



This handbook has been put together to help parents and campers prepare for an exciting experience with us at Camp Marshall. We recognize that parents and children have many choices when choosing a summer program and we appreciate you giving us the opportunity to provide a fun, safe, and supportive environment in which to grow. Please read this handbook carefully and contact us if you have any further questions.

Please note: There have been some minor changes to this handbook from years past. If you are a returning camper we ask that you read through all materials. Thank you.

Sunday Registration for Overnight Campers: (Traditional & Horse Lovers):

Doors open to Andrew's Hall at 2:00 pm, no early check-ins are permitted. Campers and parents will report to Andrews Hall upon arrival. All paperwork should be submitted to Campbrain prior to arrival, at check in, any camper whose paperwork is incomplete may be refused entry to camp.

Campers and parents will check in at the “Welcome to Camp” table in the front of the Hall, this is where Campers will be checked in and given their cabin/counselor assignments. Parents/guardians will then proceed to the remaining tables in the order they are set up in for important information review and documentation of needed items.

After campers complete their initial check in, they will proceed to the final task of picking their classes for the week with our Program Manager/Program Staff.

Campers and parents will then take luggage and belongings to the assigned cabin where counselors will be waiting to help everyone move in. There are counselors stationed at each parking lot to assist with any luggage you may need help with. Please unload all vehicles in a timely manner. Parents will leave after moving in.

Swim tests will be given to all overnight campers on Sunday afternoon, weather permitting. After moving in, all cabins will change and go to Waterfront for their swim test, all campers must swim test in order to enter Waterfront for the week, swim tests cannot be completed throughout the week unless rescheduled due to weather.



Sunday Registration for Bring Your Own Horse: Horses check in at the barn between 1:00-1:30pm. All horse paperwork must be returned to camp prior to arrival.

To protect all of our horses on property, a horse may not get off of the trailer until proper paperwork is given.

After your horse is settled you may proceed to Andrews Hall at 2:00 to check in your camper. For your convenience there is ample parking where trailers may stay for the week if you wish, however please know that **Camp Marshall is not responsible for any damages or theft of your vehicle while on our property.**

Monday Registration for Traditional and Horse Day Campers: When day campers come in on Monday, between 7:00 to 8:00 am (flag is at 8:00), campers and parents should report to Andrews Hall upon arrival, at this time necessary forms will be filed.

Campers and parents will then move to the Health Care Manager/Nurse and he or she will review necessary health forms, medications forms, and take any medications as needed, a simple head check will also be done.

Campers will be given their group assignments at this time. All camp activities for the week should have been picked on-line or mailed prior to arrival. Campers will head to meet the staff and enjoy a great Camp Marshall breakfast to start their day.

Day campers will have a swim test during their Monday swim period.

Horsemanship: (Day & Overnight) All campers who choose to participate in horsemanship will have a riding evaluation Monday morning after breakfast. Due to these evaluations, please ensure your day camper is dropped off for Day Camp no later than 8am. Campers are assigned a riding group, an instructor and a horse based on their riding abilities, never based on age. All Campers' lessons will be with a certified licensed instructor by the State of Massachusetts.

All campers must wear appropriate riding and barn gear each day, including an ASTM/SEI approved helmet (within 5 years of the manufacture date) at all times when at the barn and mounted. While riding pants are recommended, jeans are also acceptable for riding, leggings/sweatpants/pajamas etc. are not acceptable riding clothes. Campers must ride in a T-Shirt or long sleeve shirt, no tank tops are allowed. For all riding lessons, campers must wear an appropriate riding boot or a boot with a ½ to 1 inch heel, boot heels may not exceed 1 inch and all boots must be made of leather or another comparable durable material that is **not** rubber based. Campers are allowed to wear paddock boots or muck boots while unmounted, the boot must fully cover the campers ankle at all times. Sneakers, Flip-Flops, Crocs etc

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are not allowed in the horse areas at any time.

Please note that Camp Marshall reserves the right to switch your camper to Traditional programs or excuse them from Camp entirely if any behaviors pose a safety risk to our staff, fellow campers or horses. Any/all incidents will be communicated to the parent/guardians in a timely manner.

