

Westminster Youth Sleeping & Bathroom Arrangements Policy for Overnight Events

*Adapted from Ferncliff Camp's LGBTQ+ Statement of Inclusivity
Reviewed and voted on by the WPC Youth Committee 2/18/2026*

Our goals in creating this protocol are:

- To create an inclusive and safe environment for all youth, following the model of love and inclusion that we believe Jesus demonstrates
- To uphold boundaries and expectations about appropriate conduct on trips
- To be transparent with families
- To give space for youth to remain in conversations about gender in a positive way, recognizing that questions around one's gender expression and orientation are a normal part of development, particularly in adolescence.

First and foremost, parents & youth will be informed of the planned layout for sleeping arrangements in advance of overnight events. (e.g. One large sleeping area for everyone, several small sleeping areas divided by gender identity, etc.) Parents will also be given the opportunity to provide input as it relates to their child.

The following additional guidelines will also be followed:

- 1) Recognizing that "she" or "he" may not perfectly describe the gender identity of every youth, in the cases of dividing sleeping areas by gender identity, *the parent or guardian will indicate whether their youth will sleep in the she-identifying or he-identifying cabins.*
- 2) In rooming/dorm situations, as a general rule, we will strive to use the "rule of 3:" at least 3 youths sleeping in the same room, with leaders in nearby rooms. Exceptions to this rule will only take place in consultation with parents and the youth minister for specific circumstances.
- 3) In situations where leaders are sharing a sleeping room with youth, there will be at least 2 leaders in the room with youth.
- 4) Private stalls, bathrooms, or rooms to change in will always be available for changing and showering, and *we expect youth and leaders to never be undressed in the presence of someone else.* Failure to abide by this rule may result in suspension from future youth activities.
- 5) Youth and leaders will use the bathroom that corresponds with their sleeping room, or a private unisex bathroom. Any youth who has a need or desire for increased privacy, regardless of the underlying reason, should be provided access to a single user restroom. *However, no youth shall be required to use such a restroom because they are transgender or gender nonconforming.*