



Skyline's Gender Inclusion Policy

The following contains Skyline Camp and Retreat Center's stance on the inclusion of all types of people and identities, specifically related to gender and gender expression. Further questions or concerns may be directed towards Skyline at 810-798-8240.

Terms used, as we understand them for this document

Sex assigned at birth (noun): The determination of an infant's sex at birth, based on genitalia.

Gender (noun): An individual's identity, which may lie anywhere on or beyond the male/female spectrum.

Transgender (adjective): A word used to describe individuals whose sex assigned at birth and gender are not the same. A transgender person may or may not change their name and gender marker legally, begin hormone treatment, or undergo a variety of surgical procedures.

Gender non-conforming (adjective): A word used to describe individuals whose behavior or appearance does not conform to prevailing cultural or societal expectations about what is appropriate for someone of their gender.

In this place we welcome all who seek some peace among these trees.

Who determines/identifies the gender of Skyline campers?

During the registration process, the individual completing the paperwork will indicate the gender of the camper in question. At this time, the registration system used by Skyline only offers male/female options. If those two options are not suitable, individuals may contact Skyline at 810-798-8240.

Is it required for a parent/guardian to disclose to Skyline staff upon registering that their camper is transgender?

It is not required that a parent/guardian disclose their camper's transgender identity. However, being made aware of a transgender camper's identity will help Skyline prepare and better ensure that the camper has as positive an experience as possible while at camp.

Which Skyline staff members will be made aware of a camper's transgender identity?

Staff will not discuss the gender identity of a camper in any situation where it is not relevant or appropriate to do so. Only the staff noted below will be made aware that a camper is transgender, and this information will remain confidential, as would specific medical information for any camper. Directors and our Health and Safety Officer will be notified of any camper that identifies as transgender. Other staff that relate directly to the camper will also be notified. Those individuals would be that camper's counselor(s) and the Head Counselor(s). Program Leaders and our CIA (information organizer, assistant to the Health and Safety Officer) may not be explicitly informed of a camper's transgender identity, but they will have access to camper health/registration forms which may contain that information.

How will Skyline address intolerance towards LGBTQ+ campers, including transgender and/or gender non-conforming campers?

Intolerance towards any camper, based on their gender or any other identity or characteristic, will be treated very seriously. Intolerance, regardless of the supposed reason, is a form of bullying and is not taken lightly at Skyline. Our staff will work with the victim of this intolerance, as well as with the other involved parties, to find a solution resulting in each feeling emotionally and physically safe.

How are campers lodged at Skyline?

Campers typically sleep in rooms or cabins according to their gender. However, there is not a “one-size-fits-all” solution that will work best for all transgender and/or gender non-conforming individuals. Therefore, open communication with campers and their families about the camper’s needs and desires is vitally important to create the best solution possible. Some transgender campers may feel most comfortable lodging in accordance with their gender identity, others with their sex assigned at birth. Certain campers may even request to be housed with a few select friends. Again, it is important to work with the camper to find an accommodation that will be best for everyone. If a parent/guardian of another camper - or another camper - expresses discomfort with sharing space with a camper who identifies as LGBTQ+, the staff will look for alternate lodging options for that other camper. The burden of prejudice should never rest on the person who is the target of that prejudice.

Will Skyline inform parents/guardians if their camper comes out as transgender or as questioning their gender identity at camp?

In the case that a camper wishes to have their lodging assignment changed to match their gender, parents/guardians will be contacted. It is Skyline’s policy to consult with parents/guardians when a camper’s lodging assignment has the potential of being changed mid-week. We will answer questions that they may have regarding that change. Otherwise, Skyline will approach these situations on a case-by-case basis, prioritizing the camper’s emotional and physical safety, while encouraging campers to begin an open dialogue with their parents/guardians.

Will Skyline inform parents/guardians if their camper is assigned to the same lodging as ANOTHER camper, who is transgender?

On the first day of camp, parents/guardians have the opportunity to meet campers sharing lodging with their own camper who have already arrived. The same opportunity is presented on the last day of camp. Typically, cabin and room assignments are posted at various spots around camp, which include campers’ names. Beyond that, sharing specific personal or medical information about other campers would not be appropriate on Skyline’s part.

Which bathroom do campers use?

Campers may use the bathroom that corresponds most closely with their gender identity. Skyline has single user restrooms in the Kitchen and Dining building and in the Lodge. All other areas of camp have designated male or female bathrooms, all including private stalls. If another camper, or a parent of another camper,

expresses discomfort in sharing space with an LGBTQ+ individual, that camper can use a separate space or use that space at a different time. To reiterate, the burden of prejudice should never rest on the person who is the target of that prejudice.

How does Skyline address privacy when it comes to changing clothes, showering, and swimwear?

Skyline encourages all campers to change clothes privately and discretely, and discourages nudity and/or disrobing directly in front of staff or other campers. All of our showers are single occupancy with private bathroom stalls for dressing/undressing located in the same area. Our swimwear policy allows campers to be comfortable while covering private areas. Campers may choose to wear clothing over their swimsuit.

How do these policies relate to summer staff?

Staff lodging, and counseling responsibilities are based on the staff member's gender. Staff members will be expected to abide by these policies and promote a culture of acceptance and inclusion of all campers.

How will staff be informed of this policy and be prepared to host a transgender camper?

Staff training will include a session regarding transgender campers. This policy will be discussed, along with the rationale for providing all campers, including campers with transgender identities, an emotionally and physically safe camp environment. Staff will be trained to use campers' self-identified names and pronouns, and will be expected to promote this level of respect from other staff members, campers, and any other relevant individuals.

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