Mini Campers: Follow procedure for overnight camp registration. If you are planning on giving your camper the option of completing the week please communicate your camper's options to the staff members when you check in and pack them with enough supplies for the entire week. On Tuesday prior to lunch we will ask those mini campers if they would like to stay for the remainder of the week. We will call all parents Tuesday after lunch (1:00-2:00pm) to confirm whether their camper is staying or going home. If your camper wishes to stay and has been approved, you will be invoiced the remaining balance, please pay this invoice within 24 hours of receiving. Pick up will be after dinner on Tuesday at 7pm for those that wish to go home. If your camper is staying through the week, follow Friday's pick up procedure.

Camp Store: Parents may create an optional store account at registration/check in (cash only at check in) that campers can use each day for our snack shack. Additionally, you may add money to your campers account using your CampBrain account. Each camper has their own camp store account which is processed each day to avoid overdraft. The purpose of the snack shack is to provide an opportunity for campers to purchase a different variety of snacks, all items in the store are peanut free. Parents can add funds as needed throughout the week through our online system. All proceeds from the snack shack will go toward camperships to help children get the opportunity to experience camp. Camp Apparel can be purchased upon check in (cash or Venmo only).

Programs & Activities: All classes will be chosen during check in.

Weather: Unfortunately, we at Camp Marshall can do many things but controlling the weather is not one of them. We do our best to keep our daily schedule for all our programs but must put the safety of our campers and horses first. We reserve the right to alter the schedule as needed according to the weather each day of camp. Based on the heat index, additional swim periods and water based activities will be added.

Equestrian campers are not allowed to ride during thunder/lightning, a heat index greater than 90 degrees Fahrenheit or any other unsafe weather circumstances and are not allowed at the barns during a tornado/severe weather watch/warnings. The

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safety of our campers and horses is our top priority. We try very hard to ensure the maximum amount of riding time for all campers.

However, in the event of canceled riding lessons, campers will be given an unmounted lesson instead where the safety of the riders, staff and horses are taken into consideration. In some cases, such as when protocols call for all campers to report to Andrew's Hall, making up unmounted lessons might not be feasible.

Living Accommodations: Our rustic cabins do not have electricity. Cabin assignments are made in the best interest of the camp, your camper, and other campers.

Cabin assignments are completed well in advance of camp sessions and campers are assigned to cabins by their age and program. Cabins will have at least one staff member per cabin. Staff do their best to accommodate cabin mate requests but they are never guaranteed.

Cabin Mate requests must be made by **both/all campers involved**, no more than one year apart in age and in the same program. If you sent in your application already, and a friend decided to join afterwards, both parties must call the main office at (508)-885-4891 to approve the cabin mate request. Cabin mate requests must be sent in with applications. CITs are not allowed to make cabin mate requests, as living with various age groups is a requirement of their training. Please keep in mind that campers are never far apart and spend much of their day in activities together.

Pending when an application was submitted, and based on those already enrolled, please note that we cannot guarantee that all cabin mate requests will be approved. We try our very best to accommodate everyone, but sometimes 100% isn't always possible. If your requests cannot be accommodated for any reason, you will be notified as soon as possible.

Homesickness: **PLEASE READ CAREFULLY!** Spending the night away from home is a significant milestone and rite of passage that is important for children to achieve. Camp is a perfect environment to do this! We recognize, however, that some campers will struggle with feelings of homesickness from time to time.

1. First, please do not promise your camper that if they do not wish to stay at camp that they can call you and you will come immediately to pick them up and bring them home. By making such a promise, the message is sent that you believe that your camper is unable to achieve this very important goal and their focus will be on going home rather than enjoying camp.



2. Second, take the time to talk about camp with your camper and what they can expect during their time with us. Talk about the daily schedule, food offerings, programs, and extra activities. **A visit to camp prior during one of our scheduled open houses would be a good experience to help prepare for their upcoming week away from home. If you cannot attend one of the pre-scheduled Open House events, please call the office at (508)-885-4891 to arrange a private tour with one of our staff members.** Familiarity with camp will increase their comfort level and decrease the chance of them becoming homesick.
3. Third, send a few familiar objects with your camper such as a favorite blanket, pillow, or stuffed animal. This will certainly make your child more comfortable while at camp. In our experience, campers display more signs of homesickness at night when they are tired and not as busy. Keeping the bedtime routine as similar to home as possible by sending these objects could be the key to a successful week at camp for your camper.

