

FOR MEMBERSHIP REVIEW

Walden Ringette Association INCLUSION POLICY

Adopted from the Ontario Ringette Association Inclusion Policy. Available here:
<http://ontario-ringette.com/wp-content/uploads/2018/05/INCLUSION-POLICY.pdf>

The WRA believes that all individuals deserve respectful and inclusive environments that value the individual's gender identity and gender expression; we wish to ensure that all participants have access to programming and facilities in which they feel comfortable and safe.

The WRA follows the ORA's guiding principles when applying this policy. These guiding principles state:

- 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.
- Hormone therapy should not be required for an athlete to participate in high performance sport.
- There should be no requirement for an athlete to disclose their transgender identity or history to compete in high performance sport unless there is a justified reason for them to do so.
- Surgical intervention should never be required for a transgender athlete to participate in high performance sport.

Definitions

The following terms apply in this policy:

- "Cisgender" – People whose gender identity aligns with the sex they were assigned at birth
- "Gender" – The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity
- "Gender Expression" – The manner in which an individual represents or expresses gender to others – through behaviour, hairstyles, activities, voice, mannerisms, etc.
- "Gender Identity" – An individual's deeply held sense or knowledge of their own gender
- "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
- "Intersex" – Refers to a combination of features that distinguish male and female anatomy
- "Sex" – An individual's biology that is generally categorized as male, female, or intersex
- "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
- "Transgender Female" – Someone who was assigned the male sex at birth, but whose gender identity is female
- "Transgender Male" – Someone who was assigned female sex at birth, but whose gender identity is male
- "TUE" - Therapeutic Use Exemption

Actions for Inclusion

The WRA pledges to

- Provide this policy to Directors, coaches and bench staff;
- Provide registration forms that allow the individual to abstain from indicating a gender identity with no consequence to the individual;

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- Refer to individuals by their preferred name and pronoun;
- Work with transgender athletes on modification of this *Policy* if necessary;
- Permit individuals to use the facilities of their gender identity when the WRA has the authority to determine participants' use of washrooms, change rooms, and other facilities;
- Ensure uniforms and dress codes that respect an individual's gender identity and gender expression; and
- Determine Eligibility Guidelines for transgender participants (as described in this *Policy*). See Ontario Ringette Association Sport Administration Policy (<http://ontario-ringette.com/wp-content/uploads/2018/03/1.-Sports-Administration-Policy-03-2018.pdf>)

Eligibility Guidelines - Exceptions

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

Eligibility Guidelines

- At both recreational and competitive levels, an individual shall participate in the gender category in which they identify.
- Individuals are not required to disclose their transgender identity or history to the WRA or any of the WRA's representatives (e.g., coaches, staff, Directors, officials, etc.).
- 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
- The WRA will not disclose to outside parties any documentation or information about an individual's gender identity.

Ongoing Monitoring

The WRA 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.