



Greenhills Camp Inclusion and Diversity Policy

At Greenhills Camp, we believe that inclusion and diversity are essential to creating a safe and positive environment for all campers and staff. We are committed to promoting diversity, equity, and inclusion in all aspects of our camp program, and we have a policy in place to ensure that everyone feels welcome and valued at camp. Our inclusion and diversity policy includes the following measures:

1. **Welcoming Environment:** We create a welcoming environment that embraces all campers and staff, regardless of their race, ethnicity, gender, sexual orientation, religion, ability, or any other factor.
2. **Accessible Facilities:** We ensure that our facilities are accessible and accommodating for campers with disabilities, and provide any necessary accommodations or support.
3. **Programming:** We offer programming that is inclusive and celebrates diversity, and we ensure that all campers have the opportunity to participate in activities and events that interest them.

4. Anti-Discrimination Policy: We have a zero-tolerance policy for discrimination or harassment based on any factor, and we take any reports of such behaviour seriously and follow up with appropriate action.
5. Communication: We communicate our commitment to inclusion and diversity to all campers and their families, and we encourage feedback and suggestions for improvement.

By promoting inclusion and diversity, we create a camp community that celebrates differences and promotes respect and empathy. We believe that our commitment to inclusion and diversity is essential to creating a safe and positive camp experience for all campers and staff, and we are committed to continually improving and evolving our policies and practices to better support and empower everyone at camp.

This Inclusion and Diversity Policy was adopted by the Directors of FCP Activities on 9th June 2022 and the statement was most recently reviewed on 9th June 2023
