



2025 PARENT HANDBOOK

CAMP OFFICE INFORMATION

CAMP DIR.	Jack Uhl
FACILITY MGR.	Marissa Trott
HOCKEY DIR.	Pete Joyal
ASST. HOCKEY DIR.	Matt Cappucci
SKATING DIR.	Sasha Lanser
HEALTHCARE CONSULTANT	MaryEllen Tetreault DNP, RN, CPNP-PC



CAMP SESSIONS

Session 1	FEB 17 – 21
Session 2	APR 21 – 25
Session 3	JUN 23 – 27*
Session 4	JUL 7 – 11
Session 5	JUL 14 – 18*
Session 6	JUL 21 – 25
Session 7	JUL 28 – Aug 1
Session 8	AUG 4 – 8*
Session 9	AUG 11 – 15
Session 10	AUG 18 – 22

*Learn to Skate Camp Option

Warrior Ice Arena
90 Guest St.
Brighton, MA 02135
617.927.7467

the TRACK at new balance
71 Guest St.
Brighton, MA 02135
617.675.7300

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Warrior Ice Arena Youth Summer Camps must comply with the regulations of the Massachusetts Department of Public Health and be licensed by the Boston Inspectional Services Department's Division of Health Inspections

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WHAT TO BRING

Full Hockey Equipment and Bag

- Need equipment? Ask about our donation program!

Water Bottle

Snacks (peanut/tree nut free)

Athletic Clothing

- Campers will be provided with 2 camp t-shirts to wear during the week

Sneakers

Light Snack/Lunch

- If not purchasing from Warrior

Medications

- [Must sign Parent Authorization Form](#)

Please label your child's belongings

- Water bottles
- Helmets
- Lunch boxes

Any medications must be in original, prescribed bottle/box

WHAT NOT TO BRING

Cell Phones

Personal Sports Equipment

- Baseball bats, cleats, etc.

Personal Cell Phones or Electronics

- Tablets, Laptops, etc.

Crocs or Open-Toed Shoes

Weapons of Any Kind

Alcohol, Drugs, Tobacco of Any Kind

- Includes marijuana, e-cigarettes, etc.

Group Snacks or Special Treats

CELL PHONE POLICY

In order to ensure a safe and enjoyable camp experience for all, there is a no cell phone policy for campers. If a camper needs to communicate with their parent/guardian in case of an emergency or early pick-up, the camp director will assist in doing so.

We understand that being away from home and without access to a cell phone can be difficult, but we believe that it is important for all campers to disconnect from technology and focus on the activities, friendships and experiences that camp has to offer.

COMMUNICATION

Prior to Camp

The Camp Director will communicate with parents and guardians mostly by email. Please make sure your email information is up to date on your user account.

The following forms and documents are needed for camp:

- [Warrior Ice Arena Authorization Form for Camps](#)
- Lunch order form (must be filled out prior to check in on Mondays)
- Physical/immunization reports

Authorized Drop-Off/Pick-Up

All parents/guardians are required to list adults who are authorized to pick up or drop off their camper at our facility. You can find this section on the Authorization Form for Camps

Additionally, parents and guardians are expected to escort their camper to and from the lobby for check-in and dismissal

An Itinerary and activities list will be sent out prior to the camp session

****Consent forms for field trips (when applicable)**

Aftercare is available until 5 PM on camp days for an additional \$30

During Camp

The Camp Director will always have direct access to email and phone during camp hours. Please feel free to email jack.uhll@warrioricearena.com with questions or concerns throughout the day.

For urgent matters, please call/text Jack directly at 207.975.9405. If Jack cannot be reached via phone, contact the Warrior Ice Arena skate rental desk at 617.927.7467.

Facility and camp staff will contact parents/guardians with any issues or concerns that may arise during camp hours.

If at any point during the camp week your pick-up/drop-off plans change, or if your camper needs to be transported with another camper, please contact us ahead of time so that we can document the changes.

In the event of an emergency on Boston Landing's campus, campers will be directed to a designated meeting spot on Guest St. (next to the Railstop Restaurant adjacent to the rink). If the events affect the drop-off/pick-up location of your camper, you will be notified instructions by email.