Staff members are trained in how to communicate effectively with children who are struggling with homesickness and will do everything in their power to make your camper comfortable and happy. If our efforts do not appear to alleviate these symptoms, a member of the Admin Team will determine whether we need to contact you to see how you want us to proceed. We will make late night phone calls to parents only in emergency situations. Should your camper become a detriment to themselves or others, a member of the Admin Team will contact you to determine their suitability to remain in their program. Please be sure you have utilized the Successful Camper page from our website to determine program suitability for your child. Refunds for homesickness are not issued.

Miscellaneous: Please review the successful camper page of our website prior to registering your camper for a specific program to ensure that the program will be a good fit for your camper.

<https://www.campmarshallcenter.org/frequently-asked-questions>



What to Bring to Overnight Camp

- Please label everything!
- We are outside in all weather as long as it is safe. Please bring plenty of outdoor clothes and pay attention to the weather forecast.

Personal Items:

- Large towels (4), washcloth/loofah, comb/hairbrush
- Toothpaste/toothbrush, soap, body wash
- Shampoo/Conditioner, deodorant, insect repellent (**no** aerosol spray cans)
- Sunscreen and chapstick
- Reusable water bottle - must be labeled
- Flashlights/Lanterns w/ extra batteries (there is no electricity in the cabins)

Clothing:

- T-shirts
- Sweatshirts, light jacket
- Shorts
- Long pants
- Socks
- Underwear
- Pajamas, nightshirt
- Swim suit
- Hat/bandana
- Apparel per theme week if desired
- Rain gear, umbrella

Horse Camp: (in addition to items above)

- Long Pants (jeans or riding pants only for riding lessons!)
- Riding Boots (must have ½-1 inch heel, be leather or a compatible material)
 - An ASTM/SEI Helmet (must fit camper correctly and be within 5 years of MD)
- Extra T-Shirts (campers may not ride in tank tops/cut offs of any kind)
 - Muck Boots (can be worn when not riding, not required)
- A reusable water bottle (campers must have their water bottle to ride)
- Please **do not** pack your camper with any private tack or other equipment (saddle, bridle, grooming equipment, crops etc.) as well as no treats or feed of any kind.

Footwear:

- Sneakers (closed toe/closed heel, no Crocs, sandals or flip flops)
- Rain Boots

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- Shower Shoes (for showering and waterfront only)
- Extra Socks

Bedding: ****BEDDING IS NOT PROVIDED BY CAMP!****

- Sheets (twin sized, bottom sheet still required for sleeping bags)
- Sleeping bag or blanket/comforter
- Pillow and pillowcase
- ****Please pack an extra blanket in case your camper gets cold, if your camper is not sent with adequate bedding you will be required to purchase bedding either from Camp or at the nearby Walmart****

Miscellaneous: (Optional)

- Writing paper, envelopes, stamps, pen
- Laundry bag
- Clothespins (camp will provide clothesline)

There are no laundry facilities available to campers for regular use so please ensure to pack your camper with ample clothing and spare clothing of each kind. Bedding and clothing items soiled in bedwetting incidents or other accidents will be laundered at the nurses station and returned to the camper in a discreet manner.

Camper Dress Code:

- Clothing must not depict drugs, alcohol, offensive or foul language, violence, degrade or demean others or otherwise deemed inappropriate content. ● Shirts must be tasteful, must ensure torsos and midriff are not viewable and be worn when not at the waterfront or participating in water games. Tank tops allowed outside of the horse camp area, shoulder straps must be a minimum of 2 finger widths wide.
- Shorts, pants or skirts must cover the entire butt and be worn when not at the waterfront.
- Bathing suits must be appropriate, tasteful and functional in an active waterfront environment. Bikinis are allowed, thong style bottoms are not allowed.
- Long pants and appropriate boots must be worn when horseback riding.
- Acceptable boots and an approved helmet must be worn in all horse areas
- Acceptable sneakers or boots must be worn in all farm barn (Not Horse) areas.
- Campers are expected to dress their feet with environmentally appropriate, closed toed closed heeled protective footwear. (Crocs, flip flops and other open styled sandals are not



allowed with the exception of at waterfront and for showering)

