

Camp Kawartha Facility Rental and Anti-Hate Policy

1. Purpose

Camp Kawartha provides its facilities for use by external groups, including but not limited to weddings, retreats, educational programs, and community events. As part of our commitment to fostering inclusivity, stewardship, and respect for all, we require that all renters and their events align with these values. This policy ensures that our facilities are not used to promote hate, violence, discrimination, or extremist ideologies.

2. Scope

This policy applies to all individuals, organizations, and groups seeking to rent or use Camp Kawartha facilities, whether for private, corporate, educational, religious, or community purposes.

3. Policy Statement

Camp Kawartha reserves the right to deny, suspend, or cancel facility rentals where the applicant, its representatives, or its event content:

- Promotes or supports hate speech, antisemitism, racism, xenophobia, homophobia, transphobia, misogyny, or other forms of discrimination against protected groups as defined by the Ontario Human Rights Code.
- Is affiliated with or endorsed by individuals or groups publicly recognized as hate groups or extremist organizations.
- Includes speakers or materials that advocate violence or denigrate individuals or communities based on race, religion, ethnicity, gender identity, sexual orientation, disability, or other protected characteristics.

4. Definitions

- **Hate Speech:** Any expression, act, or material that promotes or incites hatred, violence, or discrimination toward people based on protected characteristics.
- **Hate Group:** An organization whose primary purpose or activities include the promotion of hate, violence, or discrimination.
- **Protected Characteristics:** Attributes including but not limited to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed (religion), sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability, as outlined in the Ontario Human Rights Code.

5. Application and Vetting Process

5.1 Disclosure Requirements

All rental applicants must provide:

- The full name of the individual or organization.
- The nature and purpose of the event.
- A list of speakers, facilitators, or presenters (if applicable).
- Links to the organization's website and relevant social media accounts.

5.2 Review

- Camp Kawartha will review publicly available information about the applicant, its representatives, and proposed event content.
- Staff may request clarification, additional details, or materials (e.g., speaker bios, sample presentations) as part of the review.

5.3 Red Flags

If evidence emerges linking the applicant or event to hate speech, hate groups, violence or extremist ideologies, the application may be denied or flagged for senior management review.

6. Conditions of Rental

- All facility rental agreements will include a clause affirming that the renter and event must not promote hate, violence, or discrimination.
- Camp Kawartha reserves the right to monitor events and require immediate cessation of any activity found to violate this policy.

7. Cancellation and Termination

Camp Kawartha may, at its sole discretion:

- Cancel or terminate any rental agreement if information comes to light indicating that the renter or its event contravenes this policy, either before or during the event.
- Refuse future rentals to groups or individuals found to be in violation of this policy.
- Refund or withhold fees depending on the circumstances of the cancellation.

Sample contract clause:

“The renter affirms that this event and its participants will not engage in, promote, or support hate speech, discrimination, or violence against any group or individual. Misrepresentation of the event or violation of this policy shall result in immediate termination of the agreement, at Camp Kawartha’s discretion.”

9. Accountability

Camp Kawartha will:

- Train relevant staff on implementing and upholding this policy.
- Document vetting decisions and retain records for a minimum of three years.
- Review and update this policy annually to reflect best practices and legal developments.

10. References

- Ontario Human Rights Code
- Canadian Charter of Rights and Freedoms
- Camp Kawartha Mission and Values Statement

Approved by: Jacob Rodenburg Executive Director

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