

3.16 INCLUSION POLICY

Ringette BC believes that all individuals deserve to participate in a respectful, safe and inclusive environment that will value, respect and support the individual's gender identity and gender expression, and that all participants have access to programming and facilities in which they feel comfortable and safe.

A. DEFINITIONS

The following terms have these meanings in this document:

- i. *"Gender"* – The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity.
- ii. *"Gender Identity"* – A person's innermost sense of their own gender. This can include man, woman, both, neither or something else entirely. Gender also refers to a variety of social and behavioural characteristics (e.g., appearance, mannerisms). There are numerous words people may use to talk about their gender identity and expression.
- iii. *"Gender Reassignment"* – Medically-supervised program of treatment to transition a person's body to align with their gender identity through hormone therapy and/or surgery.
- iv. *"Trans"* – An umbrella term that describes people with diverse gender identities 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, or who are gender non-conforming (gender diverse).

B. GUIDING PRINCIPLES

- i. Athletes and participants should be able to participate at the appropriate skill level within the gender category to which they identify.
- ii. Neither hormone therapy nor surgical intervention should be required for an individual to participate in ringette in BC.

C. APPLICABILITY

- i. This policy applies to all ringette activities sanctioned by Ringette BC that are conducted by Ringette BC, a Ringette BC Club-Association, or a Ringette BC League.

D. ACTIONS FOR INCLUSION

Ringette BC will:

- i. Publish this Policy and make it available to Members.
- ii. Where possible promote inclusive language in official Ringette BC documents;
- iii. Where possible refer to individuals by their preferred name and pronoun; and
- iv. Determine Eligibility Guidelines for transgender participants (Section E).

E. ELIGIBILITY GUIDELINES

- i. An individual shall be able to participate in the gender category in which they identify at the appropriate skill level; and
- ii. All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Athletes undergoing gender reassignment are encouraged to contact the Canadian Centre for Ethics in Sport (CCES) to determine what procedures, if any, are required to obtain a Therapeutic Use Exemption (TUE).

F. ELIGIBILITY GUIDELINES – EXCEPTIONS

- i. When applicable the eligibility guidelines of sanctioning national or international organizations regarding transgender athlete participation will supersede this Policy.

G. CONFIDENTIALITY

- i. Ringette BC will not unnecessarily disclose any documentation about an individual's gender identity and expression. An individual's privacy and confidentiality will be respected.

H. ONGOING MONITORING

- i. Ringette BC commits to monitoring ongoing developments regarding national and international participation guidelines for transgender athletes and may revise this Policy from time to time.

I. CONFLICT RESOLUTION

- i. Should an individual feel they have been subject to discrimination, bullying, harassment, sexual harassment, vilification or victimization based on gender identity or expression, they should take appropriate action through Ringette BC's Discipline and Complaints Policy. Should the individual not feel safe in doing so, they should seek assistance from Ringette BC's Executive Director (or designate) for advice or action on their behalf.