



# Guidelines for Inclusion and Effectively Engaging Trans\* Campers, Staff and Participants

## © SUMMARY

- Freedom from discrimination based on sex, gender, gender expression, and/or gender identity is required by Camp Washington policies. Camp activities and programs will be conducted accordingly. Staff will provide a safe and inclusive environment for all camper and equal access to all programs and activities.

## © TRANS\*

- Trans\* (with an asterisk after) is a term used to show inclusivity of various gender identities. The term transgender can sometimes be used to exclude those who identify outside of the male/female binary. Trans\* is a term that is used to include all identities that fall under the gender variant umbrella (e.g. genderqueer, pangender, third gender, gender non-conforming).

## © ACCOMODATIONS

- As a general guideline, accommodating trans\* campers will be addressed in a case by case manner. Conversations should be held with trans\* campers and their families regarding how Camp Washington can best meet their needs.

## © NAMES AND PRONOUNS

- Campers have the right to be addressed by their preferred names or pronouns. Inadvertent mistakes may occur, but Camp Washington does not condone the intentional and persistent refusal to respect a person's gender identity.

## © FACILITIES

- Access to gendered spaces (overnight accommodations and restrooms) should be on the basis of gender identity. Gender assigned at birth, physical characteristics, or presentation should not dictate use of gendered space.
- **Cabin assignments will be made based on gender identity**
- If a camper is not comfortable using a gender labelled restroom, staff will seek ways to find an option that makes the individual feel comfortable.

- Whenever possible, campers who have the need or desire for increased privacy for any reason should be provided access to an alternative restroom or area to shower or change in privacy. **No one should be required to use an alternative restroom because they are trans\*.**

#### © TALKING POINTS FOR ADULTS/COUNSELORS/STAFF

- A trans\* child or teen may or may not share their gender identity with a group, even if they have shared it with you. Respect their decision and follow their lead. Ask them, “What name or pronoun do you want me to use when... (at camp, with certain family members, etc.)
- If you know the child has others in their life who do not accept the child’s gender identity, find ways to affirm it while also respecting the other adult’s perspective.
- Respect an individual’s
  - **Pronoun Choice** – If you mess up on a pronoun, it’s okay. Apologize and move on.
  - **Self-Identity** – If someone tells you they are a woman, they are a woman, whether or not they seem like one to you
  - **Privacy** – Don’t ask inappropriate questions for a trans\* person you just met.

#### © DO YOUR BEST TO AVOID

- Interrogating trans\* people on trans\* issues. Not all trans\* people are experts on being trans\*.
- Commenting on a person’s preferred gender as they pass by to others. Not all trans\* people want to be seen as male or female and commenting on their gender preference reinforces stereotypes and suggests that blending in with a specific gender is expected
- Telling a trans\* person how hard their life must be. Empathize, but don’t pity.
- Religious opposition and personal objections. Generally, talk about the core values of respect, without going into your own religious or personal beliefs.