

Checklist for LGBTQ+ and Gender Inclusive Camps

Camps exist to spark growth, center youth interests, and build resilience through community problem-solving and healthy challenges. To ensure every camper feels supported and empowered to be who they are, camp leaders and staff must intentionally create LGBTQ+-inclusive environments. When we follow this model, every young person is welcomed, affirmed, and able to thrive in the everyday learning and adventure of camps.

Organization/Program Climate

- ☐ **Center safety over comfort** and align actions with shared community agreements available at orientation and family touchpoints.
- ☐ **Ensure trans and queer staff and volunteers know they are safe to be 'out' at work.**
- ☐ **Utilize teachable moments** to not only stop negative anti-LGBTQ+ behavior, but to educate about LGBTQ+ terminology, history, and current events.
- ☐ **Actively recruit and hire LGBTQ+ staff and allies.** Allyship is a behavior expectation for *everyone* on the
- ☐ **Build LGBTQ+ allyship** across your camp community by modeling inclusive, non-gendered language, intentionally challenging gender stereotypes in activities/traditions, and using teachable moments to coach respect and repair.
- ☐ **Invite campers and families to share their chosen names and pronouns, though this is never required.** Staff are encouraged to model name/pronoun sharing, but it is **never required**.
- ☐ **Have protocols** for incidental, repeated, and intentional misgendering in all formats: verbal, written, forms, and official records.
- ☐ **Interrupt identity-based harm in the moment** with empathy and clear boundaries, followed by support for those impacted and coaching for those who caused harm.
- ☐ **Default to non-gendered groupings** (e.g., interest/skill/choice). When gendered affinity programs are offered, participation is opt-in, and gender-expansive/non-binary campers have an affirming, equally accessible option—never an afterthought.

LGBTQ+ Affirming Resources

- ☐ **Provide affirming mental-health resources** for LGBTQ+ youth and families, and post national text/chat/hotlines (e.g., Q Chat Space, imi, The Trevor Project) in both visible and discreet locations (cabins, bathrooms, Health Center, counselor offices), with QR codes and small tear-offs for privacy.
- ☐ **Host optional LGBTQ+/Gender-expansive affinity circles** for staff and, where age-appropriate, youth. Participation is opt-in, and never used to out anyone.

Facilities

- ☐ **All campers and staff may use** bathrooms, showers, changing areas, and cabins aligned with their self-identified gender, regardless of sex assigned at birth, without isolation.
 - *Campers are made aware of how to request private options (stalls, curtains, changing tents, single-user spaces).*
- ☐ **Clearly label all-gender facilities** and ensure they are a reasonable distance from all program activities.
- ☐ **Vulnerable spaces** (bathrooms, showers, changing areas, and cabins) are supervised when in use by minors without visual intrusion (e.g., staff available near doors/thresholds).
 - *All campers receive a brief orientation on vulnerable spaces: privacy norms and reporting.*
- ☐ **Ensure the same access, privacy, and supervision standards** apply on field trips and overnights; leaders pre-check facilities and review norms with the group.

Policies and Procedures

- ☐ **Anti-harassment and nondiscrimination policies specifically enumerate** sexual orientation, gender identity, and gender expression.
- ☐ **Ensure dress code policy** has standards that are the same for all campers regardless of gender.
- ☐ **Contract with vendors/partners** (program facilitators, outfitters, transportation, visiting instructors, etc.) who commit to your non-discrimination, privacy, and safe-facilities standards for LGBTQ+ youth.
- ☐ **Include LGBTQ+-affirming mental-health supports in staff resources** (Employee Assistance Program/community clinics/peer support), recognizing staff may also need care.
- ☐ **Clearly communicate your eligibility standards:** e.g., for a historically all-girls camp, “All-girls programs welcome girls regardless of sex assigned at birth, as well as non-binary and gender-expansive campers who want a girl-centered space.”
- ☐ **Explicitly state in writing:** “Placement is based on a camper’s self-identified gender, not sex assigned at birth. No medical steps or documentation are required.”

Confidentiality

- ☐ **Never disclose a camper’s gender identity or sexual orientation** to families, campers, or staff without that camper’s consent.
 - *Exceptions for mandated reporting and urgent safety concerns. Share the behavior, not the identity.*
 - *Inform youth when you need to report.*
- ☐ **Minimize incidents of accidental disclosure** by talking with campers about how they would like to be addressed in front of their parents, other campers, and staff.
- ☐ **Secure rosters/forms;** passworded devices; no screenshots; shred/archive per policy.

Camp Healthcare and Forms

- ☐ **Use inclusive language in all forms:** registration, attendance, rosters, surveys, etc. Continuously review form language for youth, families and staff to self-identify.
 - *Youth can use their chosen name and families can sign as parent/guardian.*
- ☐ **Clearly communicate policies and procedures** to distribute and administer prescribed medication, including gender-affirming medications or garments.
- ☐ **Collect a camper’s or staff member’s sex assigned at birth (SAAB) only when it is clinically necessary for routine camp healthcare** (e.g., on-site emergency treatment).
- ☐ **Do not release confidential medical or identity information to outside parties** except as required by law. Route requests to the Camp Director/Health Center Lead and handle under your privacy policy; identity information is not shared unless legally compelled.

Professional Development (PD)

- ☐ **Provide ongoing, skills-based PD for all staff** (including maintenance, kitchen, and office) to prevent, interrupt, and respond to bias-based bullying/harassment.
- ☐ **Ensure training includes:** pronoun protocols (intros and misgendering); harm disruption with clear correction; supporting disclosures; ensuring safe access to bathrooms/showers/ changing areas/cabins aligned with gender identity.