One way they will support others

Closing Message

- Prevention is ongoing
 - Speak up early
 - Support each other
 - Strong camps talk about this—and act on it
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Throughout the Summer: Ongoing Prevention

Publicly Celebrate:

- Strong supervision
- Healthy boundaries
- Staff who ask for help/support
- Proper reporting

Kudos normalize safety culture.

Safety Huddle Ideas (5-Minute Check-Ins)

- Meet in high-risk spaces
- Identify hazards
- Rehearse supervision
- Rotate leadership

Final Facilitator Reminder

This session is not about fear—it is about Awareness, Consistency, Empowerment, and Shared Responsibility.

