

## Transgender Inclusion Policy

### Definitions

1. These terms will have these meanings in this policy:
  - a) **“Agender”** – refers to a person who does not identify themselves as having a particular gender.
  - b) **“Association”** – means Sask Volleyball.
  - c) **“Bigender”** – an individual who identifies as both “female” and “male” or moves between feminine masculine gender expression and masculine gender expression; having two distinct gender identities simultaneously or fluctuating between them.
  - d) **“Discrimination”** - refers to an unfair or negative treatment or action taken against an individual because they belong to a certain group. It can flow from prejudice, negative stereotypes, or a failure to consider the needs of others. It can be deliberate and direct or it can be indirect or unintentional. Individuals are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with Association’s policies, bylaws, rules and regulations, and Code of Conduct.
  - e) **“Gender”** - refers to the socially constructed roles, behaviours, activities, and attributes that a given society considers appropriate for women and men.
  - f) **“Gender Expression”** – an individual’s external presentation of gender, expressed through a person's name, pronouns, clothing, haircut, behaviour, voice, and/or body characteristics.
  - g) **“Gender Fluid”** - when an individual’s gender identity shifts between feminine and masculine.
  - h) **“Gender Identity”** – refers to who you are; one’s internal, deeply held sense of one’s gender. For some people, their Gender Identity does not fit neatly into one of those genders and may identify as agender or may not identify with a gender at all.
  - i) **“Gender Reassignment”** – refers to hormonal or medical intervention that a transgender individual undertakes to change their body to align with their gender identity.
  - j) **“Harassment”** – refers to Behaviour that constitutes harassment as defined in Section 7(b) of the Association’s Code of Conduct.
  - k) **“Inclusion”** - is not bringing people into what already exists; it is making a new space; a better space for everyone by involvement and empowerment, where the inherent worth and dignity of all people are recognized.
  - l) **“Individuals”** - refers to categories of membership defined in the Association’s Bylaws, including clubs, teams, as well as all individuals engaged in activities with the Association including, but not

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limited to, athletes, coaches, referees, volunteers, managers, administrators, committee members, and directors and officers of the Association.

- m) **“Intersex”** – refers to a general term used for a variety of situations in which a person is born with reproductive or sexual anatomy that does not fit the boxes for classifying sex.
- n) **“Non-Binary”** or **“Gender Queer”** - used by some individual’s who experience their gender identity and/or gender expression as falling outside the categories of woman and man. They may define their gender as falling somewhere in between a woman and a man, or they may define it as wholly different from these terms.
- o) **“Non-Conforming”** - a term used to describe some people whose gender expression is different from conventional expectations of femininity and masculinity. Not all gender non-conforming people identify as transgender; nor are all transgender people gender non-conforming.
- p) **“Sex”** - refers to the biological and physiological characteristics that define “female” or “male” which is assigned at birth based on the appearance of external anatomy.
- q) **“Sexual Harassment”** – refers to behaviour that constitutes sexual harassment and workplace violence as defined in Section 7(d) of the Association’s Code of Conduct.
- r) **“Sexual Orientation”** - describes a person's enduring physical, romantic, and/or emotional attraction to another person.
- s) **“Transgender”** - Trans or Transgender is an umbrella term for people whose gender identity is different from the sex assigned to us at birth. People under the transgender umbrella may describe themselves using one or more of a wide variety of terms - including transgender. Many transgender people are prescribed hormones by their doctors to bring their bodies into alignment with their gender identity. Some undergo surgery as well; but not all transgender people can or will take those steps, and a transgender identity is not dependent upon physical appearance or medical procedures.
- t) **“Trans Woman”** or **“Transgender Woman”** - A person whose sex assigned at birth is “Male” and identifies as a woman.
- u) **“Trans Man”** or **“Transgender Man”** - A person whose sex assigned at birth is “Female” and identifies as a man.
- v) **“TUE”** – means Therapeutic Use Exemption.
- w) **“Two Spirited”** – is an indigenous term with a unique heritage that may refer to a person’s gender identity, sexual orientation, or gender expression.

