

Inclusive Policies for Campers, Guests, and Staff of all Gender Identities and Expressions

Policy Rationale:

As stated in our GROW philosophy, Camp Kintail strives to create a **Welcoming**, fully inclusive culture and safe environment.

We value equity, care, and respect for all people.

We understand Christian spirituality as a shared journey from which no one should be excluded.

We aim to help guests and staff consider what it means to live a Christian life and how God is working in them, at Kintail, and in the world.

We encourage our guests and staff to develop self-confidence in all intersections of their identity, embrace their creativity, explore their surroundings, and create relationships with those who may be different from them.

Definitions: (from EGALÉ - <https://egale.ca/awareness/glossary-of-terms/>)

Agender – A person who identifies as either having no gender or a neutral gender identity.

Asexual – A person who does not experience sexual attraction, or who has little to no interest in sexual activity.

Androgynous – A word to describe a behaviour, trait, or style of expression that either blends both masculine and feminine forms of expression, or is culturally read as gender-neutral.

Bisexual – A person who experiences attraction to both people of their own gender and people of gender different from their own.

Cisgender – A person whose gender identity corresponds with what is socially expected based on their sex assigned at birth (e.g. a person who was assigned male at birth and identifies as a man).

Feminine – A word used to describe a behaviour, trait, or style of expression that has cultural associations with ‘being a woman.’ These associations change over time, between cultures, and from person to person.

Gay – A person who experiences attraction to people of the same gender as themselves. Gay may be used by individuals of a diversity of genders or may refer specifically to men who are attracted to other men.

Gender Expression - How an individual expresses their gender through the ways they act, dress, behave, and interact.

Gender Identity - An individual’s internal understanding, definition, or experience of their own gender.

Heterosexual – A person who experiences attraction to people a different gender. Also referred to as “straight.”

Intersex – A person whose chromosomal, hormonal, or anatomical sex characteristics fall outside of the conventional classifications of male or female.

Lesbian – A person who identifies as a woman and experiences attraction to people of the same gender.

Masculine – A word to describe a behaviour, trait, or style of expression that has cultural associations with ‘being a man.’ These associations change over time, between cultures, and from person to person.

Nonbinary – An umbrella term to reflect a variety of gender identities that are not exclusively man or woman. Identity terms which may fall within this category include: genderqueer, agender, bigender, genderfluid, or pangender.

Pansexual – A person who experiences attraction regardless of gender.

Queer – This term has been reclaimed by some 2SLGBTQI communities as a term of pride and affirmation of diversity. It can be used to encompass a broad spectrum of identities related to sex, gender, and attraction or by an individual to reflect the interrelatedness of these aspects of their identity.

Sex Assigned at Birth - The classification of a person as male or female. At birth, infants are assigned a sex, usually based on the appearance of their external anatomy. (This is what is written on the birth certificate.) A person's sex, however, is actually a combination of bodily characteristics including: chromosomes, hormones, internal and external reproductive organs, and secondary sex characteristics.

Two Spirit (2S) – An English umbrella term to reflect and restore Indigenous traditions forcefully suppressed by colonization, honouring the fluid and diverse nature of gender and attraction and its connection to community and spirituality. It is used by some Indigenous People rather than, or in addition to identifying as LGBTQI

Transgender – A person whose gender identity does not correspond with what is socially expected based on their sex assigned at birth. It can be used as an umbrella term to refer to a range of gender identities and experiences.

Policy:

1. Registration to Kintail-facilitated programs offers guests an opportunity to share their pronouns. When referring to a camper/guest/staff member, staff and guests will make every effort to use the pronouns that the camper/guest/staff member shared during registration. While we understand that slip-ups may occur, it is vital to the Kintail community that all people’s pronouns are respected.

2. Through registration forms parents/guardians are given adequate space to express any concerns or questions regarding their child's overall camp experience and health concerns. Parents/guardians may direct Camp Kintail as to which staff (if any) may need to be made aware of a child's gender identity.
3. At Kintail campers/guests/staff members indicate on their registration or application form if they or their child would feel safest if they were to be housed with girls or boys (regardless of sex assigned at birth) OR an all-gender cohort. These options are available for all campers/guests/staff members regardless of their sex assigned at birth. If anyone feels unsafe to indicate this on a form, they can contact Theresa McDonald-Lee directly for more specific information.

Note: There is not a "one-size-fits-all" housing policy for campers/guests/staff members. Some campers/guests/staff may feel more comfortable housing with the gender that correlates with their identity, others in an all-gender cabin, and others may prefer their own room. Camp Kintail will work with campers/guests/staff members to find a safe and comfortable lodging option.

4. If a camper asks to switch lodging areas to increase their safety and comfort, the camp can accommodate said change and will not require external permission.
5. Kintail will not disclose to parents/guardians or other campers/guests/staff members the gender identity of any camper, guest, or staff member.
6. Campers/guests/staff members use the bathroom that feels safe and comfortable for the individual. Waste disposal receptacles will be available in all bathrooms for period products. Any camper/guest/staff member who has a need or desire for increased privacy, regardless of the underlying reason, will be provided access to a single user restroom, which can be found in MacDonald Lodge, the Nest, and Harmony House. However, no camper/guest/staff member shall be required to use such a specific restroom because of their gender identity.
7. All our showers are single occupancy, and each has a private undressing/dressing area where campers/guests/staff members can have privacy while changing and showering.
8. Kintail encourages campers/guests/staff members to change clothes in private areas and discourages nudity or disrobing directly in front of others. All camper/guest/staff lodging includes private areas to change, such as a changeroom or bathroom.

Staff Training:

- Privacy should be discussed with cabins early in the week and encouraged throughout the week. This will include privacy regarding people's personal medical information, and access to privacy when changing, showering, or other vulnerable body situations.
- Staff training will include a session regarding creating safe space for everyone. This policy will be discussed, along with rationale and training for providing campers and guests with an emotionally and physically safe environment.
- Staff will be trained in the appropriate manner in which to help all campers/guests/staff members to harness for the high ropes courses.