



Serving Transgender and Gender Non-Conforming Campers Policies

All Policies Equally Apply to Staff. The term “Campers” as used throughout this document will be interpreted to include not only campers, but counselors and other staff.

PRIVACY/CONFIDENTIALITY

Diabetes Youth Services Camp (DYS Camp) shall ensure that all personally identifiable and medical information relating to an individual’s transgender or gender non-conforming status shall be kept confidential in accordance with applicable state, local, and federal privacy laws. All representatives of DYS Camp, both paid and volunteer, shall not disclose any information that may reveal a camper’s transgender status to others, including other parents or guardians and other camp staff, unless legally required to do so, or unless the camper or staff has authorized such disclosure. In rare instances that DYS Camp is legally required to disclose a camper’s transgender status, DYS Camp will provide the camper an opportunity to make that disclosure themselves, where practicable. This would include providing the camper with any support services the camper would need to make the disclosure in a safe and supportive environment.

All campers have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and how much to share private information. The fact that a camper chooses to use a different name, to transition at camp, or to disclose their transgender status to staff or other campers does not authorize DYS Camp staff to disclose a camper’s personally identifiable or medical information. When contacting the parent or guardian of a camper, DYS Camp staff should use the camper’s legal name and the pronoun corresponding to the camper’s gender assigned at birth unless the camper, parent, or guardian has specified otherwise.

NAMES AND PRONOUNS

Every camper has the right to be addressed by a name and pronouns that correspond to their gender identity. Regardless of whether a camper has legally changed their name or gender (or undergone any surgical or hormonal transitions), DYS Camp will allow such campers to use a chosen name and gender pronouns that reflect their identity. It is recommended that DYS Camp staff privately ask campers how they want to be addressed

at DYS Camp and other programs and in the camp's communication with the camper's parents or guardians. Some campers may feel most comfortable being addressed by gender-neutral pronouns such as "they" or "ze" or just referred to by their names (without pronouns). If the camper or staff has previously been known at DYS Camp by a different name, DYS Camp leadership staff will direct DYS Camp staff to use the person's chosen name and appropriate pronouns.

ACCESS TO GENDER-SEGREGATED ACTIVITIES AND FACILITIES

Campers will be bunked by their gender identity as provided by their parent or adult guardian. In regards to gender non-conforming children, DYS Camp staff will speak with the guardian to find the best fit within our current cabin model.

Any camper who is uncomfortable using a shared gender-segregated facility, regardless of the reason, shall, upon the person's request, be provided with a safe and nonstigmatizing alternative. This may include, for example, privacy partition or curtain, provision to use a nearby private restroom, or a separate changing schedule. However, requiring a transgender or gender non-conforming camper to use a separate space threatens to publicly identify and stigmatize the camper as transgender and will not be done unless requested by a camper.

Approved by Board of Directors, January 14, 2020