



<http://www.womensdebateinstitute.org>

WDI Gender Inclusion Policy, Adopted June 22, 2016

Philosophy

The WDI is committed to inclusion, and seeks to adopt policies and procedures to ensure that non-cisgender individuals feel welcome and safe at the WDI.

Inclusion

1. The WDI welcomes applications from people belonging to marginalized genders/gender identities, including cisgender women and non-cisgender students, who feel that the WDI would be a good fit for them.
2. Candidates for staff and volunteer positions will not be discriminated against based on their gender, gender identity or expression, and non-cisgender candidates will be given the same consideration as all other candidates.

Confidentiality

The gender/gender identity of any and all attendees of the WDI is considered confidential and private and shall not be recorded or disclosed without the express permission of the individual involved.

Accommodation

The WDI seeks to create a safe and inclusive environment for all attendees. There will be gender neutral facilities, such as gender-neutral bathrooms and sleeping facilities, readily available for all attendees. All shared bathrooms will be equipped with stalls, latching doors, curtains or other accommodations to provide privacy in the shared setting. We do not segregate sleeping rooms by gender or gender identity, but we will work to provide sleeping space accommodations for the comfort of our campers who request them. We encourage all students to discuss with the WDI ways to make their experience at camp the best possible. We recognize the desires of each individual may vary, and we therefore welcome individualized requests for additional accommodations