

# INCLUSION POLICY

*Note: This policy was developed by Dodgeball Canada for adoption and application by all member organizations.*

## DEFINITIONS

1. These essential terms are defined as follows:

- *Agender*: A person who identifies as either having no gender or a neutral gender identity.
- *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 a lot of words people may use to talk about their gender identity and expression.
- *Gender expression*: The way an individual communicates their gender identity to others. This is done through behaviour, body language, voice, emphasis or de-emphasis of bodily characteristics, choice of clothing, hairstyle, and wearing make-up and/or accessories. The traits and behaviours associated with masculinity and femininity are culturally specific and change over time. Creating Inclusive Environments for Trans Participants in Canadian Sport
- *Gender binary*: A social system whereby people are thought to have either one of two genders: man or woman. These genders are expected to correspond to sex assigned at birth: male or female. In the gender binary system, there is no room for diversity outside of man or woman, for living between genders or for crossing the binary. The gender binary system is rigid and restrictive for many people who feel that their natal sex (sex they were labeled with at birth) does not match up with their gender or that their gender is fluid and not fixed.
- *Cisgender*: A term to describe a person whose gender identity corresponds with their birth assigned sex (e.g. someone whose gender identity is man and was assigned male at birth).
- *Individuals*: All members and registered participants, as defined by the Dodgeball Canada bylaws, as well as all Individuals engaged in activities with Dodgeball Canada, including but not limited to; athletes, coaches, referees, directors, managers and administrators.
- *LGBTQ/2S*: An umbrella acronym for lesbian, gay, bisexual, trans, queer, intersex, and two-spirit. Other acronyms commonly used are LGBTQ+ and LGBTQ2.

- *Non-binary*: An umbrella term to reflect a variety of gender identities that are not exclusively man or woman. Identity terms which may fall within this category include: genderqueer, agender, bigender, genderfluid, or pangender.
- *Queer*: This term has been reclaimed by some 2SLGBTQI communities as a term of pride and affirmation of diversity. It can be used to encompass a broad spectrum of identities related to sex, gender, and attraction or by an individual to reflect the interrelatedness of these aspects of their identity.
- *Sex*: The classification of people as male, female or intersex. Sex is usually assigned at birth and is based on an assessment of a person's reproductive system, hormones, chromosomes and other physical characteristics, most notably by external genitalia.
- *Sexual orientation*: Sexual orientation describes human sexuality, from gay and lesbian to bisexual and heterosexual orientations. A person's gender identity is fundamentally different from and not related to their sexual orientation. Because a person identifies as trans does not predict or reveal anything about their sexual orientation. A trans person may identify as gay, lesbian, queer, straight, or bisexual.
- *Trans*: A person whose gender identity does not correspond with what is socially expected based on their sex assigned at birth. It can be used as an umbrella term to refer to a range of gender identities and experiences.
- *Two-spirit (2S)*: An English umbrella term to reflect and restore Indigenous traditions forcefully suppressed by colonization, honouring the fluid and diverse nature of gender and attraction and its connection to community and spirituality. It is used by some Indigenous People rather than, or in addition to identifying as LGBTQI.
- *Underrepresented Group*: a group of individuals with shared personal characteristics that Dodgeball Canada has identified as under-represented or one that has had barriers to accessing Dodgeball Canada's resources, programs, and initiatives. This includes but is not limited to; children in low income families, Indigenous people, people with disabilities, seniors, newcomers to Canada, and members of the LGBTQ2S+ communities.

## **POLICY STATEMENT**

2. Dodgeball Canada and Dodgeball Ontario are committed to providing a sport and work environment that provides fair and inclusive access. Dodgeball Canada and Dodgeball Ontario will encourage participation in the sport of dodgeball and will ensure that equity, diversity and inclusion are key considerations when developing, updating or delivering Dodgeball Canada and Dodgeball Ontario policies and programs.

## **PURPOSE**

3. The Organization believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. The Organization wants to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. The Organization is committed to implementing this policy in a fair and equitable manner.

