



Inclusivity Protocol

Camp Kawartha is guided by a vision of creating a welcoming and inclusive community for all who enter it. We strive to foster an environment where every camper feels seen, supported, and celebrated for their individuality, while building leadership skills and learning to contribute positively to both their community and the natural world.

Creating an inclusive community means providing spaces that are safe for all campers, where everyone feels accepted for their individual identities. In line with this commitment, we have updated our Camper Code of Conduct to include clear statements against discrimination of any kind. This includes a prohibition on discrimination based on race, religion, culture, gender or gender identity, physical ability, socioeconomic status, or other aspects of identity.

Community members (campers, staff, and families) are free to hold their own beliefs, and at Camp Kawartha all actions must align with our shared community guidelines. No one is more or less deserving of safety, respect, or belonging than anyone else.

Summer camps have historically operated within gendered traditions and structures. When Camp Kawartha was founded in 1921, it began as an all-boys camp. Since becoming a co-educational camp in the 1970s, Camp Kawartha has continued to evolve its practices to support equity, respect, and inclusion for all participants, and remains committed to fostering an increasingly gender-inclusive camp community.

We are proud to welcome campers and staff whose identities span the gender spectrum, and we are committed to ensuring that our cabin placement process reflects and supports those identities. Campers who identify as transgender or non-binary will have the option to be placed in the cabin environment where they feel most comfortable, in consultation with their parents or guardians. While cabin groupings will continue to be based on age and gender identity, this approach helps ensure that all campers feel respected, validated, safe, and supported throughout their camp experience.

To support these initiatives, camp staff receive training on topics including identity, pronouns, personal boundaries, and privacy within the cabin environment. Staff are prepared to respond thoughtfully and respectfully to questions from campers who may be encountering these concepts for the first time.

We are open to requests for an all-gender cabin option, to better support campers from a range of backgrounds and gender identities. Where demand and bed availability allow, we will work to accommodate these requests in a way that supports camper wellbeing and community needs.

Please review our FAQ page if you have any further questions about these policies. We also encourage families to review the Camper Code of Conduct with their camper prior to registration, and again before arrival at camp, to help foster a respectful, inclusive, and supportive community for everyone.

Everyone at camp is expected to follow shared rules, agreements, and expectations for respectful behaviour. At the same time, every camper and staff member deserves to feel safe, respected, and supported regardless of their identity. Our camp maintains a zero-tolerance approach to discrimination of any kind.

F.A.Q.

My camper is not transgender or nonbinary (they are a cisgender boy or girl) and isn't questioning their gender identity; will these policies change their time at camp?

This policy is intended to support a more equitable and inclusive environment for all campers. Campers who are not questioning their gender identity will continue to have the same camp experience as in previous summers.

Is there an option for my child to be placed in a cabin that is guaranteed not to have a transgender child in it?

We are not able to accommodate requests for cabin placements based on the presence or absence of transgender or non-binary campers, and we cannot provide guarantees of this nature.

In addition, we do not share information about any camper's gender identity, as we have a responsibility to protect the privacy and dignity of all campers in our care.

All cabin placements are made in line with our commitment to creating safe, respectful, and inclusive environments for everyone.

How do you manage romantic relationships at camp?

At camp, our focus is on friendship, community, belonging, and personal growth. We understand that campers may form close connections, but camp is not the setting for dating between campers.

Staff support campers in maintaining respectful boundaries, including making sure that friendships remain inclusive, and connected to the broader camp community. These expectations are also outlined in our Camper Code of Conduct.

Is the all-gender cabin definitely going to happen?

The all-gender cabin option is dependent on interest and operational feasibility. In order to offer this option, we would need sufficient interest from campers within a similar age range to support a safe and well-organized cabin grouping.

We will connect with interested families to explore possibilities. If we are not able to offer an all-gender cabin in a given year due to demand, we will continue to assess and consider it for future summers.

My camper is cisgender but may be interested in the all-gender cabin option. Would they be allowed to participate in this cabin?

Yes. The all-gender cabin option is available to any campers who feel it may be a good fit for them, regardless of gender identity. This cabin will be supported by experienced staff with additional training to help ensure a safe, respectful, and supportive experience for all campers.

Could my leadership camper be in an all-gendered cabin?

If there is sufficient interest among leadership-aged campers, we may be able to offer an all-gender cabin option. Please reach out to us if you feel this may be a good fit for your leadership camper.

My child is transgender – What does this mean while I am registering them? Do they have to be in the all-gender cabin?

If your camper identifies as transgender or non-binary, we invite you to connect with us upon registration so we can work together to support a safe, comfortable, and affirming camp experience.

Our goal is to ensure each camper is placed in the cabin environment that feels right for them. Transgender and non-binary campers are welcome in any cabin option where they feel comfortable and supported, and are not required to be placed in the all-gender cabin.

What are the options for bathrooms and showers for transgender or non-binary campers?

Our camp provides a range of washroom and shower facilities designed to support privacy and comfort for all campers.

Our “colossal” washroom buildings are gendered and include individual private shower stalls. Our dining hall washrooms are all-gender, individual-use rooms, one of which includes an accessible shower. Our “kybo” facilities (outhouses) are gendered.

Campers may use the washroom and shower facilities that best align with their identity and comfort. Where needed, we can also help arrange access to a more private, non-gendered shower option.

Our privacy expectations apply across all washroom and shower facilities.

How will my camper maintain their privacy in their cabin? How will you address camper privacy throughout the summer?

We are committed to supporting the privacy and comfort of all campers across cabins and camp facilities.

Each cabin includes pop-up changing pods to provide a space for campers who prefer additional privacy while changing. Camp staff are trained on camper privacy and on establishing clear expectations that respect personal boundaries and create a safe, comfortable cabin environment for everyone.

Campers are also welcome to use any washroom facilities for changing if they prefer.

What would happen if my camper wanted to switch into a different gendered cabin once they get to camp?

Cabin groupings are carefully planned in advance to support camper safety, wellbeing, supervision, and community balance.

If there are any updates to your camper's needs or identity between registration and the start of camp, we encourage you to contact us as early as possible. Our registrar begins this work well in advance, and early communication gives us the best opportunity to work together toward the most appropriate and supportive cabin placement.

Once campers have arrived at camp, cabin switches may not be possible, but staff will continue to support each camper's comfort, belonging, and wellbeing within the cabin community.

My camper is new to these ideas or has never met someone who is transgender – will they get in trouble if they don't understand?

We recognize that campers come from a wide range of backgrounds and levels of understanding, and we view camp as a place for learning, growth, and community connection.

While at camp, campers may meet others whose identities, cultures, or beliefs differ from their own. Campers who are new to concepts such as gender identity or pronouns will not get in trouble for not understanding. Our staff are available to answer questions, support learning, and help foster respectful relationships between campers.

We approach misunderstandings as opportunities for learning and connection, while always expecting campers to treat one another with respect, including respect for each other's identities.

Where can I learn more about transgender and non-binary identities?

Families can learn more about gender identity through the [educational resources provided by The Trevor project \(click here\)](#). The Trevor Project is a nonprofit organization offering crisis support and suicide prevention services for LGBTQ+ young people, along with accessible educational materials on sexual orientation, gender identity, and inclusion.

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