



Ontario Climbing Federation (OCF) Trans Inclusion Policy

Guiding Principles

1. The OCF 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). The OCF adopts the best practices outlined in the document and has used the four Policy Guidance statements in the development of this *Trans 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 Trans 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; and
 - 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.

Definitions

2. The following terms have these meanings in this document:
 - a) *“Cisgender”* – A term to describe a person whose Gender Identity corresponds with their birth-assigned Sex (e.g., someone whose Gender Identity is male and was assigned male at birth)
 - b) *“Gender”* – The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity
 - c) *“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.
 - d) *“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 lots of words people may use to talk about their Gender Identity and Gender Expression.
 - e) *“Intersex”* – Refers to a combination of features that distinguish male and female anatomy

- f) “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.
- g) “Trans” – An umbrella term that describes people with diverse Gender Identities and Gender Expressions that differ from the Sex they were assigned at birth. It includes but is not limited to people who identify as transgender, non-binary, gender diverse, gender fluid or genderqueer.
- h) “Transgender Female” – Someone who was assigned the male Sex at birth, but whose Gender Identity is female
- i) “Transgender Male” – Someone who was assigned female Sex at birth, but whose Gender Identity is male

Purpose

- 3. The OCF believes that all individuals deserve respectful and inclusive environments for participation that value the individual’s Gender Identity and Gender Expression. The OCF wants to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. The OCF is committed to implementing this Policy in a fair and equitable manner.

Actions for Inclusion

- 4. The OCF pledges to:
 - a) Provide this Policy to staff and Directors and provide education on the importance of Trans inclusion and what this entails in terms of practices, policies, procedures and norms of behaviour
 - b) Provide registration forms and other documents that allow:
 - i. the individual to indicate their Gender Identity, rather than their Sex at birth

Note: A Gender Identity of Male or Female is required in order for the individual to participate in the OCF Competitive Series, and be included in the competitive rankings used to qualify athletes for subsequent levels of competitions, including Provincials, Regionals, and Nationals.

 - ii. the individual to indicate their preferred name
- c) Maintain organizational documents and the OCF’s website in a manner that promotes inclusive language and images
- d) Refer to individuals by their preferred name
- e) Work with Trans athletes on the implementation, monitoring and/or modification of this Policy
- f) When the OCF has the authority to determine participants’ use of washrooms, change rooms, and other facilities, the OCF 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 Trans participants (as described in this Policy)
- i) Implement a Gender non-binary category in recreational competitions moving forward

Eligibility Guidelines – Exceptions

- 5. When applicable, the eligibility guidelines regarding Trans athlete participation of our national federation (Climbing Escalade Canada), international federation (IFSC), and/or any major games (e.g., Canada Games or Pan Am events) will supersede the eligibility guidelines as outlined in this Policy.

Eligibility Guidelines

- 6. As a general guiding principle for the OCF’s eligibility guidelines, the OCF 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.

7. At both recreational and competitive levels, an individual may participate in their expressed and identified Gender category.
8. Individuals are not required to disclose their Trans identity or history to the OCF or to any of the OCF's representatives (e.g., coaches, staff, Directors, Officials, etc.).

Confidentiality

9. The OCF will not disclose to outside parties any documentation or information about an individual's Gender Identity and Gender Expression. A Trans individual's privacy and confidentiality will be respected.

Ongoing Monitoring

10. The OCF 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 Gender Expression Issues

11. Should an individual feel they have been subject to, or witness, discrimination, bullying, harassment, sexual harassment, vilification or victimization based on Gender Identity or Gender Expression, they should take appropriate action through the OCF's *Discipline and Complaints Policy*. Should the individual not feel safe in doing so, they should seek assistance from the OCF's Chair for advice and support or action on their behalf.

Resources:

Canadian Association 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) (2012). *Sport in Transition: Making Sport in Canada More Responsible For Gender Inclusivity*. Access at: <https://cces.ca/sites/default/files/content/docs/pdf/cces-paper-sportintransition-e.pdf>

Canadian Centre for Ethics in Sport (CCES) (2016). *Creating Inclusive Environments for Trans Participants in Canadian Sport - Guidance for Sport Organizations*. Access at: <http://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>

Policy History	
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