

CAMP CELIAC POLICY FOR WELCOMING ALL REGARDLESS OF GENDER IDENTITY

Camp Celiac has adopted the guidelines and policies for gender identity that follows what our partner Camp Aldersgate practices.

1. We strive to secure every camper's right and expectations to fully experience camp free from prejudice and harassment.
2. We supervise campers to prevent and address any gender or identity-based slurs or bullying.
3. We allow campers to self-determine their gender identity and expression.
4. We talk before and during camp with parents and caregivers of trans* and gender non-conforming campers about how best to structure the camp experience.
5. We ask for and use the campers' preferred names and pronouns.
6. We respect campers' right to privacy by not disclosing a camper's gender identity, rather allowing them to choose if and when they share it. A camper's trans* identity is treated as confidential medical information.
7. If a camper shares that he/she/they (or a family member or friend) is or might be trans* or gender non-conforming, we respond with compassion and support and help campers identify resources for further help and reflection.
8. We assign campers to cabins that match their gender identity (see #3 above).
9. If a camper decides to disclose a different identity while at camp than the one that was indicated in registration, then at the discretion of the camp director, parents will be contacted only if the camper wishes to change cabins.
10. We don't expect our campers to follow or adhere to traditional gender stereotypes.
11. We endeavor to provide whenever possible private changing rooms and bathrooms for any camper who desires such privacy.
12. We designate the gender marker in our camper database as requested by parents/caregivers or campers.
13. In the event of a medical emergency, we share pertinent information only as necessary to care for the camper, as we do for any other emergency situation.
14. We provide gender affirming medications and treatments according to the campers' doctors' orders, as we do for any other orders.
15. We recognize that campers change every year and that it may take years for them to live in their affirmed gender identity.
16. We seek to protect the rights of trans* and gender non-conforming staff and volunteers, and to hire (provide) a diverse group of skilled staff and volunteers so that campers are exposed to a diverse group of potential role models.
17. We hold camp staff and volunteers to the same expectations regarding trans* and gender non-conforming campers and members of the camp community.
18. We train all staff and volunteers in this policy and in basic cultural responsiveness in working with trans* and gender non-conforming people.