



Dressing Room Policy

Effective October 13, 2023

1. PURPOSE

The Ontario Women's Hockey Association (OWHA) including its members are committed to providing a safe, respectful and fully inclusive environment for players, parents/guardians, staff, and volunteers and will proactively work together to ensure that all dressing room spaces and procedures are safe, inclusive, and equitable by anticipating and removing barriers that prohibit the inclusive participation of any and all players;

All players will have access to dressing room facilities that most appropriately meet their individual needs and the potential structural limitations of facilities and will be taken seriously and will be assessed on an individual and confidential basis

This policy is written in accordance with Ontario's *Human Rights Code* (1990) (the *Code*), which prohibits the discrimination of all people on a number of protected grounds: race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, and disability; and

Under the *Code*, organizations and their personnel are liable for any discrimination and harassment based on gender identity and gender expression, or any other prohibited ground under the *Code*. Hockey associations must deal with complaints, take steps to prevent problems, and provide a safe and welcoming environment for trans people and all other persons protected under the *Code*.

2. RIGHTS AND RESPONSIBILITIES OF PLAYERS

All players have the right to:

- be a respected and equal registered participant of the OWHA.
- have access to safe, inclusive, and equitable dressing room spaces and procedures that proactively anticipate and remove barriers to participation;
- define and express their gender identity without fear of discrimination, harassment, or penalization within the OWHA, consistent with Hockey Canada's Gender Expression/Gender Identity Policy.
- request the use of, and be referred to by, their self-identified name(s) and pronouns
- have all personal information kept confidential and disclosed only at the player's request and/or with the player's consent; and
- be protected from discrimination and reprisal in response to a request to access change rooms based on gender identity and gender expression or a related accommodation request.

All players are responsible for:

- treating all staff, volunteers, parents/guardians of players, and other players of the OWHA with respect;
- asking for assistance and support to the best of their ability from the OWHA and/or its Member when experiencing discrimination (e.g., differential treatment/difficulty accessing dressing rooms and other gender segregated areas based on lived gender identity) or when requiring related accommodation; and
- in the event that they request an accommodation, working collaboratively with the OWHA Member to find appropriate and equivalent dressing areas when faced with building limitations.

3. RIGHTS AND RESPONSIBILITIES OF THE OWHA MEMBER

All staff, volunteers, and parents/guardians of players of the OWHA have the right to:
be respected and equally treated under the Human Rights Code and within the OWHA

be protected from discrimination, harassment and reprisal, and be accommodated for individual needs, based on their gender identity, gender expression or other prohibited ground of discrimination; and

be protected from discrimination, harassment and reprisal stemming from an association with another individual because of that person's gender identity, gender expression or other prohibited ground of discrimination.

The OWHA and its Members are responsible for:

- treating all staff, volunteers, parents/guardians of players, with respect; in accordance with the Hockey Canada Gender Identify and Expression Policy.
- when requested by a player, working collaboratively with them to find an appropriate and equivalent changing area that meets their individual needs, including their gender identity and gender expression; and
- ensuring that a player's personal information, including their sex/assigned sex and/or gender identity, is kept confidential and disclosed only at the player's request and/or with the player's consent.

4. PROMOTING SAFE, INCLUSIVE, AND EQUITABLE PARTICIPATION

All players have the right to participate fully within the OWHA in accordance with its By-Laws, Regulations, and Policies. To do so, the OWHA and its Members are responsible for working proactively to ensure all dressing room spaces and procedures are safe, inclusive, and equitable by anticipating and removing all barriers to participation. This includes anticipating and removing barriers for players protected under one or more of the aforementioned grounds (e.g., gender identity and disability).

5. RECOGNIZING GENDER IDENTITY AND PROVIDING EQUAL ACCESS TO FACILITIES

Self-identified Names and Pronouns:

- All players have the right to utilize their self-identified name(s) and pronouns, regardless of their sex/assigned sex, their status of transition, or their legal name and gender markers on identification documents. Upon request, the OWHA / OWHA Member should make every effort to utilize and refer to a player by their self-identified name(s) and pronouns on documents and in daily conversation. Intentionally misgendering or inappropriately referring to a player by their given name(s), or their self-identified name(s) and pronouns without prior consent (e.g., if a player is not 'out' to family members, the team, other players, staff and volunteers of the OWHA Member, etc.) is harmful and a form of discrimination.
- Dressing Rooms and Appropriate and Equivalent Changing Areas
- To ensure that all players are equal and valued members of a team, the team officials should only engage in pre and post-game talks when all players are present.

6. CONFIDENTIALITY AND PRIVACY

All players have the right to privacy. The OWHA / OWHA Member, are responsible for ensuring that a player's private information, including, but not limited to, their sex/assigned sex and/or gender identity, remains confidential. The OWHA/ OWHA Member are expected to exercise due diligence with respect to issues of confidentiality and privacy. Disclosure of private information, including to parent(s)/guardian(s), can only take place upon the player's request and/or with the player's consent.

7. COMPLAINTS

The OWHA Member must ensure that dressing rooms and appropriate and equivalent changing areas are safe, inclusive, and equitable environments for all players. In particular, trans players must be provided with safe environments, free from discrimination, harassment and violence relating to gender identity and gender expression. It is the responsibility of the OWHA Member to have a complaint process for addressing player grievances. The player has the right to have an individual of their choice (e.g., parent/guardian, other family member, mentor, friend, etc.) assist and support them within this process.

Unfounded concerns about safety are also sometimes used to attempt to justify discriminatory treatment relating to gender identity and gender expression. Complaints claiming that the inclusion of trans players in dressing rooms that accord with their gender identity or gender expression poses a safety threat or puts themselves or other players at risk are based on false and biased assumptions. In such cases, the bias of the complaint must be addressed and the player's right to access facilities that accord with their gender identity and gender expression must not be impeded based on this bias. Ultimately, the OWHA Member must not exclude trans players in response to complaints based on presumed risk.

8. REVIEW

The Policy will be reviewed by the OWHA Board on an annual basis or sooner as deemed appropriate.