Naper Pride Inc.

Transgender, Gender-Fluid & Gender-Inclusive Respect Policy

Purpose

Naper Pride Inc. is committed to maintaining a welcoming, inclusive, safe, and respectful environment for everyone. Naper Pride recognizes and respects the dignity and identity of transgender, nonbinary, gender-fluid, gender-expansive, and gender-diverse individuals.

Everyone involved with Naper Pride—including board members, volunteers, participants, performers, staff, guests, and community members—is expected to treat others with dignity, respect, and courtesy.

Policy Scope

This policy applies to all individuals participating in, representing, working with, volunteering for, or attending Naper Pride activities, programs, events, meetings, and other organization-related activities.

The policy applies to conduct occurring:

- At Naper Pride-sponsored or affiliated events and programs
- At meetings, activities, and volunteer functions
- In Naper Pride workplaces or other organizational spaces
- Through Naper Pride's social media accounts, websites, email, messaging platforms, and other electronic communications
- While representing or acting on behalf of Naper Pride
- Between Naper Pride participants when the conduct has a connection to Naper Pride activities or creates a significant impact on the organization's environment

This policy applies regardless of whether conduct occurs in person, online, publicly, privately, or through another form of communication when it affects participation in or access to Naper Pride activities.

The policy applies equally to board members, officers, employees, volunteers, committee members, contractors, performers, participants, guests, and other individuals interacting with Naper Pride.

Nothing in this policy limits any rights or protections provided by applicable federal, state, or local law.

1. Respect for Gender Identity and Expression

Naper Pride respects each person's right to identify and express their gender in the manner that is appropriate for them.

No individual shall be subjected to discrimination, harassment, bullying, intimidation, exclusion, or mistreatment because of their:

- Gender identity
- Gender expression
- Transgender status
- Nonbinary identity
- Gender-fluid identity
- Gender-expansive identity
- Perceived gender identity or expression
- Transition status or decision not to transition

A person's gender identity or expression does not need to conform to traditional or stereotypical expectations.

2. Names and Pronouns

Naper Pride is committed to respecting the names and pronouns individuals use to identify themselves.

- Individuals should be addressed by their **chosen or affirmed name**.
- Individuals should be addressed using their **stated pronouns**.
- Deliberately refusing to use a person's correct name or pronouns is not acceptable.
- Repeatedly misgendering or deadnaming an individual after being corrected may constitute harassment or a violation of this policy.
- Individuals should not be required to disclose a former name, legal name, or previous pronouns unless there is a legitimate administrative or legal reason to do so.
- Naper Pride will make reasonable efforts to use a person's affirmed name in rosters, badges, event materials, communications, social media, and other organizational records where legally and administratively possible.

Mistakes happen. When someone is corrected about a person's name or pronouns, the appropriate response is to correct the mistake, apologize briefly if appropriate, and continue respectfully.

3. Privacy and Confidentiality

Information concerning a person's transgender status, transition, former name, pronouns, or gender history should be treated respectfully and confidentially.

No person should be pressured or expected to disclose personal information about their gender identity or transition.

Naper Pride will not intentionally disclose a person's transgender or gender-diverse status, former name, or other private information without their permission, except where disclosure is required by law or necessary for legitimate organizational purposes.

4. Harassment and Bullying

Naper Pride prohibits harassment, bullying, intimidation, ridicule, threats, or hostile conduct directed at a person because of their gender identity or expression.

Prohibited conduct may include, but is not limited to:

- Deliberate and repeated misgendering
- Deliberate use of a former name (deadnaming)
- Mocking someone's gender identity or expression
- Insults, slurs, or derogatory comments
- Threats or intimidation
- Exclusion from activities because of gender identity or expression
- Sharing private information about someone's gender identity without permission
- Online harassment or targeted abuse
- Displaying or distributing materials intended to demean transgender or gender-diverse individuals
- Encouraging others to harass, ridicule, or intimidate an individual

5. Events, Programs, and Activities

Naper Pride will make reasonable efforts to ensure that its events and programs are welcoming and accessible to transgender and gender-diverse individuals.

