



FIELD HOCKEY CANADA

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1. PURPOSE

Field Hockey Canada (FHC) believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. FHC wants to ensure that all Registered Participants have access to programming and facilities in which they feel comfortable and safe. FHC is committed to implementing this policy in a fair and equitable manner.

2. PRINCIPLES

FHC 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). FHC 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. Registered Participants 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 a Registered Participant 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. Registered Participants should not be required to disclose their trans identity or history to the sport organization 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.
- d. Surgical intervention should not be required for a Registered Participant 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

3. APPLICATION

The policy applies to FHC programs, services, competitions, activities and events.

It is strongly recommended that the policy be adopted by FHC Member Associations, local leagues and associations, and field hockey clubs and amended to be applicable for programming and activities within their respective jurisdictions.



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4. DEFINITION

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 expression

“Gender reassignment” – Medically-supervised program of treatment to transition a person’s body to align with their gender identity through hormone therapy and/or surgery

- 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 do not conform to stereotypical ideas about what it means to be a girl/woman or boy/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 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

5. ACTIONS FOR INCLUSION

FHC pledges to:



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- a. Provide this Policy to FHC staff, Directors, Committee Members, Member Associations and make available through the website or on request to Registered Participants or the public and provide education on the importance of trans inclusion and what this entails in terms of practices, policies, procedures, and norms of behavior.
- b. Where possible, provide registration forms and other documents that allow:
 - i. the individual to indicate their gender identity and expression, rather than their sex or gender; and
 - ii. the individual to abstain from indicating a gender identity with no consequence to the individual
 - iii. the individual to indicate their preferred pronoun
 - iv. the individual to indicate their preferred name
- c. Maintain organizational documents and FHC's website and other FHC social media in a manner that promotes inclusive language and images
- d. Refer to individuals by their preferred name and pronoun
- e. Work with trans allies on the implementation, monitoring and/or modification of this Policy
- f. When FHC has the authority to determine Registered Participant's use of washrooms, change rooms, and other facilities, FHC will permit individuals to use the facilities of their gender identity
- g. Ensure uniforms and dress codes that respect an Registered Participant's under identity and gender expression
- h. Determine Eligibility Guidelines for transgender Registered Participants (as described in this Policy)

6. ELIGIBILITY GUIDELINES

- a. As a general guiding principle for FHC's eligibility guidelines, FHC 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)

- b. At both recreational and competitive levels, a Registered Participant may participate in their expressed and identified gender category.



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- c. Registered Participants are not required to disclose their trans identity or history to FHC or any of FHC's representatives (e.g., coaches, staff, Directors, officials, etc.).
- d. 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).

7. ELIGIBILITY GUIDELINES - EXCEPTIONS

When applicable, the eligibility guidelines of the Fédération Internationale de Hockey (FIH), and/or any major Games regarding trans Athlete participation will supersede the eligibility guidelines as outlined in this Policy.

8. CONFIDENTIALITY

FHC will not disclose to outside parties any documentation or information about a Registered Participant's gender identity and expression. A trans Registered Participant's privacy and confidentiality will be respected.

9. ONGOING MONITORING

FHC 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.

10. RESOLVING GENDER EQUITY AND IDENTIFICATION ISSUES

Should a Registered 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 the FHC **Complaints and Discipline Policy**. Should the Registered Participant not feel safe in doing so, they should seek assistance from FHC's CEO or other senior leader or Director for advice and support or action on their behalf.

Any violation of this Policy that may be considered "Prohibited Behaviour" or "Maltreatment" (as defined in the UCCMS) when the Respondent is a Registered Participant who has been designated by FHC as a UCCMS Participant (as defined in the **Complaints and Discipline Policy**), will be handled pursuant to the policies and procedures of the Office of the Sport Integrity Commissioner ("OSIC"), subject to the rights of FHC as set out in the *Discipline and Complaints Policy* and any applicable workplace policies.

11. APPEALS

Any decision rendered by FHC in accordance with this Policy may be appealed in accordance with the FHC **Appeal Policy**.



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12. 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>

13. RELATED FHC POLICY

FHC Diversity, Equity and Inclusion Policy