



Edmonton Ultimate Players Association

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Gender Inclusion Policy

Revision: Date Approved by the EUPA Board 11-Apr-2018

Since 2001, the Edmonton Ultimate Players Association (EUPA) has promoted a the highest quality brand of Ultimate that encourages competitive, safe, firmly rooted in the philosophy of Spirit of the Game*. Over that time, EUPA has adapted its programming to reflect a variety of changes in an effort to become more inclusive.

EUPA is exceptionally proud of its history of building an inclusive Ultimate community in Edmonton.

We believe:

1. The opportunity for people of all genders to play together in a recreational sport environment is important because it leads to respect between EUPA community members both on and off the field.
2. Being gender inclusive means respecting the right of all individuals to identify their own gender.

We commit to:

1. Supporting inclusive environments that respect every player's body and gender autonomy.
2. Using gender inclusive language in EUPA communications.
3. Advocating for gender inclusive language at the provincial/national level.
4. Furthering the inclusion of all genders in society in accordance with the Alberta Human Rights Act and the Canadian Human Rights Act both of which prohibit the discrimination on the grounds of gender identity and gender expression.
5. Reviewing this policy as required and encouraging members to send feedback to the Community Committee.

Team Ratio Rule

Teams may have a maximum of four players of one gender on the field at any time. The remainder of the players may be of any other gender. The opposing team is encouraged to match.

1. The intention of the Team Ratio Rule is to:
 - a. To ensure people of all genders have access to time on the field
 - b. To have some balance between teams in terms of strength, speed and size
2. The Team Ratio Rule is based on the following 'socio-cultural' assumptions:
 - a. In general, as a group, cis-men are given more opportunities and encouragement over their lifetimes to explore sport and develop their physical strength and skill.
 - b. In general, male bodies are stronger and faster than female bodies.
3. We acknowledge the limitations and imperfections of the Team Ratio. For example:
 - a. The generalizations the ratio rule is based on are not true for all individuals, i.e. females can be stronger, faster and/or larger than males.
 - b. There are more than two genders. Our league is inclusive to all gender identifications and expressions.
 - c. Despite the limitations and imperfections of the ratio rule, the Board feels it is currently the best tool at our disposal to achieve the goals of gender inclusion and parity.
4. Gender Inclusion Protocol
 - a. When referring to people in general or to a person whose pronouns are unknown, use 'they.'
 - b. It is acceptable to ask a person their pronouns in a respectful way.
 - c. Everyone is required to respect the gender identity, expression and pronouns of others.
 - d. You may assume that every team member is aware of this policy and respectfully self-selects where they should be counted (just as you assume any players understands the rules of Ultimate).
5. Dispute Resolution

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- a. If you are concerned that the Team Ratio Rule is not being followed:
 - i. Ask the opposing Captain: Are you good for Team Ratio? If they say they are good, play on!
 - ii. Do not question any individual's gender.
 - iii. You should trust that every team member has determined a position.
 - b. If you are concerned that a player is abusing the Statement of Intention of the Team Ratio, do not confront that player directly or address it during a game. Contact the General Manager following the game.
 - c. Any member of EUPA may contact the General Manager if the member needs assistance with this process or understanding the rule.

6. Definitions

- a. **Spirit of the Game:** Ultimate relies upon a spirit of integrity that places the responsibility for fair play on the player. Highly competitive play is encouraged, but never at the expense of mutual respect among competitors, adherence to the agreed upon rules, or the basic joy of play. (Adapted from Ultimate Canada)
- b. **Nonbinary:** someone who does not have a gender identity that fits into the poles of male or female, but rather somewhere on the spectrum in between. Nonbinary is an umbrella term – people can have identities outside of being male or female (e.g. agender, genderqueer, genderfluid, bigender, etc)
- c. **Female:** Cisgender female as well as trans and non-binary players who align themselves with the identities, speed and strength of girls and women for the purposes of fulfilling the Intention of the Team Ratio.
- d. **Male:** Cisgender men as well as trans and non-binary players who align themselves with the identities, speed and strength of boys and men for the purposes of fulfilling the Intention of the Team Ratio.
- e. **Cisgender:** Someone who has a gender identity that aligns with what they were assigned at birth. The term was created for referring to "non-transgender" people without alienating transgender people.
- f. **Transgender (or Trans):** Someone whose gender differs from what they were assigned at birth. Transgender people may identify as male or female, or they may choose that neither label fits them.

7. Acknowledgments

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- The creation of this policy benefited from information, experiences, policies, and feedback drawn from the following organizations and individuals:
- a. Peterborough Ultimate League.
<http://www.pultimate.ca/wp-content/uploads/2016/12/PUL-Gender-Inclusion-Policy-Nov-2016.pdf>
 - b. Canadian Centre for Ethics in Sport's Gender Inclusivity Guidelines
<http://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e-e.pdf>
 - c. Pride Centre of Edmonton. 10608 105 Ave NW 2nd floor, Edmonton, AB T5H 0L2. Telephone: 780-488-3234. E-Mail: info@pridecentreofedmonton.org
 - d. The Edmonton Sport Connection. <https://www.edmontonsport.com/>
 - e. The Alberta Human Rights Commission offers a variety of [resources](#) that we encourage all players and especially captains and spirit captains to read and view.
 - f. A special thank you to our 2016/2017 summer student who initiated the drafting of this policy.
8. This policy is one step toward gender inclusion and will evolve as we gain more experience and feedback.