



TRANSGENDER AND NON-BINARY INCLUSION POLICY

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Preamble

1. Curling Canada is committed to being a transgender and non-binary inclusion leader in sport and promoting substantive equality. Curling Canada welcomes participation from all curlers at all levels of competition and supports those who are transgender or non-binary. In partnership with provincial and territorial partners and thought leaders, Curling Canada is devoted to maintaining a policy which addresses the needs of transgender and non-binary athletes and endorsing the adoption of best-practices within the curling community. The purpose of this policy is to establish clear guidelines about the inclusion of transgender and non-binary curlers in Curling Canada events. It also provides guidance on how to support transgender and non-binary curlers in provincial, territorial, local and curling centre events. Curling Canada is further committed to working with its provincial and territorial partners to provide education on transgender-inclusion to its stakeholders and transition support measures for its participants. The following policy will apply to all of Curling Canada's programs and member organizations up until the point they must comply with international federation rules which may or may not align with this Policy.

Purpose

2. Curling Canada believes that all Participants deserve respectful and inclusive environments for participation that value the Participant's gender identity and gender expression. Curling Canada wishes to ensure that all Participants have access to programming in which they feel comfortable and safe. Curling Canada is committed to implementing this Policy in a fair and equitable manner.

Curling Canada Guiding Principles

3. Curling Canada utilizes the following guiding principles in developing and applying this Policy:
 - a) Curling Canada respects all backgrounds, experiences, and identities and welcomes all people to participate with their peers and experience the joy and spirit of curling as their truest selves.

- b) Curling Canada recognizes that gender expression and/or gender identity may or may not be the same as a person's assigned sex and that gender identity does not function on a binary system.
- c) Transgender athletes in developmental and recreational sport will be able to participate in either their sex assigned at birth or the gender category in which they identify. Any transgender athlete who needs to invoke this Policy must only communicate this to Curling Canada 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.
- d) Non-binary athletes in developmental and recreational sport will have the choice to participate in any of the available gender categories. Any non-binary athlete who needs to invoke this Policy must only communicate this to Curling Canada 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.
- e) Curling Canada supports transgender and non-binary athletes and will provide a supportive stance for athletes that decide to share their identity with Curling Canada. Recognizing the unique needs and experiences of transgender and non-binary athletes, Curling Canada 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.
- f) Each athlete is in control of the ways they present and express their gender identity, and as such, no athlete should have their identity disclosed without their express consent.
- g) Transgender and non-binary athletes should be able to use the change rooms of their choice.
- h) Hormone replacement therapy (HRT) should not be required for an athlete to participate in high performance sport (up to the point where international federation rules would take effect); and
- i) Surgical intervention should never be required for a transgender or non-binary athlete to participate in high performance sport.

Definitions

4. The following terms are applicable to this document:
 - a) "Bona fide" – Acting in good faith, without deception or fraud;
 - b) "Cisgender" – A term to describe a person whose gender identity corresponds with their birth-assigned sex (e.g. someone whose gender identity is woman and was assigned female at birth);
 - c) "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 or outside of these genders;
 - d) "Gender expression" – The way an individual expresses themselves in terms of their 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 are labeled as masculine, androgynous, feminine are culturally- and

- geographically-specific and change over time;
- e) “Gender identity” – A person’s innermost sense of their own gender. This can include man, woman, both, neither or something else entirely. There are lots of words people may use to talk about their gender identity;
 - f) “Gender affirming procedures” – Medically-supervised program of treatment to transition a person’s body to align with their gender identity through hormone therapy, surgeries, and other procedures;
 - g) “Non-binary” – People whose gender identity is neither exclusively female nor male. Some individuals self-identify as non-binary, whereas others may use terms such as genderqueer, bi- or polygender, genderfluid, gender non-conforming, 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.
 - h) “Participant” – Includes all individuals employed by or engaged in Curling Canada activities and programs;
 - i) “Sex” – 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;
 - j) “Substantive Equality” – means understanding and meeting the needs of disadvantaged persons or groups using historical, legal and social contexts;
 - k) “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 affirming procedures;
 - l) “Transgender Girl/Woman” – Someone who was assigned the male sex at birth, and identifies as a woman;
 - m) “Transgender Boy/Man” – Someone who was assigned female sex at birth, and who identifies as a man; and
 - n) “TUE” - Therapeutic Use Exemption.

Actions for Inclusion

- 5. Curling Canada pledges to:
 - a) Provide this Policy to Curling Canada staff, Directors, national team coaches, managers, and trainers and offer additional inclusion education and training opportunities on its implementation;
 - b) Provide registration forms and other documents that enable:
 - i. The Participant to indicate their gender identity, rather than their sex or gender;
 - ii. The Participant to abstain from indicating a gender identity with no consequence to the Participant;
 - iii. The Participant the opportunity to indicate the pronoun(s) they use; and
 - iv. The Participant to indicate the name they go by on a daily basis (called a Lived Name), if different from their legal name.
 - c) Maintain organizational documents on Curling Canada’s website in a manner that promotes inclusive language and images;

- d) Refer to Participants by their lived name and pronouns;
- e) Work with transgender and non-binary Participants on the implementation and/or modification of this Policy;
- f) To establish change room guidelines;
- g) Ensure uniforms and dress codes that respect a Participant's gender identity and gender expression; and
- 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

- 6. The eligibility guidelines of the World Curling Federation and/or any international games organization regarding transgender and non-binary athlete participation will supersede the eligibility guidelines as outlined in this Policy during World Curling Federation or international games organization sanctioned competitions.

Eligibility Guidelines

- 7. As a general guiding principle for Curling Canada's eligibility guidelines, Curling Canada 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.

- 8. At both recreational and competitive levels, a Participant is able to participate in their sex assigned at birth or the gender category in which they identify; or choose in the case of a non-binary Participant. An athlete's declaration of gender identity through the process of registering for a gendered event is sufficient.
- 9. Participants are not required to disclose their gender identity or history to Curling Canada or any of Curling Canada's representatives (e.g., Coaches, Staff, Directors, Officials, etc.).
- 10. 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 actions, if any, are required to obtain a TUE.

Confidentiality

11. Curling Canada will not disclose to outside parties any documentation or information about a Participant's gender identity.

Ongoing Monitoring

12. Curling Canada 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.

Resolving Gender Identity and Expression Issues

13. Should a Participant 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 Curling Canada's Discipline and Complaints Policy. For more information, please refer to Curling Canada's web page for Safe Sport (www.curling.ca).

Appeal

14. Any decision rendered by Curling Canada in accordance with this Policy may be appealed in accordance with Curling Canada's Appeal Policy.

Contact

15. Any questions regarding this Policy or inclusion can be sent to inclusion@curling.ca

More Information

Canada for the Advancement of Women and Sport and Physical Activity (CAAWS) (2017 Second Edition). Leading the Way: Working with LGBT Athletes and Coaches. A Practical Resource for Coaches. Access at:

<http://www.caaws.ca/e/wp-content/uploads/2017/05/LeadingTheWay-v2017.pdf>

Canadian Centre for Ethics in Sport (CCES) - Sex and Gender Diversity <https://cces.ca/sex-and-gender-diversity>