What to Bring to Day Camp:

- Swimsuit
- Refillable water bottle (required for horse campers to ride)
- Extra clothing
- Towel
- Raincoat
- Hat
- Jacket or sweatshirt
- Sunscreen/lip balm
- Flip flops (optional, Waterfront/Shower area only)
- Insect repellent (no aerosol spray cans)
- Backpack

Medications

All prescribed medications must have the child's name, the name of the medication, and the correct dosage **in the original bottle**. All campers with over the counter medication or prescription medication must meet with the healthcare team upon check in. All medications must be given to the healthcare team. ****Medications cannot be sent in pill organizers, alternative containers or bags of any kind!****

What NOT to Bring to Camp:

Weapons: Do not bring weapons of any kind to camp, Camp Marshall reserves the right to search and seize personal items if possession of weapons is suspected. This is for the safety of other campers. **This also includes pocket knives**. Please know that our counselors are allowed to carry pocket knives to use during daily camp activities as needed, they must follow specific guidelines throughout the summer and are not allowed to share or give their pocket knives to campers or others.

Drugs, Alcohol, or Tobacco Products: Camp Marshall reserves the right to search and seize personal items if possession of illegal drugs, alcohol, nicotine, or tobacco products are suspected. This includes electronic products such as e/cigarettes and vape devices. Any camper, including the CITs, will be immediately dismissed if illegal drugs, alcohol, nicotine, or tobacco products are found and/or used on camp property, and appropriate authorities will be notified. Possession and/or use of illegal drugs, alcohol, nicotine, tobacco, weapons of any kind are forbidden and constitute grounds for immediate dismissal. We are serious about our commitment to keeping Camp Marshall a safe and healthy environment.



Animals: No pets are allowed, this includes dogs, cats, fish, reptiles etc. If the family pet accompanies your camper to pick up or drop off, they must stay in the vehicle and with a person at all times. Should you need to exit the vehicle with your animal, please have your animal properly restrained on a leash, away from other camp families and campers and in designated areas only. Please pick up after your pet.

Pets are strictly prohibited from the cabin areas, lower grounds, and in any camp buildings. Horses may come with equestrian campers specifically for the Bring Your Own Horse program only. Horses must come with the appropriate health and immunization records signed by a veterinarian.

Vehicles: Do not bring vehicles of any kind including cars, dirt bikes, ATVs, etc. Regardless of a campers ability to drive they are not allowed to bring their vehicle to camp. All CITs and campers must be checked in/out with a parent/guardian or authorized person.

Personal sports equipment: Do not bring archery equipment, riflery equipment, or sports and games equipment such as bicycles, skateboards, roller skates etc. Camp Marshall will supply programs and safety equipment for all programs. Equestrian campers must bring riding boots and may bring riding helmets. Riding helmets must follow ASTM/SEI standards, be less than 5 years old with no cracks/damage. Helmets will be checked and approved by the Equestrian team.

Technology: Camp Marshall believes that summer camp is the ideal place for campers to disconnect from technology that is so prevalent in today's society and reconnect with nature. While games and social media can be a great form of entertainment and education, we aim to provide an experience that is as much "off the grid" as possible. By doing so, campers are more easily able to immerse themselves in the much more basic style of living provided by camp. This includes learning how to live with others in a group setting and exploring their natural environments without the intrusion of digital updates, notifications, and alerts. It is against our policy for any camper to be in possession of a cell phone or other types of technology. If a camper is found to have any technology while at camp it will be taken, put in a secure place, the parent/guardian will be notified, and the item will be returned to the parent/guardian at check out. **Technology items include, but are not limited to, cell phones, game consoles, laptops, tablets, music devices, walkie-talkies, etc.**

Expensive items: Valuable sunglasses, valuable jewelry and other valuable items should be left at home. All technology related items, as mentioned in the statement above, must be left at home and are not allowed at Camp. Camp Marshall will not be responsible for the loss, breaking of, or damage of any of these items.



Money: Campers do not need money during camp and should never have money on them or with their belongings. There is an option to create a camper's store account for the camper to make purchases at the Camp General Store, which is open each day during rest/free periods in the afternoon.