IMPORTANT CONTACTS

Jack Uhll, Camp Director
207.975.9405 or
jack.uhll@warrioricearena.com

MaryEllen Tetreault, Healthcare Consultant
774.276.6188 or
mtetreault2@outlook.com

HEALTH CARE POLICIES AND PROCEDURES

The Warrior Ice Arena Authorization Form contains the following:

- Authorization to provide medical treatment
- Authorization for adults who are authorized to conduct pick-up and drop-off at our facility

The following documents are mandated and required by the Massachusetts Department of Public Health

- Updated physical examination within 18 months of camp attendance
- Up to date immunizations records

If your camper requires attention for a minor injury during the camp day, you will receive a written form outlining and informing you of the incident and what treatment was administered by our staff.

In the event of any illnesses (communicable or noncommunicable) that prevent your camper from participating in the camp's activities, the Camp Director will notify you or listed emergency contacts to pick up the camper immediately.

Medication Policy

All medications will be administered by a Healthcare Supervisor or self-administered. The HCS will have a medication administration competency prior to any medication administration by the HCC.

A signed [authorization form](#) from the parents/guardian must be on file before any medical care is administered. These forms

are sent via email prior to the start of camp and are required to be signed off on before the end of the first day of the camp session. If a camper needs to take medication while at camp, the medication must be in the original prescription or over-the-counter container, and the following [form must be filled out separately](#).

The prescription container must bear the pharmacy label which shows the date of filing, the pharmacy name, and address, the filling pharmacist's initials, the serial number of the prescription, the name of the patient the name of the prescribing practitioner, the name of the prescribed medication, directions for use and cautionary statements, if any, contained in such prescription or required by law, and if tablets or capsules, the number in the container.

All over-the-counter medications for campers must be kept in the original container containing the original label, which must include instructions specified on the Warrior Ice Arena Authorization Form (issued prior to the first day of camp).

All medications will be stored per Department of Public Health guidelines while your child is attending camp.

At the end of the camp week, the unused medication will be returned to the parents/guardian. Any prescription that is not returned will be kept for one week after the camp while the parents are contacted. If, after one week the parents/guardians have not picked up the unused medication, it will be disposed of.

REQUIRED IMMUNIZATIONS

Grades K-6

DTaP	5 doses; 4 doses are acceptable if the 4 th dose is given on or after the 4 th birthday. DT is only acceptable with a letter stating a medical contraindication to DTaP.
Polio	4 doses; 4 th dose must be given on or after the 4 th birthday and ≥6 months after the previous dose, or a 5 th dose is required. 3 doses are acceptable if the 3 rd dose is given on or after the 4 th birthday and ≥6 months after the previous dose.
Hepatitis B	3 doses; laboratory evidence of immunity acceptable
MMR	2 doses; first dose must be given on or after the 1 st birthday and the 2 nd dose must be given ≥28 days after dose 1; laboratory evidence of immunity acceptable
Varicella	2 doses; first dose must be given on or after the 1 st birthday and 2 nd dose must be given ≥28 days after dose 1; a reliable history of chickenpox* or laboratory evidence of immunity acceptable

Grades 7-12

Tdap	1 dose; and history of DTaP primary series or age-appropriate catch-up vaccination. Tdap given at ≥7 years may be counted, but a dose at age 11-12 is recommended if Tdap was given earlier as part of a catch-up schedule. Td or Tdap should be given if it has been ≥10 years since Tdap.
Polio	4 doses; 4 th dose must be given on or after the 4 th birthday and ≥6 months after the previous dose, or a 5 th dose is required. 3 doses are acceptable if the 3 rd dose is given on or after the 4 th birthday and ≥6 months after the previous dose.

Hepatitis B	3 doses; laboratory evidence of immunity acceptable. 2 doses of Heplisav-B given on or after 18 years of age are acceptable.
MMR	2 doses; first dose must be given on or after the 1 st birthday and the 2 nd dose must be given ≥28 days after first dose; laboratory evidence of immunity acceptable
Varicella	2 doses; first dose must be given on or after the 1 st birthday and 2 nd dose must be given ≥28 days after first dose; a reliable history of chickenpox* or laboratory evidence of immunity acceptable
MenACWY (formerly MCV4)	Grades 7: 1 dose; MenACWY required. Grades 11: 2 doses; 2 nd dose MenACWY must be given on or after the 16 th birthday and ≥8 weeks after the previous dose. 1 dose is acceptable if it was given on or after the 16 th birthday. Meningococcal B vaccine is not required and does not meet this requirement.

