

Christian Endeavor - USA Event Gender Inclusion Policy

(Adopted: October 12, 2021)

Christian Endeavor - USA desires to clearly communicate its position based upon its sincerely held religious beliefs. These beliefs are mandated by God's Word which teaches the distinctiveness, complementariness, and immutability of the male sex and female sex. See Genesis 2 and Matthew 19:4. God's Word also teaches us to have a loving attitude toward all people, Matthew 22:37-40. C.E. wants all people to feel accepted as people wonderfully created by God as the ministry teaches it's clearly held scriptural positions on Creation, Redemption, Salvation and Faith.

Locker Room, Restroom, Changing Room, and Shower use policy:

- Sex specific locker room, restroom, changing room, and shower facilities may only be utilized consistent with the sex assigned at birth and not gender identity or expression. Optional family (non-sex specific) restrooms may also be made available to a youth(s) upon availability at the camp, church or facilities where an event is being hosted.

Small Group policy:

- Many Christian Endeavor events choose to use small groups to deepen discussion and further learning while also nurturing relationships. Depending upon the setting and topic, gender specific small groups may be used. Youth are asked to participate in small groups consistent with the sex assigned at birth and not by gender identity or expression. Individual discussion times can be provided depending upon staff availability and the interest of the participating youth.

Inclusion:

- All young people wrestle with identity issues. Regardless of how these issues manifest themselves, Christian Endeavor desires every youth to feel loved and cared for. C.E. takes significant steps to provide an environment where young people experience a sense of belonging. Therefore, bullying other youth because of their gender, ethnicity, socio-economic status or any other personal choice or characteristic will not be tolerated.

Youth choosing to disregard the above stated requirements, after being guided toward following the policy, will be asked to leave the C.E. event. This departure will take place at the expense of the youth or youth caregivers which may include traveling to the event facility to collect the youth and the youth's belongings.

This policy will be made available by distribution to church youth ministry leadership in advance of Christian Endeavor events. Adult leaders will also be reminded of this policy at the beginning of C.E. events.