



## **Supporting Transgender, Non Binary and Gender Nonconforming Students and Educators**

The Outdoor Science School believes in and supports the rights of transgender and gender nonconforming students and educators. In compliance with state and federal law, all students, cabin leaders and staff have the right to assert their gender identity and the Outdoor Science School does not solicit or share confidential information regarding gender assigned at birth. Students, cabin leaders and staff must adhere to strict cabin privacy rules, including changing only in private areas and respecting personal and bunk space at all times. Students, cabin leaders and staff are told to raise concerns and report any violation of these rules, which are posted in each cabin and thoroughly reviewed as part of the students' orientation, cabin leader orientation and staff training. Staff members are always on-campus and on-call throughout each night. Please review our Student Safety [Policies](#), Student Safety [Video](#) and our [policies on gender identity](#) for further information.

For the physical and emotional safety of our transgender and gender nonconforming students and educators, all staff should work to create a welcoming space for people of all genders. This includes but is not limited to; respecting and correctly using individual's pronouns if they share their pronouns; using gender neutral language when addressing groups of people or people whose pronouns you haven't been told, such as, "friends," "folks," "all," or "y'all," rather than "guys," "ladies and gentlemen," or "boys and girls;" familiarizing yourself with and support others in using [accurate terminology](#); and [responding to anti-LGBTQIA+ language and behavior](#).

When creating cabin groups the Outdoor Science School works closely and intentionally with our participating schools and although the cabin groupings generally tend to be set in the gender binary system we fully support all-gender/gender inclusive cabins when needed to ensure everyone feels safe."