Campers, staff, and volunteers 18 years of age and older

MMR	2 doses, anyone born in or after 1957. 1 dose, anyone born before 1957 outside the U.S. Anyone born in the U.S. before 1957 is considered immune. Laboratory evidence of immunity to measles, mumps and rubella is acceptable
Varicella	2 doses, anyone born in or after 1980 in the U.S., and anyone born outside the U.S. Anyone born before 1980 in the U.S. is considered immune. A reliable history of chickenpox or laboratory evidence of immunity is acceptable
Tdap	1 dose; and history of DTaP primary series or age-appropriate catch-up vaccination. Tdap given at ≥7 years may be counted, but a dose at age 11-12 is recommended if Tdap was given earlier as part of a catch-up schedule; Td or Tdap should be given if it has been ≥10 years since Tdap
Hepatitis B	3 doses (or 2 doses of Heplisav-B) for staff whose responsibilities include first aid; laboratory evidence of immunity is acceptable

With the assistance of the camp's Health Care Consultant, the Camp Director will evaluate and maintain all camper & staff medical records and information in a physical and digital database and be held for at least 3 years.

Any special medical considerations such as allergies, chronic disease, etc. will be communicated to the camp staff.

Note: The 2020-21 camp year included the addition of new immunization requirements for meningococcal vaccine for school entry. Phase-in of this requirement continues. [Please click here for more information.](#)

Epinephrine

If your camper has a prescription for an epinephrine auto-injector, please fill out the [Allergy Action Plan](#) prior to the start of camp.

A camper prescribed an epinephrine auto-injector for a known allergy or pre-existing medical condition may carry an epinephrine auto-injector with them at all times.

- In the event your camper requires epinephrine due to anaphylaxis it will be administered by the HCS and your child will be transported to the hospital via EMS.

Your camper will receive an epinephrine auto-injector from someone other than the healthcare consultant or person who may give injections within their scope of practice if:

- The HCC and camper's parent/guardian have given written approval; and
- The HCS or employee has been trained by the HCC in accordance with the requirements in 105 CMR 430.160

PROTECTING AND CARING FOR CHILDREN WITH ALLERGIES

Resources on allergies, anaphylaxis, and epinephrine training will be fetched from FARE (Food Allergy Research and Education). Camp staff will be educated on the following but not limited to:

- Allergy awareness and recognition
- How people are exposed to allergens and symptoms
- Food allergies and prevention
- Recognizing anaphylaxis and safe response (administer epinephrine, positioning the affected person, 911, and emergency communication)

EMERGENCY RESPONSE

A major injury is potentially life-threatening and requires immediate action. In the event of a major injury, it is preferable that the HCC/HCS send the camper to the hospital. However, it is always best to err on the side of caution.

Preferred Medical Center: St. Elizabeth's Medical Center in Brighton

DIABETES

Campers with diabetes will have an [Individualized Healthcare Plan](#) and [Diabetes Emergency Plan](#) completed by the HCC, guardian, and prescribing provider before the start of camp. A diabetic camper that requires their blood sugar to be monitored, or requires insulin injections may self-monitor and/or self-inject themselves if:

- The camper is capable of self-administration; and
- The HCC and camper's parent/guardian have given written approval for the HCS to administer diabetes management and insulin injections as needed

Self-injection must take place in the presence of the HCC or HCS who may support the camper's process of self-administration. The HCC or HCS will document the blood sugar, carb consumption, insulin administration, and any ketones or comments on the [diabetes documentation form](#). This form will be communicated to the parent/guardian at pickup.

- In the event your camper requires glucagon due to severe hypoglycemia, it will be administered by the HCS and your child will be transported to the hospital via EMS

ASTHMA

If your camper has a prescription for an albuterol inhaler, please fill out the [Asthma Action Plan](#) prior to the start of camp.

A camper prescribed an inhaler or nebulizer for asthma or pre-existing medical conditions may carry an inhaler with them at all times for the purpose of self-administration if:

- The camper is capable of self-administration; and
- The HCC and camper's parent/guardian have given written approval for the HCS to administer the inhaler as needed.

Prior to the HCC approving the self-administration of your camper's inhaler, the camper must complete the [self-administration asthma inhaler camper checklist](#) with the HCC on the first day of camp.

