



# GENDER INCLUSION POLICY

Camp Cadicasu is a safe space for people regardless of socio-economic status, religious background, ethnicity, gender, race, and / or sexual orientation. We have competent and caring leaders who ensure that everyone has the opportunity to grow and learn in an inclusive environment.

## Campers & Guests

Recognizing that prejudice, discrimination, and stereotyping are prevalent through society, we are dedicated to the creation of a secure space for those who are seeking services with us. It is the policy of Camp Cadicasu to maintain and promote a community and facility that provides the highest quality of services to our campers and guests regardless of their actual or perceived gender identity or sexual orientation.

We encourage the parent(s) or guardian(s) of any transgender, trans\*, and gender creative / gender independent campers to contact Alyssa Cameron (Camp Director: [info@cadicasu.com](mailto:info@cadicasu.com)) to discuss the commitments to inclusion made by Camp Cadicasu and to create a support plan to best welcome your camper(s).

Camp Cadicasu has taken steps to foster a safe environment for 2SLGBTQIA+ campers by including:

- providing camp staff training on inclusive language,
- all-gender washrooms and a private shower if requested,
- encouraging campers and staff to share pronouns.

## Staff

Camp Cadicasu seeks to provide a supportive environment for 2SLGBTQIA+ employees by treating with respect those persons who are open about their sexual orientation or gender identity. Camp Cadicasu also recognizes that some people might not wish to share this information with fellow employees or others involved in the organization and is equally dedicated to respecting the confidentiality of those persons. If you require support or accommodation and do not feel comfortable approaching your manager, you may contact Heather O'Neill (Executive Director: [heather@cadicasu.com](mailto:heather@cadicasu.com)).

## Accommodations

It is the policy of Camp Cadicasu to organize camper cabin placements based on lived gender identity, and not by biological sex.

This policy extends to any live-in camp staff who reside in camper cabins to provide overnight supervision. Trans\*, intersex, two-spirit, and gender-diverse live-in camp staff members can be placed in a camper cabin that best aligns with their lived gender identity, or if preferred, their gender expression.



These placements (along with placements for non-cabin leaders) can be planned on a case-by-case basis, in discussion with the staff member, to ensure safe and comfortable living arrangements.

## **Bathrooms, Showers & Privacy**

People can use the bathrooms that correspond with their gender identity. Any camper, staff member, or guest who has a need for increased privacy, regardless of the underlying reason, should be provided access to a single user bathroom. This will not be immediately adjacent to their accommodations.

- All our showers are single occupancy and private. However, they **do not** have a private undress / dressing area in the enclosed shower stall. There are private bathroom stalls where campers, staff members, and guests can have privacy.
- Everyone is encouraged to change clothes in private areas. Nudity in front of others is not allowed in any situation.
- Privacy will be discussed with all campers, staff members, and guests during orientation and encouraged throughout their experience. Respect for everyone's personal space and privacy is of utmost importance.

## **Confidentiality**

**Employees and other individuals involved in the operation of Camp Cadicasu will never reveal sensitive information about an individual's sexual orientation or gender identity without that person's express written consent. Those in violation of this policy will be subject to disciplinary action up to and including termination.**

## **DEFINITIONS**

**Ally:** A person who, regardless of their sexual or gender identity, confronts heterosexism, homophobia, biphobia, transphobia, heterosexual, and gender-straight privilege in themselves and others.

**Assigned Sex:** The sex that adults (often midwives and doctors) assign to newborns based on characteristics such as genitals, chromosomes and hormonal profiles. Sex assigned is usually female or male.

**Bisexual:** A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders, and there may be a preference for one gender over others.

**Cisgender:** A person whose gender identity and assigned sex align with conventional societal expectations (a person who is assigned female at birth and is female identifying).



**Coming Out:** The process during which a person recognizes and integrates their sexual and/or gender identity into their personal and social lives. Also, the process of communicating this identity to others.

**Gay:** Term used to describe male-identifying people attracted romantically, erotically, and/or emotionally to other male-identifying people.

**Gender:** The socially constructed concepts of masculinity and femininity; the “appropriate” qualities or characteristics that are expected to accompany each biological sex.

**Gender Binary:** The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or.

**Gender Creative and Gender Independent:** Terms that are often used to describe children who do not identify with or conform to binary constructions of gender.

**Gender Identity:** A person’s internal sense of being a man/masculine, a woman/feminine, or other sense of gender belonging.

**Genderqueer:** A term for gender identities that are not exclusively masculine or feminine and are outside the gender binary and cisnormativity.

**Heterosexism:** Behaviours, assumptions and rules that give preferential treatment to heterosexual folks. Reinforces the assumption heterosexuality is normal and superior to other sexualities.

**Intersex:** An umbrella term used to describe people who have genital, chromosomes or hormone profiles that do not fit into the binary medical and social constructions of sex.

**Lesbian:** Term used to describe female-identifying people attracted romantically, erotically, and/or emotionally to other female-identifying people.

**Queer:** A historically derogatory term for a gay man, lesbian, or gender-nonconforming person. The term has been widely reclaimed, especially by younger 2SLGBTQIA+ people, as a positive social and political identity. It is sometimes used as an inclusive, or umbrella, term for all 2SLGBTQIA+ people.

**Sex:** A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics, and hormonal balances. Usually subdivided into “male” and “female”, this category does not recognize the existence of intersex bodies.

**Sexual Orientation:** A person’s emotional and sexual attraction towards other people.

**Trans or Trans+:** An abbreviation that is sometimes used to refer to a gender diverse person. This use allows a person to state a gender diverse identity without having to disclose hormonal or surgical status/intentions. This term is sometimes also used to refer to the gender diverse community as a whole.



**Transgender:** An umbrella term for anyone whose gender identity and/or gender expression doesn't fit social or cultural expectations or norms of gender. This may include genderqueer, non- binary, androgynous people, and others. This term should only be used with people who self- identify with the term.

**Two-Spirit:** A term used by some Indigenous people to identify themselves rather than as lesbian, gay, bisexual, or transgender. Historically, in many Indigenous cultures, these people were respected leaders and medicine people, based on their unique abilities to understand both male and female perspectives.

**Ze/Hir:** Alternate pronouns that are gender neutral and preferred by some gender diverse persons.

**The foundation of this policy was derived from the Pride Camping Association.**

<https://www.pridecamping.org>