

# **Eliot Institute**

## **Sex and Gender Diversity Policy and Statement**

(Approved April 2024)

Eliot Institute creates and supports an intentional, inclusive community of celebration, friendship, and joy with opportunities for exploration, spirituality, and growth for Unitarian Universalists, their families, and friends. What makes Eliot camps so unique is that they provide opportunities for campers to grow into the fullness of who they are in our intentional community. We aspire to create a brave space for campers to explore and inhabit all aspects of their identities during the length of camp.

In acknowledgement of the current and historical climate of transphobia and homophobia,

- We affirm the inherent value of the wide expanse of sex and gender expressions, identities, and ways of being. All Two-Spirit, Lesbian, Gay, Bi-Sexual, Transgender, Queer, Questioning, Intersex, Androgynous, and Asexual [2SLGBTQIA+] campers and their families deserve security and belonging at Eliot.
- We affirm that human sexuality and gender identity is an ongoing personal journey that merits nurturing and development. This journey is a vulnerable experience that requires bravery to endure and express.
- We affirm that discrimination based on sex or gender identity, expressed through conduct or comment, is not welcome. All campers have the right to feel safe, included, and empowered.

As a part of Eliot's covenant, all members of the Eliot community are expected to refrain from harassment, discrimination, intimidation, or any other conduct or comment that is intolerant of sex or gender expression including, but not limited to: portraying them in gender stereotyped roles, refusing to acknowledge their identity, or by omitting their contributions. To do so would be a breach of the Eliot covenant.

We affirm the right for all campers to feel safe, included, and empowered in the community we create. Because we hold that each person has the right to flourish with dignity and worth, we hold all members of the Eliot community accountable in keeping with our Eliot covenant.