



GOTR Lehigh Valley

GENDER POLICY

Participation in GOTR Programming

Girls on the Run is an inclusive program where the dignity of every participant is respected, and all youth are safe. If a child identifies as a girl, and the parent/guardian identifies the child as a girl, then the child is welcome to participate in Girls on the Run. Students who identify as non-binary, gender-fluid or gender-expansive and are interested in Girls on the Run may participate.

Coaches and staff will support all participants with fair and equal treatment, without bias and in a professional and confidential manner. Coaches and staff shall not discriminate against, or harass, physically or verbally, any participant because of their gender or gender identification. Coaches must also use reasonable efforts to protect these participants from being discriminated against, harassed, physically or verbally, by other participants.

Gender status of Girls on the Run participants is considered confidential and may not be disclosed without the consent of the participant's guardians, or by court order. Participants will be called by the first name and pronoun they request even if their name has not been legally changed.

Data Collection and Gender

Girls on the Run HQ and Councils will follow the recommendation of the Human Rights Campaign on collecting gender data and will only ask gender or gender identity under either of these circumstances:

- A business rationale for asking about gender
- As a means of measuring and advancing the organization's diversity, equity and inclusion goals

Last Updated May 18, 2020