



GENDER IDENTITY AND PRIVACY POLICY



Pok-O-Macready does not discriminate against any person based on sexual orientation, gender identity, or gender expression. All staff and campers have the right to considerate and respectful care in a safe environment that fosters the individual's comfort and dignity and is free from all forms of abuse or harassment.

To respect the wishes of each individual, an assessment of preferred names, pronouns, and living arrangements will be determined during the admissions process and may be reassessed if necessary, before the camp season begins.

Campers may reside with the gender they identify with. Requests to change cabins while camp is in session will be evaluated and accommodated if possible. Staff will determine how showering schedules will be set along with the changing of clothing to protect the privacy of individuals who identify differently than their assigned sex at birth.

Personal and medical information relating to gender non-conforming campers and staff will be shared with Camp employees only, on a need-to-know basis.

Staff and campers who feel they have been bullied or harassed or have witnessed such behavior should immediately notify designated Camp administrators. The designated administrator(s) shall then conduct an investigation to determine if further measures are necessary.