

# Equality and Trans Inclusion Policy

## 1. Equality Statement

The SMRA welcomes all Participants to our programs and to experience ringette regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status, or disability.

The Association believes that all Participants deserve respectful and inclusive environments for participation that value the Participant's gender identity and gender expression. The Association wishes to ensure that all participants have access to programming and facilities in which they feel comfortable and safe.

The Association is committed to implementing this policy in a fair and equitable manner.

## 2. Transgender Policy

All players, staff, volunteers, and the parents/guardians of players have the right to be respected and equal participants of the St Marys Ringette Association. This means that they have a right to define and express their gender identity without fear of discrimination, harassment or penalization within the SMRA. Participants are not required to disclose their gender identity or history to the Association or any of the Association's representatives (e.g., Coaches, Staff, Directors, Officials, etc.).

For transgender individuals this includes the right to:

- be referred to by their self-identified name(s) and pronouns.
- to have access to safe, inclusive and equitable dressing rooms and/or other gender segregated spaces, such as washrooms, that are in accord with their gender identity and/or gender expression and/or that meets any accommodation needs they may have;
- use the change rooms of their choice.

The Association supports transgender and non-binary athletes and will provide a supportive stance for athletes that decide to share their identity with the Association. Recognizing the unique needs and experiences of transgender and non-binary athletes, the Association seeks to work collaboratively with the athlete to determine the best course of action for them based on complex factors, including gender affirmation, privacy, safety, and program availability.

The Association will not disclose to outside parties any documentation or information about a Participant's gender identity.

Should a Participant 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 the Association's Discipline and Complaints Policy.

### 3. Boys in Ringette

It is now the policy of Ringette Canada that Associations must strive to offer programming for the following competition categories:

- Girls/Women only ringette
- Boys/Men only ringette
- Mixed ringette

When it is not logistically possible to offer the above competition categories because registration numbers do not permit appropriate formation of teams it is possible for SMRA to form mixed teams to play in female only ringette leagues within the same age group/division

Where boys are on a mixed team the Team Manager must arrange for males to get changed in a flex change room, and then go into the change room (girls locker room) when it is confirmed that everyone is fully dressed and participate in the team talk. For away games this requirement will need to be accommodated with consultation with the Home Team Manager.

### 4. Special Requirements for Accommodation

Respecting the rights of players, staff, volunteers and the parents/guardians of players to inclusion and equal treatment (including the removal of any discriminatory requirement, factor or other barrier), may need no accommodation at all.

However, if a player identifies a need for particular facilities (such as requesting separate change facilities due to religious reasons or relating to their transition or gender identity), then there is a duty to accommodate, limited only by undue hardship.

There are many possible reasons why someone might request dressing room accommodations:

- Gender identification
- Need for privacy
- Body image concerns
- Religious reasons
- A combination of any of these reasons

It is in the players/guardian's discretion as to whether or not they choose to disclose why they require the accommodation. A request for alternative accommodation may be made at any

time and should be dealt with by the Team Manager in consultation with the player, coach arena management. Options include:

- Inquiring about empty dressing rooms available during that timeslot.
- Inquiring about appropriate and equivalent changing areas such as meeting rooms, all-purpose rooms, etc.
- Implementing an equitable dressing schedule that provides time slots for changing