

TRANS-INCLUSION POLICY

1. Ringette Canada utilizes the following guiding principles in developing and applying this policy:
 - a. Athletes in developmental and recreational sport should be able to participate in the gender category in which they identify, without any need for disclosure of information or other requirements. The same policy of inclusion would apply to high performance athletes up until the point where they must comply with international federation rules;
 - b. Hormone therapy should not be required for an athlete to participate in high performance sport (up to the point where international federation rules would take effect);
 - c. There should be no requirement for an athlete to disclose their transgender identity or history to compete in high performance sport (up to the point where international federation rules would take effect) unless there is a justified reason for them to do so; and
 - d. Surgical intervention should never be required for a transgender athlete to participate in high performance sport.

Definitions

2. The following terms are applicable to this document:
 - a. “*Association*” – Ringette Canada;
 - b. “*Bona fide*” – Acting in good faith, without deception or fraud;
 - c. “*Cisgender*” – A term to describe a person whose gender identity corresponds with their birth-assigned sex (e.g. someone whose gender identity is man and was assigned male at birth);
 - d. “*Gender binary*” – A social system whereby people are thought to have either one of two genders: man or woman. These genders are expected to correspond to sex assigned at birth: male or female. In the gender binary system, there is no room for diversity outside of man or woman, for living between genders or for crossing the binary. The gender binary system is rigid and restrictive for many people who feel that their natal sex (sex they were labelled with at birth) does not match up with their gender or that their gender is fluid and not fixed;
 - e. “*Gender Expression*” – The way an individual communicates their gender identity to others. This is done through behaviour, body language, voice, emphasis or de-emphasis of bodily characteristics, choice of clothing, hairstyle, and wearing make-up and/or accessories. The traits and behaviours associated with masculinity and femininity are culturally specific and change over time;
 - f. “*Gender Identity*” – A person’s innermost sense of their own gender. This can include man, woman, both, neither or something else entirely. Gender also refers to a variety of social and behavioural characteristics (e.g. appearance, mannerisms). There are lots of words people may use to talk about their gender identity and expression;
 - g. “*Gender reassignment*” – Medically-supervised program of treatment to transition a person’s body to align with their gender identity through hormone therapy and/or surgery;
 - h. “*Intersex*” – Refers to a combination of features that distinguish male and female anatomy;
 - i. “*LGBTQI2S*” – An umbrella acronym for lesbian, gay, bisexual, trans, queer, intersex, and two-spirit. Other acronyms commonly used are LGBTQ+ and LGBTQ2;
 - j. “*Participant*” – Includes all individuals employed by or engaged in Ringette Canada activities and programs;
 - k. “*Sex*” – The classification of people as male, female or intersex. Sex is usually assigned at birth and is based on an assessment of a person’s reproductive system, hormones, chromosomes and other physical characteristics, most notably by external genitalia;
 - l. “*Sexual orientation*” Sexual orientation describes human sexuality, from gay and lesbian to bisexual and heterosexual orientations. A person’s gender identity or expression is fundamentally different from and not related to their sexual orientation. Because a person identifies as trans does not predict or reveal anything about their sexual orientation. A trans person may identify as gay, lesbian, queer, straight, or bisexual;
 - m. “*Trans*” – An umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society. It includes but is not limited to people who identify as transgender, transsexual, cross dressers (adjective) or gender non-conforming (gender diverse or genderqueer);

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- n. “*Transgender*” – People whose gender identity differs from the sex they were assigned at birth. In order to align their bodies with their sense of gender, some transgender individuals undergo gender reassignment;
- o. “*Transgender Female*” – Someone who was assigned the male sex at birth, but whose gender identity is female;
- p. “*Transgender Male*” – Someone who was assigned female sex at birth, but whose gender identity is male;
- q. “*Two-spirit*” - An English umbrella term used by some indigenous people rather than, or in addition to, identifying as LGBTQ. This term affirms the interrelatedness of all aspects of identity - including gender, sexuality, community, culture, and spirituality; and
- r. “*TUE*” - Therapeutic Use Exemption.

Purpose

- 3. The Association believes that all Participants deserve respectful and inclusive environments for participation that value the Participant’s gender identity and gender expression. The Association wishes to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. The Association is committed to implementing this policy in a fair and equitable manner.

