

CANLAN SPORTS COMMITMENT TO INCLUSION

Canlan Sports is dedicated to providing a safe, supportive, and respectful environment for all our registered participants, including athletes, coaches, volunteers, officials, and parents. We uphold these standards regardless of race, national or ethnic origin, color, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, or disability, and in both official languages. We promote the values of fair play, fostering respect among all participants. Inclusion is a core value at Canlan Sports, and we believe that a more diverse organization strengthens the sport.

GUIDING PRINCIPLES

Canlan Sports acknowledges that all forms of discrimination based on sex, sexual orientation, gender identity, or gender expression violate the Canadian Human Rights Act, 1985. We are committed to implementing policies and practices that allow all registered participants to engage in recreational and competitive hockey in an inclusive environment where they can contribute, train, and play safely and supportively.

We support the recommendations in "Creating Inclusive Environments for Trans Participants in Canadian Sport" (2016), the guidance document developed by the Trans Inclusion in Sport Expert Working Group and published by the Canadian Centre for Ethics in Sport (CCES), as well as the "Position Statement on Trans Inclusion in Sport" (2017) by Canadian Women & Sport.

All individuals deserve respectful and inclusive participation environments that value their gender expression and identity. Canlan Sports recognizes all forms of gender identity and expression, supporting participants whose gender goes beyond the binary categories of girls/women and boys/men. We will use the eligibility guidelines set forth in this policy to ensure access to the sport for all participants.

Canlan Sports does not require transgender or gender-diverse participants to engage in any medical or surgical transition-related care to participate in any offered program under Canlan Sports in a gender congruent with their gender identity.

Canlan Sports believes in the following:

i. **In Development and Recreational Sport:**

Individuals participating in development and recreational sport (Learn to Skate, Learn to Play, etc.) must be able to participate in the sport in the gender with which they identify. They should not be subject to requirements for disclosure of personal information beyond those required of cisgender participants. Additionally, there should be no requirement for medical or surgical transition-related care.

ii. **In High-Performance International Sport:**

While recognizing that it must abide by the rules, regulations and policies of the applicable governing body (e.g. IIHF, IOC) in international competition, Canlan Sports believes that:

- a. Individuals participating in high-performance sport should be able to participate in their identified and expressed gender without any requirement for medical or surgical transition-related care unless the international federation can prove that hormone therapy is necessary for a justified medical or safety reason.
- b. Individuals should not be required to disclose their gender identity or history to an international federation to participate in high-performance sport unless there is a justified medical or safety reason for doing so.
- c. There should be no requirement for medical or surgical transition-related care for an individual to participate in high-performance sport in the gender category consistent with their gender identity, once international federation rules become a factor.

DEFINITIONS

Over time, and across different geographies and cultures, terminology can vary significantly. For the purpose of consistency and respect, the following key definitions have these meanings in this document:

- A. “All-Gendered Team” –a team that is not restricted to individuals of a particular Gender or Sex and that welcomes members from multiple Gender Identities, including but not limited to men/boys and women/girls (both Cisgender and Trans) as well as individuals who identify outside of the Gender binary, such as individuals who are agender, Gender neutral, Gender queer, Two Spirit, etc. All-Gendered Team replaces the term “co-ed”, as an intentional move away from non-inclusive language of the Gender binary and more accurately reflects the reality of a Gender spectrum.
- B. “Athlete” –Any individual registered as a player with a team sanctioned by Canlan Sports or a Canlan Sports Member
- C. “Cisgender” – People whose Gender Identity aligns with the Sex they were assigned at birth (e.g. assigned male at birth and identify as boys/men; assigned female at birth and identify as girls/women)
- D. “Female Hockey”, a hockey program that historically has limited participation to female Athletes.
- E. “Gender” – The complex relationship between physical traits and one’s internal sense of self as male, female, both or neither as well as one’s outward presentations and behaviours related to that perception. Biological Sex and Gender are different; Gender is not inherently connected to one’s physical anatomy
- F. “Gender Expression” – The way an individual represents or expresses Gender to others – through behaviour, outward appearance, chosen name and pronouns, activities, voice, mannerisms, etc. The traits and behaviour that may be labelled as masculine, feminine, androgynous etc. are culturally and geographically specific and change over time.
- G. “Gender Identity” – Each person’s internal and individual experience of Gender. It is a person’s sense of being a girl/woman, a boy/man, both, neither or anywhere along the Gender spectrum. A person’s Gender Identity may be the same as or different from their Sex Assigned at Birth.

- H. “Non-Binary” – People whose gender identity is neither exclusively girl/woman nor boy/man. Non-binary people may identify as being both a girl/woman and a boy/man, somewhere in between, or as falling completely outside these categories. Some individuals self-identify as Non-Binary, whereas others may use terms such as genderqueer, bi- or polygender, genderfluid, gender non-conforming, Two Spirit, or agender. Non-Binary people may or may not conform to societal expectations for their Gender Expression and Gender role, and they may or may not seek Gender affirming medical or surgical care.
- I. “Registered Participants” anyone who has paid to participate in any of Canlan Sports products.
- J. “Sex/Sex Assigned at Birth” – The classification of people as male, female or intersex. Sex is usually assigned at birth (with the exception of intersex) and is based on an assessment of a person’s reproductive system, hormones, chromosomes and other physical characteristics, most notably by external genitalia.
- K. “Transgender” – People whose Gender Identity differs from the Sex they were assigned at birth. (also “Trans”)
- L. “Transgender Boy / Man” – Someone who was assigned female Sex at birth, but who identifies as a boy or man.
- M. “Transgender Girl / Woman” – Someone who was assigned the male Sex at birth, but who identifies as a girl or woman.
- N. “Transition” – Refers to a variety of social, medical, and/or legal changes that some Trans people may pursue to affirm their Gender Identity. There is no checklist or average time for a Transition process and no universal goal or end point. Each person decides what meets their needs.