## **GUIDING PRINCIPLES**

4. Dodgeball Canada utilizes the following guiding principles in drafting and applying this policy:

a. Athletes in developmental and recreational sports should be able to participate in either their sex assigned at birth or the gender category in which they identify, without any need for disclosure of information or other requirements. The same policy of inclusion would apply to high performance athletes up until the point where they must comply with international federation rules.

b. Non-binary athletes in development and recreational sport will be able to participate in any gender category of their choice. Any non-binary athlete who needs to invoke this Policy must only communicate this to the applicable organization to allow for implementation. The same policy of inclusion would apply to high performance athletes up until the point where they must comply with international federation rules.

c. Dodgeball Canada and Dodgeball Ontario support transgender and non-binary athletes and will provide a supportive stance for athletes that decide to share their identity with the Organization: Recognizing the unique needs and experiences of transgender and non-binary athletes, the Organization 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.

d. Hormone therapy should not be required for an athlete to participate in high-performance sports (up to the point where international federation rules would take effect).

e. 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.

f. Surgical intervention should never be required for a transgender athlete to participate in high performance sport.

g. All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Trans 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).

## **APPLICATION**

5. This Policy applies to all Members of Dodgeball Canada, where Members are defined to include Board members, coaches, event group leaders, officials, athletes, team managers and team staff, program and tournament directors, administrators, volunteers, staff and contractors of the Organization. This Policy applies to the conduct of members at any Dodgeball Canada or Dodgeball Ontario events, programs and activities. This policy will also apply to but not limited to their conduct through online avenues and social media platforms.

6. The Organization pledges to:

a. Provide this Policy to Organization staff, Directors, Provincial/Territorial members, coaches and officials and provide inclusion education and what this entails in terms of practices, policies, and procedures.

b. Provide registration forms and other documents that allow:

- i. the Individual to indicate their gender identity and expression, rather than their sex or gender;
- ii. the Individual to abstain from indicating a gender identity with no consequence to the individual;
- iii. the Individual the opportunity to indicate the pronouns they use; and
- iv. the Individual to indicate the name they go by on a daily basis (called a Lived Name), if different from their legal name.

c. Ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

d. Refer to Individuals by their lived name and pronoun.

e. Work with trans and non-binary athletes on the implementation, monitoring and/or modification of this *Policy*.

f. When the Organization has the authority to determine participants' use of washrooms, change rooms, and other facilities, the Organization 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.
- h. Determine Eligibility Guidelines for transgender and non-binary participants (as described in this *Policy*).
- i. Transition support: Transgender athletes can request and expect to receive confidential support from coaches and leagues to explore options for staying or leaving their current team, washrooms and change room access, if/how to announce to others, and surfacing and addressing challenges (e.g., misgendering and misnaming).

### **ELIGIBILITY GUIDELINES – EXCEPTIONS**

7. As applicable, the eligibility guidelines of the World Dodgeball Federation and/or any international Games Organization regarding transgender and non-binary athlete participation will supersede the eligibility guidelines as outlined in this Policy.

### **ELIGIBILITY GUIDELINES**

8. As a general guiding principle for the Organization's eligibility guidelines, the Organization 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).*

- 9. At both recreational and competitive levels, an Individual is able to participate in either their sex assigned at birth or the gender category in which they identify or choose in the case of a non-binary individual.
- 10. The Organization welcomes all Individuals, non-binary, cisgender and transgender, to participate in our programs and to experience dodgeball.
- 11. Individuals are not required to disclose their gender identity or history to the Organization or any of the Organization's representatives (e.g., Coaches, Staff, Directors, Officials, etc.).

12. 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 confirmation are encouraged to contact the Canadian Centre for Ethics in Sport (CCES) to determine what actions, if any, are required to obtain a Therapeutic Use Exemption.

### **CONFIDENTIALITY**

13. The Organization will not disclose to outside parties any documentation or information about an Individual's gender identity and expression.

### **ONGOING MONITORING**

14. The Organization commits to monitoring ongoing developments regarding national and international participation guidelines for trans athletes and pledges to monitor the implementation, review and/or revise this Policy whenever new information becomes available.

### **RESOLVING GENDER IDENTITY AND EXPRESSION ISSUES**

15. Should an individual 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 Dodgeball Canada's Discipline and Harassment Policy. Should the person not feel safe in doing so, they should seek assistance from the President or the Board of Directors of Dodgeball Canada for advice and support, or action on their behalf.

### **APPEAL**

16. Any decision rendered by the Organization in accordance with this *Policy* may be appealed in accordance with the Organization's *Appeal Policy*.