This includes, when reasonably possible:

- Respecting participants' names and pronouns
- Providing inclusive registration practices
- Avoiding unnecessary collection of gender information
- Providing gender-inclusive facilities or options when available
- Ensuring event volunteers and leaders understand expectations for respectful conduct
- Addressing harassment or discriminatory behavior promptly

Participation requirements shall be based on legitimate program or safety considerations and shall not be used to unnecessarily exclude transgender or gender-diverse individuals.

6. Volunteers and Board Members

All Naper Pride board members, officers, committee members, volunteers, and representatives are expected to model respectful and inclusive behavior.

Individuals serving in leadership or volunteer roles are responsible for:

- Using participants' affirmed names and pronouns
- Addressing inappropriate conduct when it occurs
- Supporting individuals who report concerns
- Maintaining appropriate confidentiality
- Avoiding discriminatory or stereotypical assumptions
- Helping create an environment where everyone feels safe and welcome

7. Social Media and Electronic Communications

This policy applies to Naper Pride-related social media pages, groups, online events, electronic communications, and other digital platforms.

Harassment, deliberate misgendering, deadnaming, threats, bullying, or discriminatory comments directed at transgender or gender-diverse individuals will not be tolerated.

Naper Pride may remove content or take other appropriate action when conduct violates this policy or applicable organizational rules.

8. Reporting Concerns

Anyone who experiences or witnesses conduct that may violate this policy is encouraged to report the concern to a Naper Pride board member or designated organizational representative.

Reports will be taken seriously and handled as respectfully and confidentially as reasonably possible.

Individuals should not experience retaliation for making a good-faith report or participating in the review of a concern.

9. Enforcement

Naper Pride will respond to reported or observed violations of this policy in a timely, fair, and consistent manner.

When a concern is reported, Naper Pride may:

1. Receive and document the concern.
2. Take reasonable steps to protect individuals from ongoing harassment, retaliation, or disruption.
3. Review relevant information and, when appropriate, speak with individuals involved.
4. Determine whether organizational policies or expectations have been violated.
5. Take appropriate corrective or disciplinary action.
6. Follow up as reasonably necessary to address continuing concerns.

Individuals responsible for reviewing complaints should handle them impartially and maintain confidentiality to the extent reasonably possible.

Naper Pride prohibits retaliation against anyone who, in good faith, reports a concern, participates in an inquiry, or supports another person who raises a concern.

Nothing in this enforcement process prevents Naper Pride from taking immediate action when necessary to protect the safety or well-being of participants.

10. Corrective Action

Violations of this policy may result in appropriate corrective action, depending on the circumstances, severity, frequency, and impact of the conduct.

Corrective action may include:

- Education or counseling regarding respectful conduct
- A verbal or written warning
- A requirement to participate in training
- Removal from an event or activity
- Loss or restriction of volunteer or leadership responsibilities
- Removal or restriction from Naper Pride programs or activities
- Suspension or termination of organizational participation or affiliation, where appropriate
- Other appropriate organizational action

Serious conduct, including threats, violence, or unlawful harassment, may result in immediate action and may be reported to appropriate authorities when warranted.

11. Commitment to Inclusion

Naper Pride Inc. believes that everyone deserves to participate in a community where they are treated with dignity and respect.

You do not have to understand someone's gender identity in order to respect it.

Naper Pride is committed to creating an environment where transgender, nonbinary, gender-fluid, gender-expansive, and gender-diverse individuals can participate fully, use their affirmed names and pronouns, express themselves authentically, and feel welcome and valued.

Respect is expected. Inclusion is intentional. Harassment and discrimination are not tolerated.

Adopted by Naper Pride Inc.: _____

Effective Date: _____

Reviewed/Revised: _____

Board President/Authorized Representative: _____