



CO-OPERATIVE YOUNG LEADERS - GENDER POLICY

The Co-operative Young Leaders (CYL) program recognizes that the need to make changes to our policies and update them is a continuous process. As we work towards inclusion it is the time to update and add a gender policy for camp. This policy is an important tool for parents, participants, facilitators, and staff.

The Co-operative Young Leaders camp is a safe space for people regardless of socio-economic status, religious background, ethnicity, gender, race, and / or sexual orientation. We have competent and caring leaders who ensure that everyone has the opportunity to grow and learn in an inclusive environment.

Participants and Guests:

Recognizing that prejudice, discrimination, and stereotyping are prevalent through society, we are dedicated to the creation of a secure space for those who are participating in our program. It is the policy of CYL to maintain and promote a community and facility that provides the highest quality of services to our campers and guests regardless of their actual or perceived gender identity or sexual orientation.

We encourage the parent(s) or guardian(s) of any transgender, trans, and gender creative / gender independent campers to contact Carol Fleming (Camp Director: cfleming@ontario.coop) to discuss the commitments to inclusion made by CYL and to create a support plan to best welcome your participant(s).

CYL has taken steps to foster a safe environment for *2SLGBTQIA+ campers by including:

- providing camp staff training on inclusive language
- all-gender washrooms and access to a private shower if requested
- encouraging campers and staff to share pronouns

Facilitators/Camp Counsellors/OCA Staff:

CYL seeks to provide a supportive environment for *2SLGBTQIA+ employees by treating with respect those persons who are open about their sexual orientation or gender identity. CYL 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 you require support or accommodation and do not feel comfortable approaching your team lead, you may contact Carol Fleming, CYL Director: cfleming@ontario.coop who seeks to provide a supportive environment for *2SLGBTQIA+.

Accommodations:

It is the policy of CYL to organize camper cabin placements based on lived gender identity, and not by biological sex.

This policy extends to any facilitators/camp counsellors, and OCA staff who reside at camp during the week. Trans, intersex, two-spirit, and gender-diverse live-in facilitators/camp counsellors may choose to stay in a cabin/room that best aligns 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 camp director/team lead, to ensure safe and comfortable living arrangements.

Bathrooms, Showers & Privacy

Participants can use the bathrooms that correspond with their gender identity. Any participant, facilitator/camp counsellor, or guest who has a need for increased privacy, regardless of the underlying reason, will be provided access to a single user bathroom. This will not be immediately adjacent to their accommodations.

All our showers are single occupancy and private. However, they do not have a private undress / dressing area in the enclosed shower stall. There are private bathroom stalls where campers, staff members, and guests can have privacy. Everyone is encouraged to change clothes in private areas. Nudity in front of others is not allowed in any situation.

Privacy will be discussed with all campers, facilitators/camp counsellors, OCA staff members, and guests during orientation and enforced throughout their experience. Respect for everyone's personal space and privacy is of utmost importance.

CONFIDENTIALITY

Employees and other individuals involved in the operation of the Co-operative Young Leaders Camp will never reveal sensitive information about an individual's sexual orientation or gender identity without that person's express written consent. Those in violation of this policy by facilitators/camp counsellor will be subject to removal from camp. Violation of this policy by OCA staff will result in disciplinary action up to and including termination.

*2SLGTBQIA+ is an acronym for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, and the plus reflects the countless affirmative ways in which people choose to self-identify.

Definitions

Ally: A person who, regardless of their sexual or gender identity, confronts heterosexism, homophobia, biphobia, transphobia, heterosexual, and gender-straight privilege in themselves and others.

Assigned Sex: The sex that adults (often midwives and doctors) assign to newborns based on characteristics such as genitals, chromosomes, and hormonal profiles. Sex assigned is usually female or male.

Bisexual: A person emotionally, physically, and/or sexually attracted to males/men and females/women. This attraction does not have to be equally split between genders, and there may be a preference for one gender over others.

Cisgender: A person whose gender identity and assigned sex align with conventional societal expectations (e.g. a person who is assigned female at birth and is female identifying).

Coming Out: The process during which a person recognizes and integrates their sexual and/or gender identity into their personal and social lives. Also, the process of communicating this identity to others.

Gay: Term used to describe male-identifying people attracted romantically, erotically, and/or emotionally to other male-identifying people.

Gender: The socially constructed concepts of masculinity and femininity; the “appropriate” qualities or characteristics that are expected to accompany each biological sex.

Gender Binary: The idea that there are only two genders – male/female or man/woman and that a person must be strictly gendered as either/or.

Gender Creative and Gender Independent: Terms that are often used to describe children who do not identify with or conform to binary constructions of gender.

Gender Identity: A person’s internal sense of being a man/masculine, a woman/feminine, or other sense of gender belonging.

Genderqueer: A term for gender identities that are not exclusively masculine or feminine and are outside the gender binary and cisnormativity.

Heterosexism: Behaviours, assumptions and rules that give preferential treatment to heterosexual folks. Reinforces the assumption heterosexuality is normal and superior to other sexualities.

Intersex: An umbrella term used to describe people who have genital, chromosomes or hormone profiles that do not fit into the binary medical and social constructions of sex.

Lesbian: Term used to describe female-identifying people attracted romantically, erotically, and/or emotionally to other female-identifying people.

Queer: A historically derogatory term for a gay man, lesbian, or gender-nonconforming person. The term has been widely reclaimed, especially by younger 2SLGBTQIA+ people, as a positive social and political identity. It is sometimes used as an inclusive, or umbrella, term for all 2SLGBTQIA+ people.

Sex: A medical term designating a certain combination of gonads, chromosomes, external gender organs, secondary sex characteristics, and hormonal balances. Usually subdivided into “male” and “female”, this category does not recognize the existence of intersex bodies.

Sexual Orientation: A person’s emotional and sexual attraction towards other people.

Trans or Trans+: An abbreviation that is sometimes used to refer to a gender diverse person. This use allows a person to state a gender diverse identity without having to disclose hormonal or surgical status/intentions. This term is sometimes also used to refer to the gender diverse community as a whole.

Transgender: An umbrella term for anyone whose gender identity and/or gender expression doesn't fit social or cultural expectations or norms of gender. This may include genderqueer, non- binary, androgynous people, and others. This term should only be used with people who self- identify with the term.

Two-Spirit: A term used by some Indigenous people to identify themselves rather than as lesbian, gay, bisexual, or transgender. Historically, in many Indigenous cultures, these people were respected leaders and medicine people, based on their unique abilities to understand both male and female perspectives.

Ze/Hir: Alternate pronouns that are gender neutral and preferred by some gender diverse

Reference and research used:

Pride Camping Association - <https://www.pridecamping.org/>

Maple Leaf Camp - [**Camp Maple Leaf**](#)

Camp Cadicasu - <https://cadicasu.com/>