Inappropriate materials: Possession of age-inappropriate items, such as pornography, at camp is considered unsuitable. Parents of offenders will be notified immediately and the item will be secured in the Camp Office until departure.

Communication with our Campers: Campers are not permitted to use the telephone while at camp without permission of the Camp Operations Director or Health Supervisor/Nurse. We strongly discourage telephone calls between campers and parents. Feelings of missing home are exacerbated and can have a very negative impact on the camper's stay at camp. For the same reason, **CELL PHONES ARE NOT ALLOWED AT CAMP**. If you have an urgent matter to discuss with your child, call the main camp office 508-885-4891. If it is an emergency after office hours please call the designated emergency phone number provided at check-in and sent out in the newsletter from the Office Manager to all registered campers.

Due to the possible delays in the postal system, we encourage parents who wish to send letters or care packages to do so by dropping off these items during Sunday check-in or by sending letters through our Email system. Please indicate on dropped off packages and letters what day you would like your camper to receive it. Mail is handed out daily. Please add your campers cabin number after check-in. If your camper would like to write letters home, please send self addressed stamped envelopes or postcards.

Additional Information: Campers have the option to write home at least once during the camp week. For this purpose, we suggest that you supply your camper with postcards or paper, envelopes, and stamps. Usually a brief note from your child is indicative of a busy, happy camper. Please do not be overly alarmed if the note suggests otherwise. Campers are up and down emotionally, especially during the first few days of camp. Also, keep in mind that when you receive the note, several days have passed since the note was written and it is likely that your camper is now happily involved in camp life. Please feel free to contact the main office if you are concerned.

Camp Marshall E-mail Express:

We are proud to offer a super simple way to stay in touch with your camper while they are at Camp! Contact your camper by sending an email to campers@campmarshallcenter.org and make sure to include your camper's name. Emails will be delivered to your camper along with the rest of the mail for that day.



Traditional Day Camp Pick Up: 3:30 to 5:00 in Andrew's Hall. Only those individuals who are on your "Authorized to Pick Up" form will be allowed to take your child. Photo ID's will be required. Day Campers follow the same schedule as overnight campers and attend Closing Ceremonies on Friday afternoons at 2:00pm, if you cannot attend the ceremonies, please pick up your camper NO LATER than 3:30pm.

Extended Day Pick Up: 7:00pm in Andrew's Hall. Only those individuals who are on your "Authorized to Pick Up" form will be allowed to take your child. Photo ID's will be required. **The extended day option is for Monday through Thursday only. Friday afternoon pick up please follow closing ceremony procedures below.**

Mini Camper Pick Up: Tuesday at 7:00pm. If your camper is staying through the week, follow Friday's pick up procedure. Only those individuals who are on your "Authorized to Pick Up" form will be allowed to take your child. Photo ID's will be required.

Equestrian Demonstrations: Horse demos will begin at 1:00pm on Friday afternoon. This will give those enrolled in the equestrian program a chance to demonstrate what they have learned with their horse during the week. Demonstrations will be held at the riding rings near the main barn area weather permitting. Please park in designated areas only, do not block any roadways, ring gates or in the barn areas etc. Horse Camp hosts their own closing ceremony as demos interfere with Traditional ceremonies, awards will be handed out to the campers at this time. **All Horse Campers will walk back to the cabin area with the counselors after the demonstration to get their belongings. Parents will go to the table set up leading to the cabin area to check out their camper. Please be sure to have your ID ready for checkout***

Closing Ceremonies: Closing ceremonies will begin at 2:00pm on Friday and normally take approximately 30-60 minutes to conclude pending the amount of campers present that week. Closing Ceremonies will take place at our lower grounds amphitheater. After the ceremony, all campers can walk with their families to get their belongings and then check out at the table upon leaving lower grounds. All campers must be signed out before leaving. Only those individuals who are on your "Authorized to Pick Up" form will be allowed to take your child. **Photo ID's will be required.** Any necessary changes to this form must be made in writing in advance and brought to the office. Parents are encouraged to join us for this event. The ceremony includes awards for campers who excelled in certain areas of the camp

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community, as well as highlights of the week and a display or demonstration of accomplishments of our campers. If you can not attend closing ceremonies, **all Camp Marshall Program campers MUST BE PICKED UP** no later than **3:30pm on Friday**. Sign out is located at a table on lower grounds leading to the cabin area.

