

Fairness and Safety in Sport Policy

Version 1.0

Last Modified: September 13, 2025

Definitions

1. In this policy,
 - a. “applicant” means one of the following individuals who submits a confidential challenge to an athlete’s eligibility to participate in a relevant sport:
 - i. athlete;
 - ii. parent or guardian of an athlete if the athlete is under 18 years of age;
 - iii. team manager of athlete; and
 - iv. coach of athlete.
 - b. “athlete” means a participant registered as a player in the ALA .
 - c. “birth registration document” means a birth registration document as defined in the Vital Statistics Act or a similar document issued outside of Alberta that contains the following information respecting an athlete:
 - i. full name of the athlete;
 - ii. date and place where the birth of the athlete occurred; and
 - iii. the sex of the athlete.
 - d. “sex at birth” means the sex of an individual that appears on the athlete’s birth registration document.

Purpose

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2. The purpose of this policy is the promotion of fairness and safety in sport, by addressing matters of eligibility to participate in a relevant sport in accordance with the Government of Alberta's *Fairness and Safety in Sport Act* (the Act) and *Fairness and Safety in Sport Regulation* (the Regulation).

Application

3. This policy only applies to players registering to play lacrosse with the ALA who are ages 12 and older.

Athlete Eligibility

4. To participate in a female-only league, class or division of a relevant sport, an athlete must be of the female sex at birth.

Confirmation of Athlete Eligibility

5. Before an athlete may participate in a relevant sport, an athlete (or their parent or guardian if the athlete is under 18 years of age) must confirm in writing through the registration process with ALA, that they understand and meet the eligibility criteria set out in section 4 of this policy.
6. Failure of an athlete (or their parent or guardian if the athlete is under 18 years of age) to confirm their eligibility in writing with the ALA will render the athlete ineligible to participate.

Confidential Challenge to Athlete Eligibility

7. A confidential challenge may be submitted by an applicant if there are reasonable grounds to believe that an athlete is ineligible under section 4 of this policy.
8. A confidential challenge must be made in writing and sent to the ALA at executivedirector@albertalacrosse.com.
9. A confidential challenge to an athlete's eligibility must include:
 - a. the name of the applicant;
 - b. the name of the athlete, their club/team and sport; and
 - c. information that supports the grounds for the challenge.

Verification of Athlete Eligibility

10. Upon receipt of a confidential challenge to an athlete's eligibility under section 4 of this policy, the ALA will confirm receipt and notify the Minister of Tourism and Sport, without personal identifying information, within 3 business days.
11. The ALA may dismiss the challenge if, in the opinion of the ALA reasonable grounds do not exist for the challenge. Upon dismissal of the challenge, the applicant will be notified by the ALA and may be subject to sanctions under section 9 of this policy. The ALA will

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notify the Minister of Tourism and Sport of the dismissal, without personal identifying information, within 30 business days of the challenge.

12. If the ALA does not dismiss the challenge under section 11 of this policy:
 - a. the applicant and the athlete whose eligibility is the subject of the challenge will be notified that the challenge is moving forward; and
 - b. the athlete's whose eligibility is the subject of the challenge (or their parent or guardian if the athlete is under the age of 18) will be required to provide ALA with a copy of the athlete's birth registration document.
13. Failure to provide the birth registration document as defined in the Vital Statistics Act or similar document issued outside of Alberta to the ALA will render the athlete ineligible to participate in a relevant sport.

Resolution

14. Once the birth registration document is received, the ALA will verify the athlete's eligibility under section 4 of this policy.
15. If the challenge is upheld and the athlete is determined to be ineligible, the ALA will notify the applicant and athlete whose eligibility has been challenged. The athlete will be permanently ineligible for participation in a female-only league, class or division of a relevant sport.
16. If the challenge is dismissed and the athlete is determined to be eligible, the ALA will notify the applicant and the athlete whose eligibility has been challenged. The athlete will be permanently eligible for participation in a female-only league, class or division of a relevant sport.
17. Upon a determination under section 15 or 16 of this policy, the ALA will notify the Minister of Tourism and Sport of the decision, without personal identifying information, within 30 business days of the challenge.

Invalid Challenge

18. Pursuant to section 11 of this policy, the ALA may determine that reasonable grounds do not exist for a challenge, including but not limited to where:
 - a. The ALA has previously resolved a challenge for the same athlete;
 - b. Not enough information has been provided to proceed as a valid challenge; or
 - c. The challenge is deemed to have been made in bad faith.

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19. Factors relevant to determining whether a challenge, dismissed under section 11 of this policy, was made in bad faith and merits appropriate sanctions for the applicant include, without limitation:

- a. The applicant's prior history;
- b. A pattern of inappropriate behavior or numerous unfounded challenges under this policy; and
- c. The ages of the athletes involved.

20. Sanctions for an applicant may include, without limitation:

- a. A written warning; and
- b. A determination that the applicant has violated the [name of in-scope entity]'s Code of Conduct, where applicable.

Appeals

21. The applicant may appeal to the ALA Discipline/Appeal Committee of the ALA a dismissal of a challenge under section 7(2) of this policy. Such an appeal must follow the ALA's Discipline and Appeal Policy and the Bylaws of the ALA.

Protection of Personal Information

22. All information and data relating to the athlete will be treated as sensitive personal information and will be processed as such in accordance with applicable data protection and privacy laws. Such information and data will not be used for any purpose other than to determine athlete eligibility.

Assistance with this Policy

23. The ALA is committed to the participation of all athletes in accordance with the athlete eligibility requirements set out in this policy. Any individuals seeking information on the application of this policy should contact executivedirector@albertalacrosse.com for assistance.

24. Any individuals seeking information on the application of the Government of Alberta's Act and Regulation may contact the Ministry of Tourism and Sport at SPAR@gov.ab.ca for assistance.

Review and Updates

25. This policy should be reviewed and revised on an annual basis to ensure that it continues to meet the other objectives of the ALA and its regulatory obligations.

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