



#### GENERAL STATEMENT:

PAYSA aims to ensure that everyone regardless of age, sex, gender identity, race, religion, culture, or financial situation can access safe, fun, and appropriate soccer programming in Prince Albert. Club uniforms and dress codes are gender neutral so anyone can wear all our Adidas apparel. This is achieved through policy, education, and practical application.

PAYSA follows the Code of Conduct as adopted from the Saskatchewan Soccer Association. All members, board members, parents, players, and officials are expected to embrace and adhere to the Code of Conduct or face sanctions from PAYSA, SSA and CSA, as appropriate.

([SSA Code of Conduct](#) and [CSA Code of Conduct](#))

All Board Members are expected to complete training including Respect in the Workplace (please see Organizational attachments). Coaches are asked to complete the [Making Ethical Decisions](#) and [Respect in Sport](#) programs. All Board Members and Coaches submit Criminal Record Checks that include a vulnerable sector search as well to ensure player safety.



## **PAYSA's Positive Physical Environment for All**

1. Our facility provides a safe access to washrooms and change-room and has gender neutral bathroom and dressing to avoid individuals or teams having to make special requests and thereby risk exposing a trans athlete. All environments should be safe and inclusive
2. We ensure uniforms and dress codes respect an individual's gender identity and gender expression by ordering gender neutral apparel from Adidas.
3. We try to avoid forms that capture unnecessary information, such as declaration of gender, and ensure that when such information is required that categories be inclusive.

PAYSA encourages its membership to be proactive in helping to guide trans athletes through the sport of soccer, and to take steps to ensure that Member Organizations are inclusive and welcoming to everyone.



## **Creating Inclusive Environments for Trans Participants:**

Individuals who identify as trans are born with unique combinations of gender and sex as a part of their identity. Unfortunately, Trans athletes have found the sport community to be exclusionary and discriminatory to those who identify as trans, and that out dated binary rules are strictly enforced of men and/or women's sports teams.

Our Club includes these individuals and then tries to create a positive environment for trans athletes we try to create an inclusive environment which adapts the sport to fit the need of the individual, and to not isolate an individual who doesn't fit in.

We continue to emphasize the importance for all athletes to have a welcoming and encouraging environment in which they participate with us.

- Trans athletes have an equal opportunity to participate in sport and strive for excellence.
- Policies governing the participation of trans athletes include fair play, honesty, and respect, and preserve the integrity of sport.
- Policies governing the participation of trans athletes embrace diversity and offer a positive sporting experience, free of discrimination.
- Participation in sport should always celebrate differences and focus on the benefits and the joy of sport.
- Policies governing the participation of trans athletes recognize the necessity to protect the privacy rights of the athletes and strive to prevent physical, emotional, and mental harm.
- Policies governing the participation of trans athletes foster access and equitable participation for all participants.
- By creating Trans Inclusive Policies and Practices soccer administrators create more inclusive sport environments for all our athletes, including trans athletes.

This starts by framing policies and practices from an inclusion first perspective. Eligibility criteria which encourage everyone to participate in sport without feeling unwelcome. By implementing best practices, we demonstrate that we support everyone in having a positive sport experience.



PAYSA practises:

1. Athletes participating in soccer in the Long-Term Player Development stages of Active Start, FUNdamentals, Learn to Train, Train to Train and Train to Compete (until FIFA regulations become relevant), together with Active for Life, will be able to participate in the gender with which they identify, and not be subjected to disclosure of personal information beyond those required of cisgender athletes.
2. Athletes are recognized and acknowledged by their preferred name and gender markers.
3. Gender identity and gender expression will be added to the Code of Conduct as items which may not be discriminated against.
4. Hormone therapy will not be required for an individual to participate in soccer.
5. Individuals will not be required to disclose their trans identity or history to participate in soccer.



### **PAYSA's Practices for Positive Verbal and Emotional Environment**

1. We always try to be inclusive by stating in our vision, mission and values statements prohibiting grounds for discrimination. We govern our athletes and coaches, including athlete agreements, and other orientation materials.
2. We respect an individual's right to determine their preferred name and gender markers. All individuals have the right to be addressed by their chosen name and to choose pronouns that align with their gender identity and/or gender expression.
3. The information we gather from all participants is necessary and appropriate. We avoid seeking information, unless it is truly relevant, that might unwittingly oblige individuals to divulge personal information. Ensure that the questions asked of participants are truly necessary, especially if the questions could reveal someone's trans identity.
4. Maintain information and records in a way that respects an individual's right to privacy and confidentiality.
5. We ensure all written materials and websites use inclusive language and images.
6. We respect the participants' individual needs and are discrete in assisting athletes at various stages of transition.
7. We provide learning opportunities that build the capacity of staff, volunteers, participants, and spectators to understand and support diverse gender identities and gender expressions.