



a seriousfun camp

# Gender Identity and Gender Expression Policy

## R.E.S.P.E.C.T.

We're all about it. We respect each other's individual talents, opinions, differences and choices. We appreciate what everyone brings to the table and we are huge fans of high fives, pleases and thank yous.

## Summary and Confidentiality

Consistent with Roundup River Ranch's goal of providing a fun, supportive, and safe camp experience for all campers, families, volunteers and staff, Roundup River Ranch does not discriminate against any individual on the basis of gender identity or gender expression.

Roundup River Ranch respects the privacy of individuals. Confidentiality is about managing sensitive information that arises in a trusting relationship and doing so in a manner that is respectful, professional and purposeful. Roundup River Ranch's confidentiality policy should be followed at all times in respect to gender expression and gender identity.

Camp will talk with families of a child who is transgender, and the camper if deemed appropriate, about how to make the camp experience safe & supportive.

## Definitions:

- **Gender identity:** The internal understanding of one's gender and the self. This identity may or may not correlate with assigned sex at birth and may not be directly correlated to one's outward gender expression.<sup>1</sup>
- **Gender expression:** The way in which people present or express their gender, including physical appearance, clothing, hairstyles, and behavior. People can exert a certain degree of control over their gender expression depending on their resources and environment.<sup>2</sup>
- **Transgender:** A broad term that can be used to describe people whose gender identity is different from the gender they were thought to be when they were born.<sup>3</sup>
- **Gender non-conforming:** Expressing one's gender in a way that does not fit neatly into the gender binary. An umbrella term for people who identify outside of gender binary.<sup>4</sup>

<sup>1</sup> Chloe O. Davis, *The Queen's' English The LGBTQIA+ Dictionary of Lingo and Colloquial Phrases*, (New York: Clarkson Potter/Publishers, 2021), 142

<sup>2</sup> The Trevor Project – Understanding Gender Identities & Pronouns -

<https://www.thetrevorproject.org/resources/article/understanding-gender-identities-and-pronouns/>

<sup>3</sup> Advocates for Trans Equality - <https://transequality.org/trans-101/about-transgender-people>

<sup>4</sup> Chloe O. Davis, *The Queen's' English The LGBTQIA+ Dictionary of Lingo and Colloquial Phrases*, (New York: Clarkson Potter/Publishers, 2021), 144

# Policy Outline

## Discrimination/Harassment:

- Camp supports all campers, volunteers, and staff members' rights to express their gender identity without harassment, intimidation, bullying, and/or discrimination.
- Camp supervises campers, volunteers, and staff members to prevent and address any bullying including bullying based on gender identity or gender expression.
- Camp is an equal opportunity employer. All volunteer and staff applicants are screened without regard to gender identity or gender expression.

## Privacy

- Camp respects camper, volunteer, and staff member privacy and does not disclose information that may reveal an individual's gender identity. Information regarding an individual's biological sex is treated as confidential medical information and only disclosed to necessary personnel for the purpose of assigning housing and in the event of a medical emergency, where that information may be necessary to share.

## Names/Pronouns:

- Camp will use camper, volunteer, and staff member preferred names and chosen pronouns.

## Cabins and Program Areas:

- Camp will assign campers, volunteers and staff members to cabins that matches their gender identity.
- Roundup reserves the right to assign housing based on a camper's journey at camp.
- Camp does not assign campers, volunteers or staff members to program areas based on their gender identity or gender expression.
- Female identifying & non-binary staff/volunteers can be assigned to the youngest 4 cabins including overnight coverage in the large camper room.
  - If staff/volunteers are assigned to a cabin that departs from the policy above, Camper Families will be consulted in advance.

## Bathrooms and Changing Areas:

- Camp will provide private bathroom stalls and changing areas in cabins, the cookhouse and at all program areas for all campers, volunteers and staff members who would like privacy.
- Campers must be allowed the use of gender-segregated toilet facilities that are consistent with their gender identity with toilets separated by partitions to provide privacy or private toilet facilities.<sup>5</sup>
- Campers must be allowed the use of gender-segregated showers that are consistent with their gender identity with showers or bathtubs separated by partitions to provide privacy or private showering or bathtub facilities.<sup>6</sup>

## Support for Individuals Who are Transgender and/or Gender Non-Conforming:

- Camp will train all volunteers and staff members on Roundup River Ranch's Gender Identity and Gender Expression Policy and on supporting individuals who are transgender and/or gender expansive.

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<sup>5</sup> Colorado Department of Early Childhood – Division of Early Learning, Licensing, and Administration – Rules and Regulations – 8 CCR 1402-1

<sup>6</sup> Colorado Department of Early Childhood – Division of Early Learning, Licensing, and Administration – Rules and Regulations – 8 CCR 1402-1