Gender Support Plan for Camp

The purpose of this document is to create shared understandings about the ways in which the camper’s authentic gender will be accounted for and supported at camp. Camp staff, parents/guardians and the camper should work together to complete this document. Ideally, each will spend time completing the various sections to the best of their ability and then come together to review sections and confirm shared agreements about using the plan. Please note that there is a separate document to plan for a camper’s gender transition at camp.

Camp: ___________________________ Date: ___________________________
Camper’s Preferred Name: ___________________________ Legal Name (optional): ___________________________
Camper’s Gender (optional): ___________________________ Assigned Sex at Birth (optional): ___________________________
Parent(s)/Guardian(s): ___________________________
Meeting Participants: ___________________________

PARENT/GUARDIAN INVOLVEMENT
Are parent(s)/guardian(s) of this camper aware and supportive of their child’s gender status? ____ Yes ____ No
If not, what considerations must be accounted for in implementing this plan? ___________________________

CONFIDENTIALITY, PRIVACY AND DISCLOSURE
How public or private will information about this camper’s gender be (check all that apply)?

____ Camp Leadership will be aware (Owners, Directors, Associate Directors, etc.)
    Specify the adult staff members:

____ Site level leadership/administration will know (Head Counselor, Camp Nurse, etc.)
    Specify the adult staff members:

____ Counselors and/or other camp staff will know
    Specify the adult staff members:

____ Camper will not be openly “out,” but some campers are aware of the camper’s gender
    Specify the students:

____ Camper is open with others (adults and peers) about their gender
If the camper has asserted a degree of privacy, what steps will be taken if that privacy is compromised, or is believed to have been compromised?

How will a counselor/staff member respond to any questions about the camper’s gender from:
Other campers?
Staff members?
Other parents/community?

CAMPER SAFETY
Who will be the camper’s “go to adult” on site?
If this person is not available, what should the camper do?
What, if any, will be the process for periodically checking in with the camper and/or family?

What are expectations in the event the camper is feeling unsafe and how will camper signal their need for help:
During activities
During meals
During free time
In the cabin
Other

Other safety concerns/questions:

What should the camper’s parents do if they are concerned about how others are treating their child at camp?

NAMES, PRONOUNS AND CAMP RECORDS
What name and gender are listed on the camper’s identity documents?
Name/gender marker entered into the official camp records
Name to be used when referring to the camper
Pronouns
Can the camper’s preferred name/gender marker be reflected on camp records? If so, how? If not, why not?

If not, what adjustments can be made to protect this camper’s privacy?

Who will be the point person at camp for ensuring these adjustments are made and communicated as needed?

How will instances be handled in which the incorrect name or pronoun are used by staff members? By campers?

How will the camper’s privacy be accounted for and maintained in the following situations or contexts:

- During registration
- Completing enrollment
- With temporary or visiting staff
- Any other camp forms
- Swim test
- Camp photos
- Camp records and files
- Off-site programs
- During meals
- Taking attendance
- Official camp-home communication
- Unofficial camp-home communication
- Outside providers and organizations
- Yearbook or Memory Book
- Posted lists
- Assignment of computer/tech accounts
- Announcements

If the camper’s parent(s)/guardian(s) are not aware and/or supportive of the camper’s gender status, how will camp-home communications be handled?

What are some other ways the camp needs to anticipate information about this camper’s preferred name and gender marker potentially being compromised? How will these be handled?
**USE OF FACILITIES**

Camper will use the following restroom(s) at camp ____________________________

Camper will change clothes in the following place(s) __________________________

Camper will shower in the following place(s) _________________________________

What are the expectations regarding sleeping arrangements at camp? ________________

What are the expectations regarding facility use and/or sleeping arrangements for any trips away from camp? _____

If camper has questions/concerns about facilities, who will be the contact person? ________________

Are there any questions or concerns about the camper’s access to facilities? __________________

**CAMP PROGRAMS AND ACTIVITIES**

Does the camper participate in particular activities or program where there are privacy concerns? __________

What steps will be necessary for supporting the camper there? __________________________

In what camp programs or activities will the camper be participating (sports, theater, trips, etc)?

What steps will be necessary for supporting the camper there? __________________________

Questions/Notes: ___________________________________________________________________

**OTHER CONSIDERATIONS**

Are there any specific social dynamics with other campers, families or staff members that need to be discussed or accounted for? __________________________

Does the camper have any sibling(s) at camp?

Factors to be considered regarding sibling’s needs? _________________________________

Does the camp have a dress code? _____________________________________________

How will this be handled? ______________________________________________________

Are there activities at camp to consider (growth and development, social justice projects, name projects, dance instruction, Pride events, dances etc.)? ____________________________
What training(s) will the camp engage in to build capacity for working with gender-expansive youth?

Are there any other questions, concerns or issues to discuss?

**SUPPORT PLAN REVIEW AND REVISION**

How will this plan be monitored over time?

What will be the process should the camper, family, or camp wish to revisit any aspects of the plan (or seek additions to the plan)?

What are specific follow-ups or action items emerging from this meeting and who is responsible for them?

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Date/Time of next meeting or check-in