***Day campers are included in our closing ceremonies if you would like to attend. The check out procedure on Friday is the same for ALL campers. They must be picked up by 3:30 and check out is on lower grounds.**

Health Care: The promotion of your child's health and safety remains our highest priority at Camp Marshall. The camp employs a full time Health Supervisor. Our infirmary is located in Andrews Hall and is staffed 24 hours a day. We have a Healthcare Consultant who provides us with guidance as needed and reviews our Health Care Plan annually. In addition, all of our staff members have current certifications in First Aid and CPR.

In the unlikely event of a camper emergency, 911 will be called and the Spencer Rescue Squad will transport the camper to either UMass Medical (Shrewsbury), UMass Memorial (Worcester), St. Vincent's Hospital (Worcester) or Harrington Hospital (Southbridge).

Parents will be notified by the Health Supervisor or a Camp Director as soon as possible of any incident requiring transport by ambulance. A senior staff member will accompany the camper to the hospital and remain with them until a parent or guardian arrives.

In the unlikely event that a camper becomes ill or injured, the Health Supervisor will contact a parent via phone to inform them of the camper's condition and current actions being taken. If the first parent/guardian cannot be reached, the second parent/guardian will be called followed by the emergency contact person. We will continue to call until we speak to someone personally. You will not be contacted if the injury is minor, such as a small cut or scrape requiring a band-aid, or a minor stomach ache that does not persist.

In the event that a camper becomes ill and cannot remain at camp, their parent or guardian will be notified and will be requested to pick up the camper as quickly as they are able. We are unable to keep ill children at camp. Any ill child will be kept in the isolation room of the infirmary until the parent arrives. In some cases Camp will require a doctor's note prior to the camper's return to camp. In order to assist us in providing the best care, Camp Marshall utilizes CampDocs.com.



Once registered, families will be e-mailed a link to the CampDocs website. We hope that you will find this service to be an easier process on their secure website. It will allow us to have online access to all health forms. In the event of missing or incomplete medical forms, your child may be refused entry to camp.

Campers are not allowed to have medication, including over-the-counter medications, in their cabins at any time. All medications must be turned into the Health Supervisor during Sunday or Monday check in. All medications must be in their original container with the physician's orders on it as well as the child's name.

All campers will be checked by the Health Supervisor as part of the Sunday or Monday registration process. Please advise us upon arrival of any recent developments regarding your child's health or any other pertinent information that you might find necessary for our staff to know.

Sunscreen Policy:

State Requirement: 430.163: Protection from The Sun

The operator shall at all times encourage campers and staff to reduce exposure to ultraviolet exposure from the sun. Such measures shall include, but need not be limited to, encouraging the use of wide brim hats, long sleeve shirts, long pants, screens with a solar protection factor of 15 or greater and lip balm.

In accordance with the above state law, we do request permission for our staff/volunteers to help, when and if needed, to apply sunscreen to your camper. You will be asked to initial the box at the end of this book stating you give permission.

These forms are for informational purposes provided by the DPH of Massachusetts and Camp Marshall, the links to this information can be found on our website on our Health and Medical Informational page.

- Hand Washing
- Lyme Disease
- Rabies
- Ticks and Tick Bites
- Giardiasis Meningitis
- Meningococcal Disease

Does Camp Marshall get inspected?

Yes, The Department of Public Health inspects and licenses Camp Marshall each year along with the Fire Marshall. Camp Marshall is also accredited by the American Camp Association, our most recent accreditation with ACA was during the summer of 2023. **430.190 (C) This camp must comply with regulations of the Massachusetts Department of Public Health and be licensed by the local Board of Health.**