In the event of an asthma emergency:

- The HCS will contact the parent/guardian or emergency contact.
- Inform parent/guardian/contact of an asthma episode and symptoms, as relayed by camper
- Request parent/guardian/contact to come to Warrior and administer medication, take the camper home for treatment, to Physician's office, or to the hospital as indicated.
- **If Symptoms DO NOT Subside within 15-20 minutes after inhaler use; the HCC will Notify Parents and Dial 911**

CARING FOR CAMPERS WITH MILD ILLNESSES

Parents and guardians are asked not to send their children to camp if they have had a temperature of 101.2 or greater OR if they have vomited within the last 24 hours.

If a child becomes ill during camp, the child will be isolated in the infirmary*. The parents or emergency contacts will be called immediately to come and pick up the child.

Children do not need to be excluded for other minor illnesses UNLESS they are:

- Too sick to participate comfortably in camp activities;
- They need more care than the staffing level of (minimum 8) counselors permits
- They are unusually lethargic, irritable, cry persistently, have difficulty breathing or show other signs of possible severe illness

In the event of a child developing new cold symptoms, please call the camp director. Prior to entering Warrior Ice Arena, a staff member can bring a rapid antigen covid-19 swab to your vehicle for self-testing.

For more information, please see our [Sick Day Guidance Policy](#).

INJURIES

Our primary responsibility is to provide a safe environment for every camper. Camp staff must be attentive to possible hazards, including potentially dangerous actions or situations to help campers avoid getting injured.

While the majority of injuries that may occur are minor, campers should always seek help from camp staff and a medical report form must be completed for every injury.

All medical forms will be communicated to the HCC within 24 hours of the incident.

SUNSCREEN AND INSECT REPELLENT

If the weather permits, the camp may operate outside on the Warrior Ice Arena patio. Parents will be encouraged to pack sunscreen/insect repellent daily in case we operate outdoors.

Sunscreen/insect repellent must be in the original container labeled with the camper's name.

Camp staff may not assist campers in the application of the sunscreen/insect repellent without written authorization from parents on the Warrior Ice Arena Authorization Form.

In circumstances where campers are outdoors, there is no presence of high grass or a particular risk of tick/tickborne illness exposure.

CAMP LUNCH

Warrior Ice Arena will prepare and provide meals to campers on a daily basis. A lunch order form will be sent out prior to the first day of camp. Lunch is \$15 per day will be charged to the card on file on your Finny account.

The facility employs sufficiently trained personnel to plan, prepare, and serve nutritionally adequate meals to campers.

If bringing lunch from home, please plan on dropping the lunch off with the check-in staff in the morning. We have designated refrigerators for campers who bring lunch from home.

Sample Menu

Flatbread Pizza
Chicken Tenders
Grilled Cheese
Turkey + Cheese Sandwich
BBQ Hamburgers & Hotdogs

All lunches come with bottled water, a bag of chips, fruit snacks, and a self-serve selection of fruits and veggies (orange slices/baby carrots/bananas/applesauce, etc.)



Flatbread Fridays

On the last day of every camp week, campers will enjoy pizza and bowling at American Flatbread Co. Located in the same building as Warrior.

For campers with dietary restrictions, dairy-free accommodations can be made upon request. If your camper would rather have grilled cheese or a turkey sandwich on Friday, please choose so on the lunch order form.

Peanut/Nut Aware Policy

To promote a safe environment for all campers, Warrior Ice Arena implemented a ["Peanut/Nut Aware"](#) policy to reduce the risk of exposure to life-threatening foods.

DISCIPLINE POLICY

Discipline and guidance will be consistent and based upon an understanding of a child's individual needs and development. Discipline will be distributed with the goal of maximizing the growth and development of a child and protecting the group and the individuals within it.

All program participants are expected to act in an appropriate manner. Children and staff will be trained to follow general behavior rules, including:

- Be Kind – keep hands, feet, and objects to yourself
- Be Respectful – to other staff, others, yourself, and the environment
- Be Safe – stay with a staff member and your group

Unacceptable behavior will include, but shall not be limited to:

- Refusing to follow behavior guidelines or Department rules,
- Using profanity, vulgarity, or obscenity
- Stealing or damaging property (personal or department property)
- Disrupting the program
- Leaving the program without permission
- Endangering the health and safety of children and/or the staff.