ACTIONS FOR INCLUSION:

Canlan Sports pledges to:

- a. Provide this Policy to staff, Directors, Members, officials 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:
 - i. indicate their Gender Identity, rather than their Sex
- c. Ensure that Gender Identity and Gender Expression are prohibited forms of discrimination in Canlan Sports’s organizational policies and procedures, e.g., our Maltreatment, Bullying, Harassment Prevention and Protection Policy, our Codes of Conduct, etc.
- d. Maintain organizational documents and Canlan Sports’s website in a manner that promotes inclusive language and images
- e. Honour and respect individuals by referring to them by their chosen name and pronouns.

- f. Work with Trans and Non-Binary Athletes and other Trans and Non-Binary Registered Participants and staff of Canlan Sports on the implementation, monitoring, and/or modification of this Policy
- g. When Canlan Sports has the authority and/or ability to determine participants' use of washrooms, change rooms, and other facilities, it shall provide individuals with safe access to such facilities in accordance with their Gender Identity or Gender Expression. Canlan Sports will seek to do so in a discreet, confidential, and sensitive manner that does not violate an individual's privacy.
- h. Work with other teams and host organizations to ensure the respectful treatment of all Registered Participants (to include but not be limited to staff, coaches, Athletes, volunteers, officials, parents) spectators and the media, regardless of their Gender Identity or Gender Expression.
- i. Provide a policy for suggested off-ice apparel and dress codes respect an individual's Gender Identity and Gender Expression
- j. Make determinations with respect to the eligibility of Registered Participants in accordance with the Eligibility Guidelines below.

ELIGIBILITY GUIDELINES:

Most of Canlan Sports' programs, whether competitive or recreational, are inclusive of all genders, allowing all athletes to participate regardless of sex/sex assigned at birth, gender identity, or gender expression. As a general principle, and subject to the eligibility guidelines below, all athletes are eligible to participate in a program that aligns with their gender identity. Therefore, the following guidelines apply to Canlan Sports programming:

1. All Athletes are eligible to participate in the program that aligns with their Gender Identity. All identifications of Gender Identity or Gender Expression are believed to be made in good faith and do not require further disclosure or documentation. Such determination shall be made by the Athlete and/or their parent/guardian, where applicable, at registration as per the following steps:
 - (i) Select the Athlete's Gender Identity upon registration. The categories are:
 - a. Girl/Woman
 - b. Boy/Man
 - c. Non-Binary (including agender, genderqueer, gender fluid, bi/polygender, & Two Spirit)
 - (ii) Select the hockey program/level that the Athlete is seeking to try out/play for during the season.
 - (iii) Complete the remainder of the registration process.
2. All Athletes and other Registered Participants, regardless of their Gender Identity may participate on an All-Gendered Team.

Any athlete or registered participant who identifies as a girl/woman—whether a transgender girl or transgender woman, or a cisgender girl or cisgender woman—or a non-binary athlete or registered

participant who wishes to play or participate in female hockey may register. For clarity, cisgender men and boys are not permitted to play female hockey but may participate in other capacities.

3. Any athlete or registered participant who was assigned female at birth and is transitioning may participate or continue to participate in female hockey.
4. The eligibility guidelines outlined in this policy for athletes seeking to play in female hockey programs or activities apply equally to the participation of any other registered participant.

ELIGIBILITY GUIDELINES - EXCEPTIONS:

Despite the principles and guidelines stated herein, the eligibility guidelines of the International Sport Organization, international federation, and/or any major Games regarding a registered participant's ability to compete in events restricted to athletes of a specific sex or gender will take precedence over the eligibility guidelines outlined in this policy.

Canlan Sports will stay informed about related eligibility policies in other jurisdictions that may affect our registered participants. We will ensure that our registered participants are knowledgeable about these requirements and will work with them upon request to fully support their eligibility as outlined in this policy.

All high-performance athletes who are members of a provincial or national team must be aware that they may be subject to doping control testing under the Canadian Anti-Doping Program (CADP). Athletes undergoing medical transition with hormone therapy 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).

SAFEGUARDING AN INDIVIDUAL'S RIGHT TO PRIVACY AND CONFIDENTIALITY:

Canlan Sports acknowledges the privacy rights of all our registered participants. Gender information will only be requested when it is essential for the services or programs, in an inclusive manner, and without any consequences for choosing not to provide it. Canlan Sports will safeguard and protect the privacy and confidentiality of this information in accordance with our privacy policy.

REPORTING MALTREATMENT, BULLYING, OR HARASSMENT

If an individual feels they have been subjected to or witnessed maltreatment, bullying, or harassment based on gender identity or gender expression, they may take action through Canlan Sports' Reporting and Resolution Policy. If they do not feel safe doing so, they can send an email to privacyofficer@canlansports.com.

ONGOING MONITORING

Canlan Sports is committed to working with registered participants, subject matter experts, and staff on the implementation, ongoing monitoring (including any unintended consequences), and modification of this policy.

We will monitor ongoing developments regarding national and international participation guidelines for transgender and non-binary registered participants and pledge to review and/or revise this policy annually for the first three years following its implementation, and thereafter, as new information becomes available.

Canlan Sports will collaborate with any member to ensure the policy is implemented in a manner that does not contradict human rights legislation in that province or territory or contravene any human rights settlements the member has entered into.

Related Policies

1. Code of Conduct
2. Privacy Policy
3. Diversity, Equity, and Inclusion Policy