



BOYS & GIRLS CLUB
OF LAKE TAHOE

Gender Affirmation and Inclusivity Policy

File name: 2023.10_Policy_Gender Affirmation and Inclusivity Policy

Policy Statement

The Club is committed to providing a welcoming and affirming environment for all employees and youth members. We respect all gender identities and expressions and encourage all Club employees, volunteers, and youth members to share their preferred gender pronouns if they wish.

All staff receive training in gender identity terms and how to respectfully discuss preferred gender pronouns in the workplace. Any person who participates in Club activities, whether it is onsite or offsite, will be called by his/her/their preferred name and gender pronouns. As appropriate, all possible accommodations will be made so that youth members have access to an all gender or preferred gender restroom. It is not the Club's responsibility to disclose a youth member's preferred gender pronouns, identity, or sexual orientation to his/her/their parent or guardian.

Reason for Policy

In an on-going effort to show support and inclusivity for all our Club members and employees, the Boys & Girls Club of Lake Tahoe strives to affirm all gender identities and expressions. The Club also recognizes the sensitive nature of this topic for some people, especially youth, and wishes to respect the privacy of Club members and employees when appropriate.

Research indicates that adolescents who identify as transgender or nonbinary have higher rates of anxiety, depression, suicidal ideation, and homelessness. Part of this high homelessness rate is from being rejected at home. On the contrary, research shows that students who identify as transgender or nonbinary in a welcoming and affirming environment are more likely to have better mental health and academic outcomes.

Who Should Read This Policy

All Club employees, volunteers, and Board of Directors

Resources

"Empower LGBTQ Youth Through Inclusive Practices" - BGCA blog entry - https://bgca.org/news-stories/2022/May/Empower-LGBTQ-Youth-Through-Inclusive-Practices?_ga=2.15929526.1013992189.1696892447-1788527893.1672857874

"How to Help Teens with Gender Identify" - BGCA blog entry - <https://bgca.org/news-stories/2022/March/how-to-help-teens-with-gender-identity>



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“A Guide to Gender Identify Terms” - NPR

<https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq>

Definitions

“Preferred gender pronouns” or “preferred pronouns” are the preferred pronouns a person wishes to be called or referred to.

“Gender identity” is the person’s internal sense of self or gender. It may be male, female, both, or neither. Gender identity may not be visible to others.

“Gender expression” is the person’s outward expression of self or gender. This may be masculine, feminine, or an expression outside the binary construct.

A person who identifies as “transgender” or “nonbinary” has a gender identity that does not fit in the basic definition of their sex (male or female) at birth.

The Policy

The Club is committed to providing a welcoming and affirming environment for all our employees and youth members. We respect all gender identities and expressions and encourage all Club employees, volunteers, and youth members to share their preferred gender pronouns if they wish.

All staff receive training in gender identity terms and how to respectfully discuss preferred gender pronouns in the workplace. This training is part of the onboarding process for new employees, and is conducted annually for all employees. Employees also have the option to disclose preferred pronouns in new hire paperwork.

Any person who participates in Club activities, whether it is onsite or offsite, will be called by his/her/their preferred name and gender pronouns. As appropriate, all possible accommodations will be made so that youth members have access to an all gender or preferred gender restroom.

It is not the Club’s responsibility to disclose a youth member’s preferred gender pronouns, identity, or sexual orientation to his/her/their parent or guardian. Exceptions: preferred gender pronouns may be disclosed to a parent/guardian, medical provider, or law enforcement, if the youth member’s health or safety is at risk, or if a situation warrants a mandatory CPS report.