



CAMP NORTHLAND
Inclusivity Policy

Updated June 2025

INCLUSIVITY

Please note- Any reference in any of our materials that references 'Girls' or 'Boys', is to be considered those who identify as 'Girls' or Boys respectively, and/or those who have chosen to live in those areas in accordance with our policies.

Camp Northland encourages an inclusive, welcoming, and supportive environment for all children, youth, and adults within our camp community.

We are committed to:

- Ensure that our confidentiality policy includes the rights of transgendered campers, staff, and participants.
- We do not share personal information with other staff members, other camper's or their parents, or even the camper's parents, except to train staff, support the individual or as needed for safety.
- Learn and train around appropriate language eg. The Oxford English Dictionary defines cisgender as follows: *Denoting or relating to a person whose sense of personal identity and gender corresponds with their birth sex.*

The Oxford Dictionary defines non- binary as: *Denoting or relating to a gender or sexual identity that is not defined in terms of traditional binary oppositions such as male and female or homosexual and heterosexual.* Non-binary can also be referred to as Genderqueer (GQ).

- Ask what that person needs to feel safe and make reasonable accommodation accordingly.
- Offer options:
Although we will have both private washrooms and gender based communal washrooms, we do not insist, for example, that a transgendered person only use the private washroom. We will let them know what options are available and leave the choice with them. We only have limited options for gender neutral showers and full accommodation here may not be possible.
Ensure there are privacy options in cabins. Offering privacy is beneficial to all participants, not everyone is comfortable changing in front of a group of people.
- Create non-gender specific programming; offer all programming to all participants.
- Give campers some choice in which programs they participate.

- Be aware that there are many options for dividing groups that don't involve gender such as: assigning numbers and breaking up into number groups, asking people to form groups based on the month they were born, adding coloured star stickers to nametags and dividing based on sticker colour.
- Give options for privacy, both physically and emotionally.
- Respect discussions during cabin chats; creating a welcoming and safe environment where campers can talk freely without feeling judged or questioned. Allowing campers to chat without interrupting or interjecting.
- Ask campers, staff, or participants for their preferred name/ pronoun
- Ask campers if there is anything they need.
- Listening, affirming, creating safe spaces.
- Be aware of local, national, and international resources.