

Vancouver Island Ball Hockey League (VIBHL) Inclusion Policy

Policy Approved by: VIBHL Executive Board

Effective date: April 14, 2025

Policy Statement:

The Vancouver Island Ball Hockey League (VIBHL) welcomes players of all levels and supports those who are transgender and/or non-binary. We believe everyone should be able to participate in VIBHL leagues and events in the division that aligns with their gender identity, where they feel safe and respected.

Currently, our divisions are Men's, Women's, and Co-ed, based on a gender binary system. However, we understand that not all gender identities are binary, and this system may exclude or make some individuals feel unsafe.

VIBHL will not discriminate based on gender identity, sex assigned at birth, or any gender expression in any division.

This policy will apply to all VIBHL leagues, divisions, events and programs unless it conflicts with international federation rules (e.g., Canada Ball Hockey Association).

Inclusion Policy:

1. The VIBHL invites anyone who identifies as a man, woman or as gender-diverse to join in the division they align most with (Men's, Women's, Co-ed).
2. As a general principle for VIBHL's eligibility guidelines, transgender and or non-binary players should be able to participate in the division of which gender they identify, regardless of whether or not they have undergone any hormone therapy, etc.
 - a. Players are able to participate in their sex assigned at birth or the gender category in which they identify; or choose in the case of a non-binary player. A player's declaration of gender identity through the process of registering for a gendered event is sufficient.
3. The VIBHL acknowledges gender is a type of personal and confidential information and will not seek out gender information from general managers, players, coaches, scorekeepers, officials, commentators, streamers, board members, executive members, and spectators unless it is necessary and appropriate.
4. General managers, players, coaches, scorekeepers, officials, commentators, streamers, board members, executive members, and spectators are expected to welcome and treat each player with respect regardless of their gender identity as per our code of conduct.
5. The VIBHL encourages the use of non-gendered terms by general managers, players, coaches, scorekeepers, officials, commentators, streamers, board members, executive members, and spectators.

Examples include:

Gendered Term	Non-Gendered Term
"Man on!"	"One on"
"Bring it in, ladies!"	"Bring it in, everyone!"
"Men/Women in the VIBHL"	"Players in the VIBHL"

Scope and Application:

This policy applies to all VIBHL participants, including general managers, players, coaches, scorekeepers, officials, commentators, streamers, board members, executive members, and spectators at **all** VIBHL events.

The implementation and administration of this policy will consider a fair and equitable level of monitoring that is respectful, inclusive and respects a person's human rights.

Any member who has violated this policy shall be subject to disciplinary action (including but not limited to suspension) at the discretion of VIBHL.

Definitions:

Gender Expression: The way an individual represents or expresses Gender to others – through behaviour, outward appearance, chosen name and pronouns, activities, voice, mannerisms, etc.

Gender Identity: Each person's internal and individual experience of gender. It is a person's sense of being a girl/woman, a boy/man, both, neither or anywhere along the Gender spectrum. A person's Gender Identity may be the same as or different from their Sex Assigned at Birth.

Non-Binary: denoting, having, or relating to a gender identity that does not conform to traditional binary beliefs about gender, which indicate that all individuals are exclusively either male or female.

Transgender: People whose Gender Identity differs from the Sex they were assigned at birth.

Gender-diverse: defined to mean any and all gender identities beyond man and woman. This includes but is not limited to non-binary, Two Spirit, genderfluid, genderqueer, agender, and gender-nonconforming.

Confidentiality Statement:

All discussions of gender identity by a general manager, player, coach, scorekeeper, official, commentator, streamer, board member, or spectator to an executive of VIBHL shall be kept confidential unless requested otherwise by the player.

Ongoing Monitoring:

VIBHL commits to monitoring ongoing developments regarding participation guidelines for gender diverse players and pledges to review and/or revise this policy whenever new information becomes available.