

Statement of Inclusivity

For Families & Campers:

At this middle & high school church camp, we are an open community of Christians dedicated to helping youth experience the radically inclusive love of Jesus Christ, **regardless of their gender, race, ethnicity, sexual orientation, nationality, disability, or socioeconomic background.**

We work to ensure that our camp staff represents the makeup of our campers. We are dedicated to including women, people of color, and LGBTQ+ as staff and in positions of leadership and decision making. We renounce the ways in which religion has been used throughout history to support racism, war, homophobia, sexism, discrimination, genocide, violence, and poverty, and we pledge to rid ourselves of the conscious and unconscious biases when sacred stories are used to uphold injustice.

We are particularly sensitive to the issues of discrimination which have built walls of hatred, separating LGBTQ+ individuals from being a part of a spiritual community, and consequently sending the false narrative that God's love isn't for those who identify as LGBTQ+. We believe that God's love is for everyone.

Guidelines for Inclusivity:

When assigning all campers to groups & cabins, the following guidelines will be followed:

- **Sleeping Areas:** We will have one dorm room designated as a gender-neutral cabin for campers who may identify as transgender or non-binary. These cabins will be clearly labeled, and campers will only stay in the gender-neutral cabin by choice.
 - Changing Clothes: The "Open Door" rule applies to all sleeping areas- All cabin doors are to remain open at all times. Campers and staff will be asked to use restroom stalls and shower stalls for changing clothes.
 - All sleeping areas will consist of at least 3 campers.
 - Counselors and staff will be staying in the same hallway/building but will not sleep in the same rooms as campers (except in the large dorms, consisting of 12+ beds)
- **Changing Clothes:** Restrooms and shower stalls will be used for changing clothes and showering.
- **Restroom Use:** We will have designated restrooms available for campers who may identify as transgender or non-binary. These restrooms will be clearly labeled, and campers will only use the gender-neutral restrooms by choice.
 - The gender-specific restrooms (i.e. the men's and women's restrooms) will have the same social rules that apply to men's and women's restrooms everywhere, meaning that boys will only use the restrooms labeled as "men's" and the girls will only use the restrooms labeled as "women's". So, for example, a girl using a women's restroom won't have to worry

This policy is adapted from examples provided by other Christian organizations that offer inclusive experiences to those in the LGBTQIA+ community.

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about a boy coming into the bathroom while they are in there, and vice versa.

- o Additionally, in the gender-neutral bathroom, the urinals will not be used. Only the individual stalls will be available.

If you have questions about this, please feel free to contact the director team by emailing campfriendstogether@gmail.com