



# Camp Tanner

316667 31st Line RR#3, Embro, ON N0J 1J0  
Justin Murray, Staffing Committee Chair: (226) 228-0778  
Email: [camptannerstaffing@gmail.com](mailto:camptannerstaffing@gmail.com)

Dear Camp Tanner Applicants,

We are thrilled that you have chosen to apply for the 2022 overnight camping season as a staff member at Camp Tanner. Unfortunately, Camp Tanner was unable to run during the 2020 and 2021 camping seasons due to COVID-19, but we are moving forward optimistically that summer of 2022 will happen, albeit differently than previous years. We do not know yet exactly what changes will be made to our summer program, but we are certain that our summer will include joy, growth and laughter. By choosing Camp Tanner, you will be no small part of that positivity.

Our job descriptions have had some minor changes, but the traits we look for in our staff have remained the same. The successful applicant will;

- be present for our campers, acting as a role model and trusted leader
- provide opportunities for fun, growth and building positive friendships
- ensure the physical and emotional safety of the campers in their care

These responsibilities remain unchanged, however how we carry out these responsibilities will likely be different this year, as per our local health unit and provincial government requirements. We do not know the specifics of how our program will run this summer, but staff will be notified promptly when we are made aware of pertinent information.

Below are outlines of our planned procedures for various scenarios we may face.

## **If We Need to Reduce Staff**

If we need to reduce staff in order to comply with health and safety guidelines, or due to changes in the number of registered campers we will complete a second round of applications for the staffing positions that will still be necessary. We will do this in order to treat all staff equitably, as well as ensure our campers have the most qualified and suitable staff possible. We will do everything we are able to in order to prevent staffing reductions, but they may be necessary.

## **Length of Time on Site**

We will put protocols in place that will allow staff to return home on the weekends if possible, while ensuring the safety of staff, campers and their families. However, there is a small possibility that we may require staff to stay for the entire duration of their contract (which may vary depending on your specific contract of hire). We will prioritize our staff being able to return home between weeks of camp, but we must follow restrictions that are put in place by the health unit or government.

## **Cohorting**

At this time, we believe it is possible that cohorting may need to be done at camp, to reduce the number of different interactions between campers and staff. This is done to reduce the transmission of COVID-19, as well as simplifying contact tracing if an exposure does occur. Cohorting at camp will probably mean that each counsellor will be assigned to one cabin group of campers, and one co-cabin. These co-cabins will participate in activities by themselves, or with each other, while reducing interactions with staff and campers outside of this pairing.

## **Programming**

In a typical year, counsellors are required to plan some programming, as well as camper costumes and activities for theme days. However, this year, counsellors will likely need to plan for a significant portion of their day, unless a specialty staff is required for safety reasons (such as swimming). This planning may include; arts & crafts, sports, games, low ropes, archery, free play and interest sessions. We will work hard to provide support and adequate time for this planning during our staff training.

Some programs may not run, swimming poses a particular challenge for planning around COVID-19, but we are making it a priority, as long as it can operate within health and safety guidelines.

## **Cleaning**

While we will have dedicated cleaning staff to ensure the safety of campers and staff, we will require the counsellors and other staff to engage in some cleaning. Be prepared to sanitize equipment and other high touch surfaces before and after programs. This will likely include; sanitizing surfaces in the cabin, the dining tables, door knobs, play equipment, shared craft supplies and pretty much anything else your hands touch.

## **Masks**

It is very possible that you will be required to wear a mask during your time at camp this summer. Please come prepared with three-layered fabric masks, or disposable masks, as per Health Canada guidelines. Prepared staff should come with at least 2 masks for each day, as well as a few spares.

## **Self-Isolation**

If you show signs or symptoms of COVID-19, or come into contact with someone with COVID-19 and our healthcare staff or director ask you to self-isolate, it will be required.

## **Training**

It is our hope that we will be able to provide all staff training in person and on-site at Camp Tanner. However, we cannot guarantee that this will be possible. Some training may need to be done online prior to coming to camp, and we will try our best to ensure it is engaging and relevant.

## Unforeseeable Changes

There are most definitely circumstances we have not considered yet, and as they may arise we will communicate changes with staff, or potential staff as promptly and transparently as we are able. Should Camp Tanner cease to operate this summer, staff will be notified, and their contracts will be null and void. We acknowledge that is inconvenient, but will not be able to compensate hires if the camp is not operating.

We know that there will be many changes to Camp Tanner in order to keep campers, staff and their families safe. Arrival and departure will be modified, camp traditions will be changed, and staff will need to be even more creative and flexible than ever before. If you are applying to Camp Tanner, we know that it is because you are ready for the challenges ahead, and will face them with courage, grace and determination. We look forward to hearing from you, whether you are a newcomer to Camp Tanner, or coming to camp for your 11th year in a row. Together, we can create an unimaginable experience for our campers.

## 2022 Camp Tanner Staff Vaccination Policy

*Preamble: COVID19 is a potential “occupational illness” as defined in the Occupational Health and Safety Act, R.S.O. 1990. The Government of Canada, Province of Ontario and SouthWest Public Health continues to recommend that all persons eligible to be vaccinated with two doses of Pfizer-BioNTech or Moderna vaccine.*

**The Camp Tanner Staff Committee will require proof that all staff employed onsite at 31667 31st Line Embro, ON during the Summer 2022 Camping season provide proof of receipt of a Health Canada approved vaccine and fit the criteria to be considered “fully vaccinated” as defined by Health Canada.**

Camp Tanner Staff committee will request an electronic version of proof of vaccination to be submitted upon employment offer. Once electronic proof is received the confirmation will be recorded as a Yes/No on the 2022 Staffing Document and the electronic proof of vaccination will be immediately deleted.

Any prospective employee who does not wish to submit proof of vaccination electronically will be accommodated by allowing a copy of proof of vaccination by mail to the Chair of the Staffing Committee or for their proof of vaccination to be visually verified by an active member of the Camp Tanner Staffing Committee.

Any prospective employee who is unable to receive the vaccine for medical reasons can provide a [written document](#), supplied by a physician or by a registered nurse extended class or nurse practitioner stating they are exempt for a medical reason from being fully vaccinated and how long this would apply.

Should the prospective employee be unable to receive the vaccine, they must submit a negative result of a Rapid Antigen COVID test by 11am on the Sunday prior to the week they were to begin employment to the Head Director or member of the Camp Tanner Staffing Committee. Any employee hired for multiple weeks that is unvaccinated must submit a negative Rapid Antigen test on the Sunday of each week they are hired to work.

Only those with valid medical exemptions or other exemptions as defined by the Ontario Human Rights Commission are eligible to submit a Rapid Antigen result as an alternative to proof of vaccination. The cost of the Rapid Antigen Test will be borne by the staff member.

[http://www.ohrc.on.ca/en/news\\_centre/ohrc-policy-statement-covid-19-vaccine-mandates-and-proof-vaccine-certificates](http://www.ohrc.on.ca/en/news_centre/ohrc-policy-statement-covid-19-vaccine-mandates-and-proof-vaccine-certificates)

Please sign off on your application that you have read and understand this letter, the contents will be discussed during the interview process. There will be a formal agreement relating to COVID-19 alongside your contract if you are a successful applicant this year. If you have any questions regarding COVID-19, or the application process in general please contact our Staffing Committee at [camptannerstaffing@gmail.com](mailto:camptannerstaffing@gmail.com).

We look forward to hearing from you,

Camp Tanner Staffing Committee