

LC OPERATIONS MANUAL

3.9 TRANSGENDER PARTICIPANT POLICY

3.9.1 Definitions

The following terms have these meaning in this Policy:

- 3.9.1.1 “Trans or *Transgender*” – Is a term that refers to a person whose gender identify, or affirmed sex, is different from the sex they were assigned or assumed to be at birth. Trans people may identify their gender in many ways. There is no single or universal experience of what it means to be trans.
- 3.9.1.2 “*Lacrosse Canada (LC) team or event*” – includes any member, team, tournament, training opportunity or other sanctioned event organized or managed by Lacrosse Canada or any member association/club/team.
- 3.9.1.3 “*Participant*” – any player, parent, guardian, manager, trainer, coach, official, volunteer, organizer or other individual involved in the administration, support or conduct of a Lacrosse Canada and/or member team or event.

3.9.2 LC supports Inclusion of Transgender Participants

- 3.9.2.1 LC is an inclusive organization and welcomes participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, colour, religion, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or physical or mental disability.
- 3.9.2.2 LC supports inclusion of transgender participants in all aspects of Lacrosse.
- 3.9.2.3 LC will assign a Support Contact person and provide contact information on LC website to assist in issues relating to this policy.

3.9.3 Participation in the Gender Group with which the Player Identifies

- 3.9.3.1 For the purpose of registration on gender-based LC member teams or events, a player may register under the gender with which the player identifies.

3.9.4 Disclosure

- 3.9.4.1 Disclosure of an athlete’s transgender identity is that athlete’s choice.
- 3.9.4.2 While LC is entirely supportive of transgender athletes’ participation and welcomes disclosure of same where an individual prefers, disclosure of one’s transgender identity is not a requirement of participation. Such disclosure should not be sought of any Participant by any Participant.
- 3.9.4.3 *Exception*

A transgender athlete must inform LC Support Contact and may need to disclose their transgender status more generally where the

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athlete wishes to participate in a team or event that could be subject to doping control (see Doping Control), or when participating in an extra-jurisdictional event which requires said disclosure (see Extra-jurisdictional Participation).

3.9.5 *Doping control*

- 3.9.5.1 All athletes must be aware of and have a responsibility for meeting eligibility requirements based on doping control.
- 3.9.5.2 Transgender athletes are encouraged to contact LC Support Contact, and the Canadian Centre for Ethics in Sport (CCES), to assist in establishing eligibility at relevant events and what process, if any, may be required to obtain a Therapeutic Use Exemption (TUE) related to gender reassignment, if necessary.

3.9.6 *Extra-Jurisdictional Participation*

- 3.9.6.1 All athletes must be aware of and have a responsibility for meeting eligibility requirements based on the rules and regulations of extra-jurisdictional events within which they wish to participate.
- 3.9.6.2 Some events occur in conjunction with other organizations or occur outside of LC territory. These extra-jurisdictional events may be subject to rules or requirements for transgender athletes' participation that are different from this policy. Transgender athletes are encouraged to contact LC Support Contact, and the Canadian Centre for Ethics in Sport (CCES), to assist in determining eligibility at relevant events in advance of competition.

3.9.7 *Confidentiality*

- 3.9.7.1 Any communication to LC regarding participation or transgender policies between a transgender athlete and LC will remain confidential to the extent requested by the athlete and/or their family, except as necessary for the purposes of implementing this Policy.

Application

- 3.9.7.2 All individuals participating with the teams or events under the jurisdiction of LC are expected to observe and follow this policy.
- 3.9.7.3 Any LC Participant who becomes aware of conduct that violates this policy should report the conduct to LC.
- 3.9.7.4 Any LC Participant in violation of this policy may be subject to sanction, including exclusion from teams or events under the jurisdiction of LC.
- 3.9.7.5 LC will endeavour to apply this policy in a reasonable and flexible manner, respecting the importance of fostering fair and equitable participation and competition at all levels of play, maintaining and promoting LC as an inclusive organization for transgender participants, and the privacy interests of those participants.

3.9.8 *Facility Use – Washrooms and Change rooms*

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- 3.9.8.1 Participants may use washroom and change room facilities consistent with the gender with which they identify. LC recommends provision of gender neutral facilities where available

3.9.9 *Ongoing Monitoring*

- 3.9.9.1 This policy is informed by the recommendations of the Canadian Centre for Ethics in Sport, as detailed in “Creating Inclusive Environments for Trans Participants in Canadian Sport”– May 2016
- 3.9.9.2 LC 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, and at a minimum every 3 years.