

Softball Nova Scotia Inclusion & Diversity Policy

Purpose

1. Softball Nova Scotia believes every Nova Scotian should be able to participate in sport and physical activity in a welcoming and inclusive environment regardless of gender, sexual orientation, ability, cultural background, ethnicity, location, or life stage.

2. Every person should be treated with respect and dignity and protected from discrimination, harassment, and abuse.

3. These Guidelines have been developed to include Softball Nova Scotia.

boards members

coaches

staff

volunteers

umpires

athletes

4. The Guidelines may also be useful to members of the public, including parents and caregivers of players.

6. Softball Nova Scotia Inclusion policy promotes the inclusion of transgender and gender diverse people. This policy help transgender or gender diverse person identify a sporting organization that will welcome them and encourage transgender or gender diverse player to remain engaged in sport throughout their transition or affirmation.

7. We recognize that people cannot enjoy themselves or perform at their best if they are treated unfairly, as a provincial sport governing body Softball Nova Scotia will provide environments that are free from all forms of discrimination and harassment.

a. Individuals participating in development and recreational sport (LTAD stages Active Start, Fundamental, Learn to Train, Train to Train, Train to Compete (until international federation rules apply) and Active for Life) should 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.

b. Individuals should not be required to disclose their trans identity or history to the sport organization in order to participate in high-performance sport (LTAD stages Train to Compete and Train to Win) unless there is a justified reason requiring them to do so.

d. Surgical intervention may not be required for an individual to participate in LTAD stages train to win ,in the gender category that is consistent with their gender identity. characteristics, choice of clothing, hairstyle, and wearing make-up and/or accessories. The traits and behaviours associated with masculinity and femininity are culturally specific and change

over time. And is based on an assessment of a person's reproductive system, hormones, chromosomes and other physical characteristics, most notably by external genitalia.

i. "Trans" – An umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society. It includes, but is not limited to, people who identify as transgender, transsexual, cross dressers (adjective) or gender non-conforming (gender diverse or genderqueer or non-binary).

j. "Transgender Female" – Someone who was assigned the male sex at birth, but whose gender identity is female.

Actions for Inclusion

8. Provincial Sport Organization committed to:

a. Provincial Sport Organization Staff, Directors, Official's athletes and Coaches and will adhere to the importance of trans inclusion and what this entails in terms of practices, policies, procedures and norms of behaviour.

b. Provide registration forms and other documents that allow:

- the individual to indicate their gender identity and expression, rather than their sex or gender;
- the individual to abstain from indicating a gender identity with no consequence to the individual.

c. Refer to individuals by their preferred name and pronoun.

d. Work with trans athletes on the implementation, monitoring and/or modification of this Policy.

e. When the Association has the authority to determine participants' use of washrooms, change rooms, and other facilities, the provincial sport organization will permit individuals to use the facilities of their gender identity.

f. Ensure uniforms and dress codes that respect an individual's gender identity and gender expression.

Eligibility Guidelines

9. The provincial sport organization supports trans athletes should be able to participate in the gender with which they identify, regardless of whether or not they have undergone hormone therapy. Exceptions could be made if a sport organization is able to provide evidence that demonstrates hormone therapy is a reasonable and bona fide requirement (i.e., a necessary response to a legitimate need) to create a fair playing field at the high-performance level.

10. At both recreational and competitive levels, an individual may participate in their expressed and identified gender category.

11. Individuals are not required to disclose their trans identity or history to the Association or any of the Provincial Sport Organization (e.g., Coaches, Staff, Directors, Officials, etc.).

Confidentiality

12. Provincial Sport Organization will not disclose to outside parties any documentation or information about an individual's gender identity and expression. A trans individual's privacy and confidentiality will be respected.

Ongoing Monitoring

Should an individual feel they have been subject to, or witness, discrimination, bullying, harassment, sexual harassment, vilification or victimization based on gender identity or expression, they should take appropriate action through Softball Nova Scotia 's Discipline and Harassment Policy. Should the person not feel safe in doing so, they should seek assistance from the President and Executive Director of Softball Nova Scotia for advice and support, or action on their behalf.