Actions for Inclusion

- 4. The Association pledges to:
 - a. Provide this *Policy* to Association staff, Directors, national team coaches, managers, and trainers and offer additional inclusion education and training opportunities on its implementation;
 - b. Provide registration forms and other documents that enable:
 - i. The Participant to indicate their gender identity, rather than their sex or gender;
 - ii. The Participant to abstain from indicating a gender identity with no consequence to the Participant;
 - iii. The Participant the opportunity to indicate their preferred pronoun; and
 - iv. The Participant to indicate their preferred name if different from their legal name.
 - c. Maintain organizational documents on the Association website in a manner that promotes inclusive language and images;
 - d. Refer to Participants by their preferred name and pronouns;
 - e. Work with transgender Participants on the implementation and/or modification of this *Policy*;
 - f. When the Association has the authority to determine Participants’ use of washrooms, change rooms, and other facilities, the Association will enable Participants to use the facilities of their gender identity;
 - g. Ensure uniforms and dress codes that respect an Participant’s gender identity and gender expression; and
 - h. Determine Eligibility Guidelines for transgender participants (as described in this *Policy*).

Eligibility Guidelines – Exceptions

- 5. As applicable, the eligibility guidelines of the International Ringette Federation and/or any international Games Organization regarding transgender athlete participation will supersede the eligibility guidelines as outlined in this *Policy*.

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Eligibility Guidelines

6. As a general guiding principle for the Association's eligibility guidelines, the Association supports the following statement from *Creating Inclusive Environments for Trans Participants in Canadian Sport*:

Based on this background and available evidence, the Expert Working Group felt that trans athletes should be able to participate in the gender with which they identify, regardless of whether or not they have undergone hormone therapy. Exceptions could be made if a sport organization is able to provide evidence that demonstrates hormone therapy is a reasonable and bona fide requirement (i.e., a necessary response to a legitimate need) to create a fair playing field at the high-performance level (p. 19).

7. At both recreational and competitive levels, a Participant is able to participate in the gender category in which they identify.
8. The Association welcomes all Participants, cis-gender and trans-gender, to participate in our programs and to experience ringette in their lived identity. Further, and consistent with our mission of providing an inclusive environment in which children and young adults can build a lifelong love of sport, we encourage Participants to reference Ringette Canada's Equal Opportunity for Participation Guidelines.
9. Participants are not required to disclose their transgender identity or history to the Association or any of the Association's representatives (e.g., Coaches, Staff, Directors, Officials, etc.).
10. All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. The administration of hormones as a component of gender reassignment will, in most cases, contravene the World Anti-Doping Code. Transgender athletes undergoing gender reassignment are encouraged to contact the Canadian Centre for Ethics in Sport (CCES) to determine what procedures, if any, are required to obtain a TUE.

Confidentiality

11. The Association will not disclose to outside parties any documentation or information about a Participant's gender identity.

Ongoing Monitoring

12. The Association commits to monitoring ongoing developments regarding national and international participation guidelines for transgender athletes and pledges to review and/or revise this *Policy* whenever new information becomes available.

Resolving Gender Identity and Expression Issues

13. Should a Participant feel they have been subject to, or witness, discrimination, bullying, harassment, sexual harassment, vilification or victimization based on gender identity or expression, they should take appropriate action through the Association's *Discipline and Complaints Policy*. Should the Participant not feel safe in doing so, they should seek assistance from the Association's Executive Director for advice and support or action on their behalf.

Appeal

14. Any decision rendered by the Association in accordance with this *Policy* may be appealed in accordance with the Association's *Appeal Policy*.

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This Policy is subject to review at least once every three years.

Date of last review: May 2020

The publication of Ringette Canada policies will be in the English and French languages. In the case of conflicting interpretations, the English version will prevail.

More Information

Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS) (2017 Second Edition). Leading the Way: Working with LGBT Athletes and Coaches. A Practical Resource for Coaches. Access at:

<http://www.caaws.ca/e/wp-content/uploads/2017/05/LeadingTheWay-v2017.pdf>

Canadian Centre for Ethics in Sport (CCES) (2012). Sport in Transition: Making Sport in Canada More Responsible For Gender Inclusivity. Access at:

www.cces.ca/sites/default/files/content/docs/pdf/ccespaper-sportintransition-e.pdf

Canadian Centre for Ethics in Sport (CCES) (2016). Creating Inclusive Environments for Trans Participants in Canadian Sport - Guidance for Sport Organizations. Access at:

<http://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>