Anti-Discrimination Policy: (Staff and Campers) The Worcester County 4-H Camp Marshall Center, Inc. (hereinafter “Camp Marshall”) seeks to secure and retain qualified staff. Camp Marshall, its programs and employment shall be operated in accordance with State and Federal law. In the interests of the health, safety and total welfare of campers, and employees and the quality of programming at Camp Marshall, the highest standards of conduct and performance shall be required of all employees. Employees shall agree that while participating in Camp Marshall programs they shall adjust their personal habits and actions to the policies, ideals and traditions of Camp Marshall. The conduct of all employees, both on and off property of Camp Marshall, shall be professional and their role and an exemplary model for campers. Employees must be non-discriminatory toward, but not limited to, race, color, age, religion, sex, national origin, sexual orientation, gender identity, marital status, learning, physical or mental disabilities, ancestry, genetic information, and any other protected class; and shall exhibit respect for the environment and world. Employees shall be prohibited from promoting their personal life styles, political views, or religious preferences to other employees, participants, parents, campers or other volunteers.

In the interests of the health, safety and total welfare of every camper, and the quality of programming at Camp, the highest standards of conduct shall be required of all campers. Campers agree that while participating in Camp programs they shall adjust their personal habits and actions to the policies, ideals and traditions of Camp Marshall. Campers shall agree that while participating in Camp Marshall programs they shall adjust their personal habits and actions to the policies, ideals and traditions of and Camp Marshall. The conduct of all campers, while at Camp Marshall, are expected to be , non-discriminatory toward, but not limited to, race, color, age, religion, sex, national origin, sexual orientation, gender identity, marital status, learning, physical or mental disabilities, ancestry, genetic information, and any other protected class; and shall exhibit respect for the environment and world.

Campers and/or Staff that do not uphold these expectations while at Camp Marshall will be subject to discipline per our Discipline Policy. This can be found in the Discipline Policy in this handbook.

The Worcester County 4-H Center, Inc shall not tolerate, under any circumstances, without exception, any form of discrimination based on race, creed, religion, color, age disability, pregnancy, marital status, veteran status, military status, domestic violence victim status, national origin, political affiliation, sex, predisposing genetic characteristics and any other status protected by law.

“Our” Camp, Camp Marshall is a ZERO TOLERANCE Facility



Behavior/Discipline Policy: The staff at Camp Marshall strive to create a healthy and safe environment for all campers. The camp has a number of systems in place to recognize and respond to behaviors that are detrimental to the health of the camp community and its members and with many behaviors devise a plan for improvement. In rare instances where these initial steps are unsuccessful, we will often enter into personal verbal behavior contracts with the camper outlining the specific expectations and consequences. On occasion, certain behaviors or repeated infractions require parental notification. When appropriate, we will seek guidance from you as to strategies that may have worked at home or school that we may employ with your child at camp. In the event that the administrative staff, after investigating senior staff concerns, determines that the conduct of a camper is unreasonably disruptive to the program, cannot be controlled, is detrimental to the safety of other campers, is bullying, violent, inappropriate, or threatening to staff or campers, the Camp Director has the right and responsibility to send that camper home. If a camper is sent home for reasons of behavior, no refund will be given. The Discipline Process is as follows:

- Verbal coaching
- Parental notification
- Persistent Issues
- Dismissal

The health and safety of all of our campers and staff on property is our first priority. Any offense(s) that would affect the health and safety of any of our campers and/or staff will result in immediate dismissal for the week and/or remainder of the summer.

State Requirement: 430.191: Requirements for Discipline

(A) Discipline and guidance shall be consistent and based upon an understanding of the individual needs and development of a child. The operator shall direct discipline to the goal of maximizing the growth and development of the children and for protecting the group and individuals within it.

(B) Prohibitions

(C) The operator shall describe in writing the camp's procedures for disciplining campers. The written plan shall also include the prohibitions of 105 CMR 430.191(B)(1) through (4).

In accordance with the above law, you will be asked to initial the box at the end of this book noting you have reviewed this policy.

Visitation: Parents are more than welcome to accompany their campers to their cabin to move their belongings in on Sunday for check-in. However, once all campers have arrived and are set up for the week, parents will be asked to leave their camper's cabin as they need to change and get ready for swim testing. Parents are

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not permitted to go with their camper to swim testing, or other areas of camp at this time, we ask that you please report back to your vehicle and begin your journey home.

