



## Transgender and Gender Non Conforming Inclusion Policy

### POLICY STATEMENT

Halifax Dunbrack Soccer Club (HDSC), supports the recommendations outlined in *Creating Inclusive Environments for Trans Participants in Canadian Sport*, the guidance document developed by the Trans Inclusion in Sport Expert Working Group and published by the *Canadian Centre for Ethics in Sport* (CCES). HDSC will follow the policies set out by the *Nova Scotia Human Rights Act*. We believe that all individuals should have access to a safe environment in sport, regardless of their gender identity.

### PURPOSE

Using the Canada Soccer Association's *Accessibility and Inclusion Guide*, as well as other reputable sources listed at the end of this policy, including the *Canadian Center for Ethics in Sport*, HDSC has created a *Transgender and Gender Non Conforming Inclusion policy* to ensure all players have equal opportunity to participate in a safe and inclusive environment.

For the purpose of the Policy, the following definitions apply:

**“Gender expression”** How a person expresses their gender through outward presentation and behavior, including a person's name, clothing, hair style, and mannerisms. Gender expression is not necessarily an indication of gender identity, assigned gender, or sexual orientation.

**“Gender identity”** A core, hard-wired component of a person's identity as male, female, or anywhere else on the gender spectrum. This identity may or may not match the gender that the person was assigned at birth. Everyone has a gender identity.

**“Transgender”** A person whose sex at birth is different from who they know they are on the inside. It is used as an adjective to describe someone, as in “a transgender person” or “a person who is transgender.” It is offensive to use this word as a noun (i.e., transgenders) or a verb (i.e., transgendered).

**“Transition”** The process by which a person brings their body and gender expression into alignment with their gender identity.

### WHY IS THIS POLICY IMPORTANT?

HDSC believes that all participants deserve respectful and inclusive environments for participation that value the participant's gender identity and gender expression. HDSC is guided in the creation and application of the policy by the following principles:

- All participants should have access to programming and facilities in which they feel comfortable and safe;
- Participants in sport should be able to participate in the gender category with which they identify; and
- There should be no requirement for a participant to disclose that they identify as transgender or their history with respect to the same in order to participate at any level within HDSC.



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### PROCEDURE

#### PARTICIPATION GUIDELINES

1. Individuals participating in developmental and recreational sport, that is Long Term Player Development (LTPD) stages: ActiveStart, FUNdamental, Learn to Train, Train to Train, Train to Compete (until international federation rules apply) and Active for Life, will be able to participate in the gender with which they identify and not be subject to requirements for disclosure of personal information beyond those required of cisgender athletes. Nor should there be any requirement for hormonal therapy or surgery.
2. Any individual who does not identify as male or female, but who feels more comfortable on a male or female team shall also be permitted to participate in the programs offered by HDSC.
3. Transgender athletes should be able to use the locker rooms, changing facilities, and restrooms that are consistent with their gender identity. When requested by the transgender athlete or their family, transgender athletes should be provided access to a gender-neutral space (i.e., family restroom).
4. When overnight travel is involved, transgender athletes should be assigned to share hotel rooms based on their gender identity or gender expression. (see *Team Travel Policy*)
5. Hormone therapy will not be required for an individual to participate in high-performance sport, that is LTPD stages, in the gender category that is consistent with their gender identity.
6. Individuals will not be required to disclose their trans identity or history to HDSC in order to participate in high-performance sport, that is LTPD stages - Train to Compete (once international federation rules become a factor) and Train to Win, unless there is a justified reason requiring them to do so.
7. Surgical intervention should not be required for an individual to participate in high-performance sport, that is LTPD stages Train to Compete (once international federation rules become a factor) and Train to Win, in the gender category that is consistent with their gender identity.

#### ACTIONS FOR INCLUSION

In furtherance of this policy, HDSC commits to take the following actions:

- Provide this policy to HDSC staff, directors and coaches and offer access to additional inclusion education and training opportunities on its implementation, as needed;
- Maintain organizational documents on the HDSC website in a manner that promotes inclusive language;
- Refer to participants by their preferred name and pronoun;
- Work with transgender participants on the implementation and/or modification of this policy and other policies as needed;
- Where HDSC has the authority to determine participants' use of washrooms, change rooms, and other facilities, HDSC will permit individuals to use the facilities consistent with their gender identity;
- Monitor ongoing developments regarding national and international participation guidelines for transgender athletes and review and revise this policy as needed to ensure it is consistent with



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promoting a safe and inclusive environment and aligns with progressive developments concerning transgender participation in sport.

All participants should be aware that, at higher levels of sport, they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Participants undergoing gender reassignment are encouraged to contact the Canadian Centre for Ethics in Sport (CCES) for guidance.

All participants should be aware that, at higher levels of sport (for instance those covered by Canada Soccer), they may be subject to additional rules and regulations. Participants are encouraged to contact the *Canadian Centre for Ethics in Sport* for guidance.

### **CONFIDENTIALITY**

Participants are not required to disclose their gender identity to HDSC or any of the Club's representatives (e.g., coaches, staff, Directors, officials, etc.).

Coaches and staff will advise the Club Administrator if they have a participant who has indicated they are transgender and advise the player (and the player's family, if privy to this information) to have further contact with the Club's Administrator to ensure compliance with this policy, and other related policies, and to ensure that all necessary accommodations are considered.

When a participant or the participant's legal guardian chooses to advise HDSC or a representative of HDSC that the participant is transgender, the information shared will be kept confidential. HDSC will take all necessary steps to protect the privacy and confidentiality of all participants who are transgender and will not disclose that information without the express consent of the participant or their legal guardian.

### **Suggested Links / Additional Resources**

<https://www.tsn.ca/canadian-soccer-player-quinn-comes-out-publicly-as-transgender-1.1521274https://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>

<https://www.cbc.ca/radio/docproject/the-teens-are-alright-1.5877661/this-teen-was-a-celebrated-ringettegoalie-in-quebec-until-the-league-learned-he-was-transgender-1.5877666>

<https://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>