



Welcoming Transgender/ Gender Nonconforming Campers, Guests and Staff Policy

Policy Rationale:

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

We value equality 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, embrace their creativity, explore their surroundings and create relationships with those who may be different from them.

Definitions:

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

Transgender: An umbrella term for people whose gender identity and/or expression is different than their sex assigned at birth. Common identities related to transgender include but are not limited to: androgynous, genderqueer, and gender nonconforming. Transvestite, transsexual, cross-dresser, and tranny are in almost all cases derogatory. All above terms are used on an individual self-identified basis. Do not assume, ask, or call someone any of these terms unless invited to do so. Transgender or the shorthand

"trans," are good words for cisgender people to use when discussing trans* topics.

Gender Nonconforming: A term for people whose gender expression differs from stereotypical expectations, such as "feminine" boys, "masculine" girls, and those who are perceived as androgynous. This includes people who identify outside traditional gender categories or identify as both genders.

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

Cisgender or Cis: An umbrella description for a person whose gender identity and gender expression align with their sex assigned at birth.



Policy:

1. Registration to Kintail-facilitated programs offers guests an opportunity to identify gender.
2. To create the best possible camp experience Camp Kintail encourages parents/guardians to indicate on the registration form if their child is transgender or gender nonconforming.
3. Through registration forms parents/guardians are given adequate space to express any concerns or questions regarding their child's overall camp experience and may direct Camp Kintail as to which staff may need to be made aware of a child's gender identity.
4. When referring to a camper/guest/staff member, staff and guests should use preferred pronouns when not using the person's name.
5. At Kintail campers/guests/staff typically sleep in lodging areas according to their gender.

Note: There is not a "one-size-fits-all" housing policy for campers/guests/staff who are transgender or gender nonconforming. It is vitally important to openly communicate with the Kintail staff about campers/guests/staff needs and desires in order to create the best solution. Some campers/guests/staff may feel more comfortable housing with the gender that correlates with their identity, others with their biological sex. Some may prefer their own room. Again, it is important to work with the Kintail staff to create a reasonable accommodation.

6. If a camper asks to switch lodging areas in regards to their gender identity, after communication with parents, the camp can accommodate said change.
7. Kintail will not disclose to parents/guardians the gender identity of any camper, guest, or staff.
8. Campers/guests/staff use the bathroom that corresponds with their gender identity. Any camper/guest/staff who has a need or desire for increased privacy, regardless of the underlying reason, should be provided access to a single user restroom. However, no camper/guest/staff shall be required to use such a restroom because they are transgender or gender nonconforming.
9. All our showers are single occupancy and each has a private undressing/dressing area where campers/guests/staff can have privacy while changing and showering.



10. Kintail encourages campers/guests/staff to change clothes in private areas and discourages nudity or disrobing directly in front of others. If campers/guests/staff wish to change in a private area, such as a bathroom, this is available.

Staff Training:

- Privacy should be discussed with cabins early in the week and encouraged throughout the week.
- Staff will not discuss the gender identity of a camper/guest/staff in any situation where it is not pertinent or appropriate to do so. (Calling attention to something that is particularly exclusive is not in keeping with the inclusive nature of the camp environment we strive to create.)
- 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 who are transgender and gender nonconforming (and every guest) with an emotionally and physically safe environment.
- Staff will be trained in the appropriate manner in which to help all campers/guests/staff to harness for the high ropes courses.