

## **Well-being person manual**

The instatement of a well-being person is an initiative to ensure that there is someone who can handle any conflicts or unpleasant experiences among the participants during the week. As a well-being person, you do not have to be actively engaged in looking for issues, but be willing to be called upon if necessary.

As a starting point, a week should have two well-being persons, who are preferably not part of the week-team. This is to ensure that they can also mediate in conflicts/unpleasant situations where the week-team is involved.

### **The tasks thus consist of:**

- Introducing yourself at the welcome meeting on Saturday
- Being available if conflicts or unpleasant experiences arise
- Entering into dialogue with the week-team in the event of experiences that may be the cause of exclusion

You may wish to have "office hours" during which people can contact you, so that participants do not feel that they are disturbing you when contacting them.

It is also fine to make yourself available to newcomers who feel overwhelmed or lonely, but it is not a requirement.

The well-being person does not have a therapeutic function - it is a post for acute problems. The post can be very small if nothing happens during the week.

### **How we make decisions if conflicts arise in the camp**

There are a few but important rules at camp. Some are there to ensure that everyone lends a hand to make the camp work. Others prevent accidents, such as smoking only in restricted areas, no children alone on the beach, etc. And then of course the camp must be experienced as a nice and safe place to be. Conflicts must be addressed. Offensive, threatening, or violent behavior is not tolerated.

It is the week-team that has overall responsibility for the operation of the camp during the week. It is also the week-team that is responsible for ensuring that the rules are observed and that problems are resolved. In extreme cases, the week-team can expel women from the camp, e.g. in the case of violence or threats of violence, theft, seriously offensive behaviour, etc.

As a minimum, the team typically consists of the week responsible, the economics responsible, the kitchen responsible, the truck responsible and the bar responsible. All members of the week-team have practical tasks during the week. Each week decides the composition of the week-team. On most weeks, there are also children's activists, who are also part of ensuring a good atmosphere, especially among the youngest participants. In addition to the week-team, well-being representatives have been available since 2022.

It is important that the week-team actively deals with any problems and challenges during the week and takes action. Sometimes major decisions have to be made that have direct

consequences for some of the participants. The week-team cannot ignore their their responsibility, but in difficult cases ask the secretariat for help.

If the week-team experiences or is informed about violations of rules or about conflicts, the week-team and well-being persons are invited to a conflict-reducing dialogue in the form of conflict mediation. Both sides are heard, and agreements are made about the desired behavior.

**In the case of behavior that is in breach of the camp rules**, the parties are invited to separate conversations with the well-being person and members of the week-team to agree on the process. The victim is offered help to regain psychological security in the camp. The violator must gain an understanding of the nature and consequence of the violation by explaining why such behavior is unpleasant for the victim and at the same time understand what is meant by good behavior at the camp. Finally, the violator must agree that it will not happen again. If the victim wishes, the offender can offer an unreserved apology. The victim is offered a contact person who can be contacted immediately if the violation is repeated.

If the week-team assesses that the behavior affects the camp negatively, the week-team can warn the person that they must leave the camp if the behavior does not change.

**In the case of particularly transgressive, violent or threatening behaviour, or in the case of repetition of offensive behaviour**, the week-team will send the person home. The week-team can also decide that the person cannot come back to the same week the following year. The week-team informs the Secretariat of these decisions. After the summer is over, the Secretariat decides on the procedure for that individual - including an offer to the person to be heard - and whether that person may participate in another week instead.

An important question is how the week-team makes the decisions. It can be difficult to reach agreement, as incidents can be experienced differently. Friendships can also get in the way of objective consideration of the situation.

**Possible decision-making processes are outlined here.** The weeks can decide for themselves whether they want to follow them or create their own process. The important thing is that the processes are agreed in advance, so that there is transparency and predictability even in difficult situations. It is also important that the week-team agree among themselves who will carry out their decisions.

- As a starting point, it is most appropriate that the week-team, in consultation with well-being persons, reaches any decision unanimously.
- If the week-team does not agree unanimously, a majority decision suffices. If the week-team cannot reach agreement, the Secretariat intervenes.
- If one of the week-team is part of the conflict, that person does not have the right to vote.
- If the conflict is in the week-team, or if the week-team is unsure of what is the right thing to do, the week-team contacts the Secretariat. The Secretariat can recommend solutions or make the final decision. In that case, it is that decision that must be carried out.