

**WDI Trans Inclusion Policy  
Adopted March 2014**

Philosophy

The Women's Debate Institute is committed to inclusive practices in relation to trans people.

Inclusion

1. "The Women's Debate Institute welcomes applications from trans students who have been socialized as, or live and identify as women. Applicants must be entering their 9th through 12th grade year in high school in the semester immediately after the camp, and who otherwise meet the criteria identified on our website. . . ", <http://www.womensdebateinstitute.org>.
2. Candidates for staff and volunteer positions will not be discriminated against based on their gender identity or expression, and trans applicants and will be given the same consideration as all other candidates. Trans people who meet the criteria for services will be provided with the same range of services available to non-trans people.

Confidentiality

The trans status of any and all members of the Women's Debate Institute is considered confidential and private and shall not be recorded or disclosed without the express permission of the individual involved. Conversely, if a trans student wishes their identity be disclosed, we are available to assist in that matter as well.

Accommodation

We encourage all students to discuss with the WDI ways to make their experience at camp the best possible. The Women's Debate Institute will make appropriate bathrooms, private bedrooms, and changing areas available to trans people whenever possible. All shared bathrooms will be equipped with stalls, latching doors, curtains or other reasonable accommodations to provide privacy in the shared setting. We recognize the desires of each student may vary, and we therefore welcome individualized requests.