Camp Interlaken – Gender Inclusive Practices & Policies

The Steve & Shari Sadek Family Camp Interlaken JCC is firmly committed to promoting diversity, equity, inclusion, and belonging. Our Jewish values of *Kehillah* (community), *B'tselem Elohim* (we are all created in God's image), and *Tikkun Olam* (repairing the world) inspire us to act in support of our entire community - campers, families, alumni, and staff - to ensure Camp is always a safe place.

We are proud of the open, supportive, and inclusive environment we have built together. We are collectively committed to building a vibrant community rooted in Jewish values and bringing the transformative power of Jewish summer camp to every person that comes through our gates. Camp Interlaken welcomes all members of the community; we support gender-diverse, gender-fluid, transgender, and non-binary campers and staff at Camp.

In support of our commitment to transparency and respect, we are affirming our practices and policies regarding gender inclusion. We recognize that gender exists along a spectrum and may change at any point in an individual's development. To support our transgender and gender expansive community, Camp Interlaken acknowledges that each participant's needs are unique and should be treated individually, in consultation with the participant.

We understand these policies may be new to some families, and we encourage everyone to have a conversation with their camper(s) prior to Camp. Included in this policy are resources available to use in support of family dialogue. During the summer, our camper care team will be available to answer questions campers or staff may have and will communicate with families when necessary. We are grateful for the partnership with our Camp Interlaken families in helping our Camp be a safe and inclusive place for our entire *kehillah.*

Registration & Intake

In the CampMinder registration system, male, female, and undefined are currently the options available when registering for Camp. Additionally, a registrant can specific their gender in the next question. There will be an opportunity later in the application process to request a conversation with Camp regarding gender. Please select the gender in which the camper most identifies with. A detailed intake meeting will be scheduled for any participant that indicates that their gender identity differs from their sex assigned at birth as noted in the forms filled out by parents and campers.

Housing

Our cabins are separated by gender and grade level. In focusing on supporting each participant's overall development and well-being, cabin assignments may be made by gender identity instead of sex assigned at birth. For campers to request housing by gender identity, this request must be made by the camper and a parent or guardian before staff orientation begins at the beginning of June. Housing changes cannot be made once Camp is in session. We will work with gender fluid and non-binary participants and their families before Camp to help them identify and agree to the appropriate housing assignment.

Facilities

Since 2022, each cabin has a movable private changing area that campers can choose to use.

Camp Interlaken's washhouses are assigned by gender. Campers are welcome to use the washhouse of the gender they identify. Washhouses have private, locking bathroom stalls and private, individual showers that close with a curtain. Since the summer of 2022, we have 4 private, centrally located, all-gender bathrooms (each with a toilet, sink and shower). These bathrooms can be used by anyone who would like additional privacy.

Additionally, private, all-gender bathrooms are available in the office, pool, *K'far Noar* (Teen Village), and health center.

Camp Interlaken – Gender Inclusive Practices & Policies

Confidentiality

Camp Interlaken ensures the confidential status of a camper, participant, or staff member's gender status in accordance with applicable state, local, and federal privacy laws.

All campers and staff have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and how much to share private information. The fact that a camper or staff chooses to use a different name, to transition at Camp, or to disclose their gender status to staff or other campers does not authorize Camp Interlaken to disclose this information with their parent or guardian. When contacting the parent or guardian of a camper, Camp Interlaken will use the camper's legal name and the pronoun corresponding to the camper's sex assigned at birth unless the camper, parent, or guardian has specified otherwise.

Camp Interlaken will not disclose any information that may reveal a camper or staff member's gender status to others, including other campers, families, and staff, unless legally required to do so or the camper or staff has given permission. In any scenario where Camp Interlaken is legally required to disclose a camper or staff member's gender status, Camp Interlaken will provide the camper or staff an opportunity to make that disclosure themselves first.

Pronouns & Names

Every camper and staff member has the right to be addressed by a name and pronouns that correspond to their gender identity. Regardless of whether a camper or staff member has legally changed their name or gender (or undergone any surgical or hormonal transitions), Camp Interlaken will allow such campers and staff members to use a chosen name and gender pronouns that reflect their identity. Camp Interlaken will ask in the camp forms how the camper prefers to be addressed, and Camp staff will ask campers privately how they would like to be addressed. Staff are asked for their pronouns and are provided an opportunity to include them on staff identification (name tags, etc.).

Some campers may feel most comfortable being addressed by gender-neutral pronouns such as "they" or just referred to by their name (without pronouns). We recognize that our returning campers may come to camp with a different name, pronouns, or gender than the summer prior. In that case, Camp will direct all staff to use the person's chosen name and appropriate pronouns. Camp Interlaken will act to the best of our ability to educate campers and staff members to avoid "dead naming" (call someone by their birth name when they have changed their name as part of their gender transition).

De-Gendering Places & Traditions

Before the summer of 2021, the T.O.V. (Tikkun Olam Volunteer) Committee addressed inclusion initiatives at Camp. These discoveries included removing gendered language from places in Camp. We continue to explore how gender might show up in camp programs and traditions and might unintentionally create a feeling of exclusion. With that lens, we have made programmatic revisions over the last few years to reflect our commitment to being an inclusive camp. Camp will continue to monitor and adjust programmatic areas to assure maximum inclusion.

Staff Training

Camp Interlaken has been working with organizations that specialize in training camp communities about gender inclusion like Keshet, Moving Traditions, and Transplaining. The T.O.V. Committee is interviewing additional trainers and experts to work with our summer staff to train them on topics of how to create safe spaces for everyone.

Resources

American Camp Association * Valdes Conflation Triangle * My Pronouns * Gender Spectrum * Keshet Resources Schools in Transition