## Policy Statement

2. The Association supports all individuals regardless of religion; creed; marital status; family status; sex; sexual orientation; disability; age; colour; ancestry; nationality; place of origin; race or perceived race; receipt of public assistance; gender identity; and gender expression in a safe and secure environment. The purpose of this policy is to create and implement a fair and equitable opportunity for all individuals to participate, without discrimination, harassment or sexual harassment in Sask Volleyball events. Sask Volleyball's decision-making process will be guided by the following principles while upholding our commitment to confidentiality, inclusivity and respect.

#### Guiding Principles

3. The Association supports the recommendations outlined in *Creating Inclusive Environments for Trans Participants in Canadian Sport*, the guidance document developed by the Trans Inclusion in Sport Expert Working Group and published by the Canadian Centre for Ethics in Sport (CCES). Sask Volleyball adopts the best practices outlined in the document and has used the four Policy Guidance statements in the development of this Inclusion Policy. The Policy Guidance statements are:
  - 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) Hormone therapy should not be required for an individual to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) in the gender category that is consistent with their gender identity, unless the sport organization can prove that hormone therapy is a reasonable and bona fide requirement.
  - c) Individuals should not be required to disclose their transgender identity or history to the sport organization in order to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) unless there is a justified reason requiring them to do so.
  - d) Surgical intervention should not be required for an individual to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) in the gender category that is consistent with their gender identity.
4. The Association supports the following statement from *Creating Inclusive Environments for Trans Participants in Canadian Sport*:

“Based on this background and available evidence, the Expert Working Group felt that 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 (p. 19)”

5. The Association operates under the following and will:
- a) provide this policy and will additional inclusion education and training opportunities on its implementation to Sask Volleyball staff, directors and officers of the Association, committee members, athletes, coaches, referees, volunteers, managers, and administrators;
  - b) provide registration forms and other documents to that allow:
    - i. Individuals to indicate their gender identity, rather than their sex or gender; and
    - ii. Individuals to abstain from indicating a gender identity with no consequence or discrimination to the individual.
  - c) refer to individuals by their preferred name and/or pronoun;
  - d) work with transgender individuals of the Association, and external stakeholders (as applicable) on the implementation and/or modification of this policy;
  - e) maintain organizational documents and the Association website in a manner that promotes inclusive language and images;
  - 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 expression;
  - g) ensure uniforms and dress codes respect an individual's gender expression;
  - h) determine Eligibility Guidelines for transgender participants (as described in this policy); and
  - i) will implement a zero-tolerance stance on transphobic, homophobic or racist language, verbal or physical taunts, and gestures towards any Individuals of the Association.

#### **Eligibility**

6. The Association does not have evidence demonstrating that hormone therapy is a bona fide requirement to creating a fair playing field in high performance volleyball.
7. At both recreational and competitive levels, an individual may participate in the gender that aligns with their gender identity.
  - a. Association policy states that individuals must register annually as members of the Association.
8. Individuals are not required to disclose their transgender identity or history to the Association or any of the Association's representatives.
9. All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. The administration of testosterone hormones as a component of

gender reassignment for Trans Man or Transgender Man will, in most cases, contravene the World Anti-Doping Code. Transgender athletes undergoing gender reassignment are encouraged to contact the CCES to determine what procedures, if any, are required to obtain a TUE.

### **Exceptions**

10. Once an individual registers their gender identity for the season, it cannot be changed until the following season, unless an exception is granted by the directors and officers of the Association.
11. When applicable, the eligibility guidelines of Volleyball Canada, the Federation Internationale de Volleyball (FIVB), and/or any major Games regarding transgender athlete participation will supersede the eligibility guidelines as outlined in this Policy.

### **Confidentiality**

12. The Association will work to ensure that administrative process are organized in order to be able to change participant's name and gender when needed, and protect individual's gender identity.
13. No information will be given out concerning someone's gender identity or stage of gender reassignment to anyone, anytime, without express permission from the individual.

### **Monitoring**

14. 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.

### **Appeal**

15. Any decision rendered by the Association in accordance with this Policy may be appealed in accordance with the Association's Discipline and Complaints Policy.