



Foundation For Youth, in partnership with Boy's and Girl's Club, have an obligation to enforce policies that protect youth from harassment and discrimination—and that obligation *includes* protecting LGBTQ and transgender students from discrimination, harassment, and violence. FFY currently utilizes gendered bathrooms, locker rooms, and cabins in our facilities. We recognize that gender is self-identified for individual youth.

Foundation For Youth's responsibility and ability to keep all youth safe is not compromised by allowing LGBTQ or transgender youth to use the facilities consistent with their gender identity. Best practices for youth development show that organizations that *deny* LGBTQ and transgender youth access to these facilities, are inflicting profound harm, and making it impossible or unsafe for some transgender youth to attend programs at all. Further, evidence shows that youth serving agencies that protect and ensure safety for LGBTQ and transgender students expands their commitment to ALL of the youth served in our programs.

Specific Facility Guidance:

Safety and privacy in restrooms, cabins, and locker rooms are an important concern for all the youth that we serve. Foundation for Youth will ensure safe facilities and will address behaviors from youth, of any sexual identity, who engages in inappropriate behavior or tries to invade someone else's privacy while in our facilities.

If a youth abuses any facility policy to harm another youth or invade their privacy, Foundation For Youth can and will stop and address such behavior as part of our obligation to provide a safe protective environment for all youth in our care.

Any youth shall be provided with a safe and private area within the restrooms, cabins, and locker room facilities (e.g. nearby restroom stall with a door or an area separated by a curtain); use of a nearby private area (e.g. nearby restroom); or a separate changing schedule as determined by youth and staff.

Any youth in FFY programs have the option to make use of a separate restroom and have their concerns addressed without stigmatizing any individual. No youth will be forced to use a separate space. Special accommodations can be made available for any youth, regardless of the reason for the request.

Sleeping arrangements during overnight stays, either at camp or 405 Hope Ave. will follow similar guidelines unless the safety and privacy of any youth is compromised.

Affirmation of Privacy and expectation of Safety for ALL Youth:

Foundation For Youth recognizes that all youth, staff, and administrators, including those who identify as LGBTQ and transgender, care about safety and privacy in restrooms, cabins, classrooms, and locker rooms. This policy is consistent with our commitment to youth and under the guidelines established by Boy's and Girl's Club's national. This makes it easier to ensure that no individual youth suffers discrimination and may express their beliefs openly.