1. **Oh shit! plans**

Woo- here we go, last module! Way to stick through it folks!

We are going to walk through a few paper-work-y things, I pre-apologize, I hate it too!  We have provided 3 documents that will probably be helpful in this process. There is a playa resource guide, a mediation 101 guide and a supporting survivors’ guide.  We recommend they be part of your Oh Shit! folder.

These are super important.  Even if you as a leader for the camp know what to do in any circumstance that might come up on the playa, that doesn’t mean all your campers do.  What if someone can’t find you? What if they can’t find anyone? What do they do then? I have seen the most experienced burner (and had the personal experience too) lose my head, and entirely forget how to get someone the resources they need. If you have a binder, or some other repository, with all the info, then it’s ok that you are MIA.  And remember, as we covered in the last section, there are so many resources available on playa! You don’t have to re-create all of them. You just need to make sure folks can find the information they need, in case of emergency.

1. Of course, the burn is too unpredictable to have an oh shit! plan for everything, but we can have plans for the most likely scenarios - we recommend flow charts, but do it in the way that will work for y’all.

The first suggestion is to have an escalation plan.

Your escalation plan should have several things considered in it.

* Who in camp can help with what problems?
* What is considered a personal issue?
* What is considered an interpersonal issue?
* What is considered a camp issue?
* When will a problem be considered to have escalated to a level where it needs to be managed outside of camp?

1. These are really important things to consider with your leadership team, even if no hard lines are drawn. I’ve been in a few too many camps, where drama happened, and there was no plan, or worse that the drama involved the camp leads and there was no plan. That happens, but without a plan, people can end up in actual danger. For instance one year, someone refused to come back to camp, and thus was stranded from their food, medication and water.  Another year, arguments ended up with a camper and a lead screaming at each other. Had a mediator been designated, these might have been handled differently.
2. Further, emotional labor is not free (Yaaaaaaaaaaaaaaaaaaaas! Don’t include, just for emphasis!) Someone may be willing to mediate the conflicts, but they should get to opt in to that role. If you have a large camp, or have a history of needing individuals in this role, consider having a schedule of when people are willing to take on that role. Consider what the plan is if no one is available to mediate when the problem arises.
3. So, in a situation where interpersonal dynamics go awry, what is your mediation plan?  Your plan could include the following;

* Any arguments where there is ongoing yelling requires a mediator.
* Any arguments where someone, even an onlooker feels unsafe requires mediation.
* Any disagreement with a camp lead requires mediation.

Also, remember what makes you feel safe, might not be right for other people.

1. Next, What happens when people spontaneously can’t cohabitate in your camp?

If you are a placed camp, consider having two separate camping areas, in case people need to be separated.  Alternatively, consider, once you find your camping spot, striking deals with nearby camps for camper swaps. Sometimes people cannot be sharing spaces, but have not actually done anything to be ejected from camp.  Having a standing policy for how to deal with these situations is important. Remember, frequently in disputes interactions are complicated, and there may not be one party entirely at fault. Consider having a standing rule of determining how to deal with who has to move - this may be flipping a coin, it may be taking the side of the most marginalized person.  But it should probably not be siding with the person you are best friends with, or the person who holds the most social capital.

1. What do you do with the standard burner shit - drunk/high/belligerent burner wanders into camp.  Then what?

* What about if they are making your campers feel unsafe?
* What if they are violating group norms?
* What if they are unconscious?
* What if they don’t know where they are supposed to go?

1. Where is your camp’s lost and found.  Alternatively let folks know where to take things to the lost and found things.
2. Ok so on to more complicated plans - What do you do with boundary violations?

Do you have a strike policy? 0 tolerance? Mediation? - check out the mediation suggestion sheet for some good tips and tricks.

What is the escalation plan for community agreements violations? Consider each of the ones you deemed important for the group norms.  Are there groupings for escalation plans? Boundary violations that you choose to mediate, and ones you chose to immediately refer to rangers? Do you have ones that immediately default to getting law enforcement involved?

1. Ok, now for the hefty stuff.

What do you do if sexual violence occurs in your camp?  This is a really complicated process, but we want to highlight a few suggestions:

**Remember, always support the survivor**.

**It does not matter who is being accused. It does not matter if they are your friend.  If you can’t support the survivor, remove yourself from the situation.** Even if “Jared who is being accused” is a really gooooooood dude! Plus he pays for our camp and is on breakdown crew soooo your camp needs him.  And he would never do that…….

If you cannot support and hold space for the survivor, help them find someone immediately who can.

1. Let the survivor drive the decisions.  Know what the resources are, but don’t assume that the ones that you would chose are the best ones for them.  Check out the playa resource guide for the different options and skill-sets of different on-playa teams.

All boundary violations, especially sexual violence, affect many people in the community.  Have a plan for folks who feel affected, even if they are not directly involved.

1. Remember, healing as a community is an ongoing project that needs to happen outside the scope of this course.  A few general suggestions are:
   * + 1. Recognize that something happened
       2. Give space for the feelings, reactions and pain of all those involved.
       3. Make a plan to make sure things like this don’t get to keep happening, including concrete changes.
2. Once you have a draft of these rules (and all the things we generate in this course), consider getting feedback from other campers. Involving your community in your norm building process is a great way to ensure that you are actually meeting the needs of everyone to the best of your ability. Or from us! We are always happy to give feedback.