



Policy	CGHA-011
Effective Date	January 11, 2023
Board Approval	January 11, 2023
Review	Annual

Inclusion Policy and Practice Guidance

Sport inclusion is a fundamental value for Clarington Girls Hockey Association (CGHA). We recognize that having a more diverse organization will only strengthen our sport. As a result, our organization is fully committed to providing a safe, supportive, and respectful environment for all of our athletes and members, regardless of any differences based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity and expression, or disability.

The CGHA recognizes that discrimination, prejudice, and victimization on the basis of personal attributes, including gender identity and expression, is a violation of human rights and will not be tolerated.

Our organization is fully committed to putting in place policies and practices that ensure all athletes are able to participate in a safe, supportive, and respectful environment in our sport.

For the purposes of this policy, "members" means the CGHA Board of Directors, Coaches, Assistant Coaches, Managers, Trainers, Players, Officials, and all related volunteers.

To support all athletes, it is important to recognize terms and definitions that may be new or less understood. The following section aims to define some key terms to assist in understanding gender identity and how to support those who identify.

Definitions: These essential terms are defined as follows:

- **Sex:** is 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 their external genitalia.
- ***Gender identity:** A person's innermost sense of their own gender. This can include a man, a woman, both, neither, or something entirely else. Gender also refers to a variety of social and behavioural characteristics (e.g., appearance, mannerisms).

There are lots 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 behavior, 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.

- ***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 labelled with at birth) does not match up with their gender or that their gender is fluid and not fixed.
- **Gender Non-Binary:** Non-binary or genderqueer is an umbrella term for gender identities that are not solely male or female—identities that are outside the gender binary. People whose gender is not male or female use many different terms to describe themselves, with non-binary being one of the most common. Other terms include genderqueer, agender, bigender, and more. None of these terms mean exactly the same thing, but all speak to an experience of gender that is not simply male or female.
- ***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). **LGBTQI2S:** An umbrella acronym for lesbian, gay, bisexual, transgender, queer, intersex, and two-spirited people. Other acronyms commonly used are LGBTQ+ and LGBTQ2.
- **Trans** is an umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl or woman, or a boy or man, in society. It includes but is not limited to people who identify as transgender, transsexual, "cross dressers" (adjective), or gender non-conforming (gender diverse or gender queer).
- ***Two-spirit:** A direct translation of the Ojibwe term "niizh manidoowag," often used as an umbrella term by some indigenous people rather than, or in addition to, identifying as LGBTQ. This term affirms the interrelatedness of all aspects of identity - including gender, sexuality, community, culture, and spirituality.
- ***Sexual orientation:** Sexual orientation refers to human sexuality, ranging from gay and lesbian to bisexual and heterosexual. A person's gender identity is fundamentally different from and not related to their sexual orientation. Because a person identifies as trans, it does not predict or reveal anything about their sexual orientation. A trans person may identify as gay, lesbian, queer, straight, or bisexual.

Definitions marked with an asterisk (*) have been changed from the original guidance.

Scope and Application: This policy and practice guidance applies to the Clarington Girls Hockey Association as follows:

- The Board of Directors will be bound by it.
- It shall bind all volunteers acting in their designated capacity with our organization, such as members of a formal committee or an ad hoc working group.
- It shall inform all aspects of participation in our sport, including team selection and participation, membership, and service delivery (such as providing coaching services to individuals).

- It shall be applicable whether the individual is on or off the ice, at team-related social functions, etc.
- It shall govern the treatment of other members (including athletes, coaches, and officials) and the public encountered in the provision of services and other organizational duties.

Guiding Principles: Clarington Girls Hockey Association was guided by the following principles in developing our policy and practice guidance on trans inclusion in our sport:

- People with transgender identities should have equal access to our sport and strive for excellence at all levels and in all capacities.
- Policies governing the participation of trans people should nurture fair play, honesty, respect, and integrity.
- Policies governing the participation of transgender individuals in our sport should embrace diversity and inclusion, resulting in a positive sporting experience, free of discrimination or harassment based on gender identity and expression.
- Participation in our sport should focus on the benefits and fun of the sport and highlight the fact that everyone is different.
- Policies governing the participation of trans people, particularly for our athletes, should be evidence-based, recognize the necessity of protecting the privacy rights of trans individuals, and strive to prevent physical, emotional, and mental harm.
- Policies governing the participation of trans people should foster access and equitable participation for all participants.
- Practices that encourage understanding and support for people of trans identities need to be enhanced to acknowledge the challenges and recognize the value of advocating for sports that are fair, safe, and open to everyone.

