



LGBTQ+ INCLUSION POLICIES

Confidentiality and Non-Disclosure Policy

Camp Kirk seeks to provide a supportive environment for LGBTQ+ employees by treating with respect those persons who are open about their sexual orientation or gender identity. Camp Kirk 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 a staff requires support or accommodation and does not feel comfortable approaching their direct supervisor, the staff member is encouraged to talk to the Executive Director. Employees and other individuals involved in the operation of Camp Kirk will never reveal sensitive information about an individual's sexual orientation or gender identity without that person's expressed consent.

Inclusive Camper and Staff Accommodations

The following policies aim to ensure that all campers and staff feel comfortable and safe in their living quarters:

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

Staff Accommodations: Staff members will be provided the opportunity to request placement in gender-separated or all-gender staff cabins. If an all-gender cabin placement is not possible, staff will receive a cabin placement based on lived gendered identity, and not by biological sex.

NOTE: Transgendered, intersex, two-spirit, and gender-diverse individuals can be placed in a cabin that best align with their lived gender identity, or if preferred, their gender expression. These placements can be planned on a case-by-case basis, in discussion with the staff or camper and their family, to ensure safe and comfortable living arrangements.

Preferred Name and Pronoun Policy

Camp Kirk strives to foster an environment for safe self-expression. As such, we are committed to using an individual's preferred name and pronoun.

We require that the legal name of a camper or staff be listed on consent forms and health forms. However, campers and staff will be provided an opportunity to identify a preferred name to be used by the camp administration and the camp community.