Throughout the week, we encourage you to use our camper email to send messages, which can be found on our website at campers@campmarshallcenter.org . Please note that campers do not have access to technology while they are here so you will not receive an email in return. We do encourage campers to write handwritten letters however to parents, friends, siblings etc. while at camp. Please make sure your camper comes with the materials needed such as paper/pens/envelopes/stamps etc. Campers can give their letter to their counselors and the office personnel will put your campers letter in the mail to be sent to the post office.

The email system above is the only way you are able to contact your camper while at camp (unless there's an emergency, then please call the main office) as we do not allow access to technology and campers are not allowed to have cell phones/tablets/laptops etc. Visitations for your camper are not permitted as this, in all cases, promotes homesickness and makes the campers feel that they want to go home rather than stay here with us at Camp. If there's an emergency and you need to come get your camper, please call the main office as soon as you are able to with an ETA and we will have your camper ready to go for your arrival.

Camp Photographs: Please be sure that you complete a Photo Release Form prior to the start of camp. This allows us to use photographs of your child in our Camp's publicity. Names of campers are never used.

Staff: All Camp Marshall Staff and Volunteers have been required by law to be CORI/SORI check, along with the National Sex Offender Registry. All staff that begin on the start date of training are also CPR/First Aid/AED certified.

State Requirement: 430.190: General Program Requirements: (D) The operator shall inform parents at the time application forms are provided that they may request copies of background check (as the law provides), health care and discipline policies as well as procedures for filing grievances.

Gratuities: Staff members are not allowed to accept any gratuities from, we ask that you please refrain from tipping staff members, volunteers etc. Words and letters of appreciation are gratefully received. If you wish to show your appreciation further, we encourage you to make a donation Camp, you may make a donation in honor of a staff member to show your appreciation if you wish. Camp Marshall is a not-for-profit organization and all donations are tax deductible. You may also choose to specify that your donation is for a particular program area, such as Waterfront, Horse Camp, Arts & Crafts etc. Camp also has an ongoing list of donations needed for year round and summer camp programs, if you wish to donate needed items instead, please

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contact the main office at (508)-885-4891 for a list of needed items.

Payment Policy: Upon registering your camper, an online invoice will be emailed to you. You can pay this invoice online or over the phone with a card. If you need to arrange another form of payment, please call the main office at (508)-885-4891. Early bird payments due by April 15, 2025. All Payments due by June 1, 2025.

Financial Aid: There are camperships available for limited amounts. Applications are due by May 15th 2025. Call the Camp office at (508)-885-4891 or go online at www.campmarshall.net for campership applications if you wish to be considered.

Refund Policy: Cancellations before June 1st will receive a refund, minus the non-refundable deposit of \$150 plus \$35 administration fee. There will be no refunds for cancellations after June 1st, unless the child physically cannot participate, which will require a physician's letter, and will only apply to 50% of tuition, minus the \$150 non refundable deposit.

Refunds will NOT be issued when a camper is dismissed for violation of camp rules or if the camper leaves due to homesickness. All refunds will be mailed during the month of September after the conclusion of all summer camp programs and the clean up process.

Complaints/Grievances Policy:

If you have a complaint that you feel needs to be addressed, please send an email to the Summer Camp Director kristi@campmarshallcenter.org or via phone call to the main office at (508)-885-4891. All complaints will be addressed on an individual basis. Please do this immediately as you become aware of the situation. Refunds are not guaranteed, please refer to the refund policy above. Please note that due to the nature of this position, the Director might not be able to take your call immediately, if we are unable to speak with you at the time, please leave a message with an office member and we will get back to you.

Per Massachusetts law, parents may:

430.190: General Program Requirements: (D) The operator shall inform parents at the time application forms are provided that they may request copies of background check, health care and discipline policies as well as procedures for filing grievances. All Camp Marshall background checks are kept on file for a minimum of three years.

Thank you for taking the time to review the previous information. We hope that you found it informative and useful. Please feel free to contact our office if you have

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questions or concerns.

We also ask that you please review our Successful Campers page that can be found on our website. This page has a better indication of what will be expected of your camper in their specific program. If you have any questions or need any clarification of these expectations please contact us.

<https://www.campmarshallcenter.org/frequently-asked-questions>

Please also visit our website FAQs page for more helpful information.

If you have any questions about anything not on the FAQ page, call our office at 508-885-4891.

Updated as of: May 26, 2026