Using Chosen Names and Pronouns: We will make every effort to learn and use the chosen names and pronouns of our athletes and members. We recognize that by failing to respect an individual's gender identity or expression by continuing to use either an incorrect name (deadnaming, e.g., deliberately using their past name instead of their new name), or incorrectly chosen pronouns, Hockey Canada's Ontario branches take an important step towards transgender inclusion. (Misgendering, e.g., using "he" instead of "she" or other chosen pronouns such as "they") is discriminatory and will not be tolerated.

Safeguarding an Individual's Right to Privacy and Confidentiality: Clarington Girls Hockey Association recognizes the privacy rights of all athletes and members. We will only ask for information about gender from our athletes and members when it is critical to the services or programs, in a manner that is inclusive. We will respect and safeguard the privacy and confidentiality of any athletes or members, recognizing that failing to do so may place that individual at risk.

Use of Toilets, Change Rooms and Other Facilities: Clarington Girls Hockey Association is committed to providing members with safe access and use of toilets, change rooms, and other facilities in accordance with their gender identity or expression.

Gender-Inclusive Attire, Images, and Language: We will strive to ensure our dress codes and uniform options for all members, including team uniforms on and off the ice, are suitable for all members. The images in our written, video, and online materials will reflect our members' diversity, and we will use gender inclusive language.

Support for Transitioning Athletes and Members: Clarington Girls Hockey Association is committed to supporting athletes or a member who may be transitioning, within our sport in a way that ensures they are treated with respect and dignity and in accordance with their expressed needs.

A link to resources can be found on our website.

Eligibility Requirements for Participation in Events Under Our Jurisdiction: Individuals who identify as a girl or woman are eligible to compete on girls', women's, and mixed teams for such events (CGHA programs and events). Individuals who identify as boys or men are eligible to compete on boys', men's, and mixed teams for such events (e.g., Clarington Toros or Clarington Thunder, The Zone). All identifications of gender identity or expression by our athletes are believed to be made in good faith and do not require further disclosure or documentation.

Eligibility Requirements for Participation: Clarington Girls Hockey Association will stay informed of any changes in eligibility policies in other jurisdictions that may affect our athletes. We will ensure that our athletes understand these eligibility requirements, and we will work with trans athletes on their behalf to fully support their eligibility choices.

Resolving Gender Identity and Expression Issues: Any athlete or member of the Clarington Girls Hockey Association who feels they have been discriminated against, bullied or harassed, sexually harassed, vilified, or victimized based on gender identity or expression is strongly encouraged to take appropriate action through our Issues Resolution process. Any member of the CGHA who witnesses an individual being discriminated against, bullied or harassed, sexually harassed, vilified, or victimized based on gender identity or expression has a responsibility to take appropriate action through our process.

Any athlete or member who does not feel safe or confident enough to pursue such action may seek assistance from our Wellness and Safety Director at wellness@claringtonflames.ca for advice, support, or action on their behalf.

Commitment to Education: Clarington Girls Hockey Association is committed to educating our athletes and members on the importance of inclusion, through the use of policies, practices, and procedures.

Ongoing Monitoring and Review: Clarington Girls Hockey Association commits to ongoing monitoring of developments regarding the implementation of this policy, including any unintended consequences. We will do so through a small working group reporting to the Director of Wellness and Safety and strive to include at least one person who is a member with

lived inclusivity (or exclusivity) experience. Every year, the CGHA will conduct a comprehensive review of this policy.

More information:

Any individual wishing to obtain more information about Clarington Girls Hockey Association's inclusion policy is invited to contact the Director of Wellness and Safety.

Source:

https://www.cces.ca/sites/default/files/content/docs/pdf/creating_inclusive_environments_for_trans_participants_in_canadian_sport-practice_and_policy_template-final-e.pdf