

Policy Section	Change	Policy Version #	Date Approved	Effective Date
	New Policy	0	10/26/2017	10/26/2017

25.0 INCLUSION POLICY

25.1 Purpose

- 25.1.1 The Association believes that all individuals deserve respectful and inclusive environments for participation that value the individual’s gender identity and gender expression.
- 25.1.2 The Association wishes to ensure that all participants have access to programming and facilities in which they feel comfortable and safe.
- 25.1.3 The Association is committed to implementing this policy in a fair and equitable manner.

25.2 Applicability

- 25.2.1 All ringette activities sanctioned by Ringette Alberta which are conducted by Ringette Alberta or a Ringette Alberta Group Member.

25.3 Principles

- 25.3.1 Athletes should be able to participate in the gender category in which they identify, without any need for disclosure of information or other requirements.
- 25.3.2 Hormone therapy should not be required for an athlete to participate in sport.
- 25.3.3 There should be no requirement for an athlete to disclose their transgender identity or history to compete in high performance sport (up to the point where international federation rules would take effect) unless there is a justified reason for them to do so.
- 25.3.4 Surgical intervention should never be required for a transgender athlete to participate in sport.

25.4 Requirements 25.4.1 Actions for Inclusion

25.4.1.1 The Association pledges to:

- a. Provide this Policy to Association staff, Directors and coaches and offer additional inclusion education and training opportunities on its implementation;
- b. Provide registration forms and other documents that allow:
 - The individual to indicate their gender identity, rather than their sex or gender, and;
 - The individual to abstain from indicating a gender identity with no consequence to the individual.
- c. Maintain organizational documents and the Association website in a manner that promotes inclusive language and images;
- d. Refer to individuals by their preferred name and pronoun;
- e. Work with transgender athletes on the implementation and/or modification of this Policy;
- f. When the Association has the authority to determine participants' use of washrooms, change rooms, and other facilities, the Association will permit individuals to use the facilities of their gender identity;
- g. Ensure uniforms and dress codes that respect an individual's gender identity and gender expression; and
- h. Determine Eligibility Guidelines for transgender participants (as described in this Policy).

25.4.1.2 Eligibility Guidelines – Exceptions

- a. As applicable, the eligibility guidelines of the International Ringette Federation, and/or any major national or international Games Organization regarding transgender athlete participation will supersede the eligibility guidelines as outlined in this Policy.

25.4.1.3 Eligibility Guidelines

- a. An individual shall participate in the gender category in which they identify.
- b. Individuals are not required to disclose their transgender identity or history to the Association or any of the Association's representatives (e.g., coaches, staff, Directors, officials, etc.).
- c. All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping

Program. The administration of hormones as a component of gender reassignment will, in most cases, contravene the World Anti Doping Code. Transgender 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 TUE.

- 25.4.1.4 Confidentiality
The Association will not disclose to outside parties any documentation or information about an individual's gender identity.
- 25.4.1.5 Ongoing Monitoring
The Association commits to monitoring ongoing developments regarding national and international participation guidelines for transgender athletes and pledges to review and/or revise this Policy whenever new information becomes available.
- 25.4.1.6 Appeal
Any decision rendered by the Association in accordance with this Policy may be appealed in accordance with the Association's Appeal Policy.

25.5 Timelines n/a

25.6 Definitions

- "Association"** – Ringette Alberta or Ringette Alberta Group Member
- "Bona fide"** – Acting in good faith, without deception or fraud.
- "Cisgender"** – People whose gender identity aligns with the sex they were assigned at birth
- "Gender"** – The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity
- "Gender Expression"** – The manner in which an individual represents or expresses gender to others – through behaviour, hairstyles, activities, voice, mannerisms, etc.
- "Gender Identity"** – An individual's deeply held sense or knowledge of their own gender
- "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
- "Intersex"** – Refers to a combination of features that distinguish male and female anatomy
- "Sex"** – An individual's biology that is generally categorized as male, female, or intersex

“Transgender” – People whose gender identity differs from the sex they were assigned at birth. In order to align their bodies with their sense of gender, some transgender individuals undergo gender reassignment

“Transgender Female” – Someone who was assigned the male sex at birth, but whose gender identity is female

“Transgender Male” – Someone who was assigned female sex at birth, but whose gender identity is male

“TUE” - Therapeutic Use Exemption