



ARCC POLICY IN SUPPORT OF GENDER-EXPANSIVE STUDENTS

As ARCC continues to welcome an increasing number of gender-expansive students participating in our programs, we have created comprehensive policies that align with our values of accessibility and inclusivity.

Gender Identity & Pronouns

ARCC Programs expects staff and peers to respect the identity of each student, including self-reported names, gender identities, and pronouns. ARCC staff are committed to respecting and honoring each student's gender identity. In situations involving a gender-expansive student who may not have disclosed their identity to their parents or guardians, staff will collaborate with the student to identify an approach that aligns with their comfort level while respecting the student's privacy.

For more information on why pronouns are important, you can read more here:

- <https://pronouns.org/what-and-why>
- <https://pronouns.org/resources>

Gender Identity & Accommodations

ARCC Summer Programs currently organizes rooming/tenting in a gendered manner, with separate male and female rooms. However, we recognize the need for more inclusive solutions and strive to accommodate the diverse identities of all our students. Gender-diverse students are welcome to choose the room/tent that aligns with the gender they identify with or feel most comfortable in, ensuring their experience is supportive to their identity. Room assignments may be influenced by cultural and safety considerations of the country or regions the group visits. Each gender-expansive rooming arrangement will be unique, and we will work with participants individually as this comes up with the aim of creating a sleeping space that is as safe and comfortable as possible for all students.

For our Gap Programs, the rooming organization may fall into the gender binary or it may be more expansive depending on program location. During the majority of our US-based camping semesters, each student uses their own tent with a few exceptions where the student would be sharing a room with other students. During our international programs, room assignments may be influenced by cultural and safety considerations of the country or regions the group visits. We understand that each

gender-expansive rooming arrangement will be unique, and we will work with participants with the aim of creating a sleeping space that is as safe and comfortable as possible for all students.

For Custom Programs, we defer to our school partner's rooming policy and work with administrators and chaperones from each individual school to establish a rooming arrangement that is appropriate and as safe as possible for each specific school/program.

If you have any questions or concerns regarding our rooming policy, please feel free to reach out to a Summer, Gap, or Custom Director.