

# Transgender Policy

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Our desire is to provide an environment where our campers and guests can have a life-changing encounter with Jesus Christ. As set forth in our Statement on Marriage, Gender, and Sexuality, "We believe that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God. (Gen 1:26-27.) The two distinct, complementary genders, both to be treated with dignity and respect, reflect the creative, natural order given by God. (Gen 5:1-2)." Accordingly, we wish to minister to and serve all persons, as all are made in God's image.

## Campers and Guests

Big Canyon recognizes that some individuals experience a conflict between their biological sex and the sex with which they identify. We emphasize that we desire to interact in a Christ-like way with these individuals and that harassment or bullying behavior is unacceptable from either our staff or other campers/guests. We will do everything possible to promote an environment where these type of attitudes and treatment is avoided. Please note that Big Canyon does not offer gender neutral and/or family facilities (restrooms, showers, changing, and sleeping). Therefore, all persons are required to use the male and female facilities based on their biological sex at birth.

## Staff

To be faithful to its mission and religious beliefs, Big Canyon may not establish any policy or engage in any activities, or otherwise operate in any manner that conflicts with its Statement of Beliefs which is sourced in Scripture and is foundational to the philosophy and founding purpose of Big Canyon. Therefore, Big Canyon will not hire or continue to employ any employee, who has not subscribed to and affirmed (when requested) to our Statement of Beliefs, or has acted in a manner inconsistent with this statement and the Position Statements of Big Canyon, and has not fully repented of such actions. Big Canyon may, consistent with laws applicable to religious organizations and in furtherance of its religious purposes, utilize religious criteria in all employment decisions.