

## Checklist for Gender Inclusive Practices at Camp

- Does your camp have an inclusive policy that is shared in your marketing materials (website, brochure, flyers, presentations, etc)?
- Do your registration and health forms reflect the option to share gender identity (M, F, Trans)?
- How will your camp protect a transgender camper/staff's privacy regarding their transgender status? When and how will you check in to see if they want to be "out" or not?
- If a family notifies you about a camper's gender identity prior to camp, do you have a communication plan to discuss expectations?
- If a camper reveals a different gender identity once they arrive at camp, do you have a plan to handle this? Can cabin switches happen once a session has started?
- How will your camp ensure that appropriate name and pronouns are used?
- What will you do to make transgender campers and staff feel safe at your camp?
- Can you ensure transgender campers or staff have access to facilities consistent with their gender identity? And/or can your camp provide an option for single stall bathrooms and showers?
- Does your camp have a policy that overnight accommodations will be provided based on the camper/staff members gender identity?
- Do you have access to mental health professionals, nurses, and/or social workers to provide additional training and support to your camp and transgender participants?
- Have your staff participated in training on providing safe, healthy, inclusive environments for transgender campers/staff?
- How will your camp address bullying and harassment of transgender campers/staff?
- Does your camp have a plan for responding to complaints about the way transgender campers/staff are treated?
- Are camp activities inclusive of flexible gender identities?