In the event of an incident, program staff will be required to take appropriate action at the time of the incident. Staff will redirect the camper to more appropriate behavior.

If inappropriate behavior continues, appropriate action may include but not be limited to, removing the child from the activity and giving the participant a time-out. The child will be reminded of behavior guidelines and program rules and the child will be asked to decide on action steps to correct his/her behavior.

During a time-out period, the child will be supervised by the Camp Director or Senior Counselor so as not to interrupt counselor: participant ratios. Program Staff will be trained to be firm and fair and not to yell or strike a child.

Any minor incidents or misbehavior will be reported to the Camp Director, who will document the situation, the inappropriate behavior, and any action taken, then relay the information to the parent or guardian at the end of the day for correction.

Excessive incidents of misbehavior, especially those that threaten the safety of a participant and/or staff member will be reported by a camp counselor or Camp Director to the parent/guardian immediately. In extreme cases, the parent/guardian will be asked to remove their child immediately or indefinitely.

Discipline Prohibitions

Corporal punishment, including spanking, is prohibited.

No participant will be subjected to cruel or severe punishment, humiliation, or verbal abuse; No participant will be denied food, water, or shelter; and

No child will be punished for soiling, wetting, or not using the bathroom.

GRIEVANCES

Warrior Ice Arena Youth Summer Programs defines a grievance as any complaint, problem, or concern of a participant, parents/guardians, or camp staff regarding camp-related issues.

Parents/guardians can file grievances for any of the following reasons:

- Camp harassment (physical, verbal, or sexual)
- Health and safety
- Camp staff behavior
- Adverse changes in camp/facility conditions

This list is not exhaustive; however, parents/guardians or camp staff should try to resolve less important issues informally before they resort to a formal grievance.

Camp Staff who file grievances can:

- Reach out to their direct supervisor or [HR department](#)
- File a grievance form explaining the situation in detail
- Refuse to attend formal meetings and camp-related activities on their own
- Appeal any formal decision

Camp Staff who face allegations have the right to

- Receive a copy of the allegations against them
- Respond to any allegations
- Appeal on any formal decision

Warrior Ice Arena is obliged to

- Have a formal grievance procedure in place

- Communicate the procedure
- Investigate all grievances promptly
- Treat all employees who file grievances equally
- Preserve confidentiality at any stage of the process
- Resolve all grievances when possible
- Respect its non-retaliation policy when participants file grievances with the company or external agencies (e.g., equal employment opportunity committee)

Procedure

When possible, participants, parents/guardians, or employees should attempt to resolve their problems verbally. When this isn't possible, they should know how to file a grievance:

1. Communicate with the Camp Director/Facility Manager. The Director/Manager will try to resolve the problem. When employees want to complain about their supervisor, they should first try to discuss the matter and resolve it between themselves. In that case, they're advised to request an informal meeting. Supervisors should try to resolve any grievance as quickly as possible. When they're unable to do so, they should refer to the [HR department](#) and cooperate with all other procedures.
2. If the grievance relates to supervisor behavior that can bring disciplinary action (e.g. sexual harassment or violence), filers should refer directly to the [HR department](#) or next-level supervisor.
3. Accommodate the procedure outlined below

The [HR department](#) (or any appropriate person in the absence of an HR department) should follow the procedure below:

1. Ask the filer to fill out a grievance form
2. Talk with the filer to ensure the matter is understood completely
3. Provide the staff member who faces allegations with a copy of the grievance
4. Organize mediation procedures (e.g., arrange a formal meeting)
5. Investigate the matter or ask the help of an investigator when needed
6. Keep employees informed throughout the process
7. Communicate the formal decision to all employees involved
8. Take actions to ensure the formal decision is adhered to
9. Deal with appeals by gathering more information and investigating further
10. Keep accurate records

This procedure may vary according to the nature of a grievance. For example, if an employee is found guilty of racial discrimination, the company will begin disciplinary procedures.



FAQS FOR PARENTS

Q: What makes this camp different from previous camps at Warrior?

A: With the addition of the TRACK at new balance across the street, our camps are expanding from solely hockey-related instruction to a mixture of on- and off-ice activities from team-building exercises to fun and games on the turf!

Additionally, recreational sports camps that operate with more than 5 participants and are operational between the months of June and September are required to follow regulations set by the Massachusetts Department of Public Health and be licensed by the local Board of Health.

Q: Is Warrior's Summer Camp right for my child?

A: Consider the following questions from the American Camp Association's *Gauging Your Child's Readiness*:

- Is your camper enrolled/have taken the Learn to Play Hockey Class?
- How did your child become interested in camp? Does your child talk about camp and camp activities on a sustained basis? How much persuasion is necessary from you?
- What does your child expect to do at camp? Learning about the camp experience ahead of time allows you to create positive expectations.

We're confident that our summer camp will prepare your child for future camp experiences and hockey training!

Q: What is the difference between a Health Care Consultant and a Health Care Supervisor?

A: A Health Care Consultant (HCC) is a licensed medical professional responsible for creating camp medical policies, procedures, and training for Health Care Supervisors. Health Care Supervisors (HCS) are camp staff who have been trained in First Aid and CPR administration. When the HCC is not physically present, HCSs are responsible for administering medication and providing medical care.

Q: Should I sign my child up for the Learn to Play or Squirt, Pee wee, Bantam Camp?

The age requirements for the two camps are below:

- Ages 5.5-10: Learn to Play/Mite
- Ages 8-14: Squirt, Pee wee, Bantam

Depending on the skill level of your child, they may fit in one camp better than the other. For example, if a 9-year-old has limited playing experience, they should be signed up for the younger, intro-level camp (despite their age qualifications). Please feel free to contact Jack Uhl, Camp Director for more information.

Q: What are the qualifications of the camp staff?

A: Camp staff vary in age (all are at least 16 years of age) and are fully qualified for their role at Warrior Ice Arena. All camp staff including junior counselors are trained in CPR and first aid by the camp's Health Care Consultant. All camp staff attend a training and orientation program prior to the first camp session. All staff are required to interview and must pass both a criminal background (CORI) and sex offender (SORI) check.

Q: Is skate sharpening available?

A: Yes! Skate sharpenings cost \$10/pair. If you are planning on having your camper's skates sharpened on camp day, please plan accordingly and bring in the skates ahead of time.

We offer a 10-sharpening pack. Please sign into your Warrior Ice Arena account on DaySmart Recreation, and navigate to the "Memberships and Passes" tab.

Q: Where do I park?

A: Warrior Ice Arena has a parking garage located on the north side of the facility (parallel to the train tracks/I-90). For pickup and drop-off purposes, the first half-hour of parking is free. There is additional parking on Guest Street as well.

[For more information on garage parking rates, please click here.](#)

Q: What is your cancellation/refund policy?

A: All refund requests must be submitted in writing to jack.uhll@warrioricearena.com a minimum of 30 days prior to the program's start date. All refunds and registration transfers will be administered a \$150 fee. No refunds and/or transfers will be permitted within 30 days of the program's start date. *All refund requests are subject to approval.*

Q: What is there to do in the area?

A: Warrior Ice Arena and the TRACK at new balance are located in the exciting Boston Landing development just a few miles from Downtown Boston.

What's to eat?

- [American Flatbread Co.](#)
- [Kohi Coffee Co.](#)
- [Rail Stop Restaurant](#)
- [The Bagel Table](#)
- [Mainely Burgers](#)
- [Broken Records Beer Hall](#)
- [Crumbl Cookies](#)

Where to Shop?

- [New Balance Global Flagship Store](#)
- [Cambridge Naturals](#)
 - Natural wellness products, supplements, organic foods

If you're looking to break a sweat while the kids are at camp, New Balance Fitness Club is located just down the street from Warrior. With your Warrior Ice Arena Membership, you receive monthly admission to the gym at a discounted rate!



WARRIOR CAMPS DOCUMENTS INDEX

For All Campers:

1. Warrior Ice Arena
Authorization Form
2. Peanut/Nut-Aware Policy
3. Zero Tolerance Policy

For Campers with Allergies

1. Allergy Action/Emergency
Care Plan

For Campers with Asthma

1. Asthma Action/Emergency
Care Plan
2. Self-Administration
Authorization Form

For Campers with Diabetes

1. Diabetes Action Plan
2. Individualized Diabetes
Care Plan

Parents and guardians may, at any time, request copies of Warrior Ice Arena's:

- General Camp Policies and Procedures Manual
- Camp Health Care Policies and Procedures Manual
- Background Check Procedure
- Grievance Procedure