



# Archers & Bowhunters Association of Manitoba Trans Inclusion Policy

Approved by Executive Committee on August 29, 2018

## 1. DEFINITIONS:

The following terms have these meanings in this document:

- a. “*Association*” – ABAM
- b. “*Ally*” - An ally is someone who believes in the dignity and respect of all people and takes action by supporting and/or advocating with groups experiencing social injustice. An ally does not identify as a member of the group they are supporting (e.g., a heterosexual can act as an ally for gay people and communities; a cisgender lesbian can act as an ally for trans people and communities).
- c. “*Cisgender*” – a person whose gender identity corresponds with the social expectations associated with the sex assigned to them at birth.
- d. “*Gender*” – is a system that operates in a social context to classify people, often based on their assigned sex. In many contexts this takes the form of a binary classification of either ‘man’ or ‘woman’; in other contexts, this includes a broader spectrum.
- e. “*Gender Expression*” – the way a person presents and communicates gender within a social context. Gender can be expressed through clothing, speech, body language, hairstyle, voice, and/or the emphasis or de-emphasis of bodily characteristics or behaviours, which are often associated with masculinity and femininity.
- f. “*Gender Identity*” – is a person’s internal and individual experience of gender. This could include an internal sense of being a man, woman, both, neither or another gender entirely. A person’s gender identity may or may not correspond with social expectations associated with the sex they were assigned at birth.
- g. “*Gender confirming medical treatment*” – is a medically-supervised treatment program to transition a person’s body to align with their gender identity through hormone therapy and/or gender confirming surgery.
- h. “*Intersex*” – refers to a person whose chromosomal, hormonal or anatomical sex characteristics fall outside the conventional classifications of male or female
- i. “*Sex / Assigned Sex*” – is the classification of a person as male, female or intersex based on biological characteristics, including chromosomes, hormones, external genitalia and reproductive organs.
- j. “*Trans*” – a person who does not identify either fully or in part with the gender associated with the sex assigned to them at birth—often used as an umbrella term to represent a wide range of gender identities and expressions.

- k. “*Trans Girl / Woman*” – A person whose sex assigned at birth is male or intersex, and who identifies as a woman, may identify as a trans woman.
- l. “*Trans Boy / Man*” – a person whose sex assigned at birth is female or intersex, and who identifies as a man, may identify as a trans man.
- m. “*Transitioning*” - refers to a variety of social, medical and/or legal changes that some trans people may pursue to affirm their gender identity.

- n. “*Transphobia*” - Fear and/or hatred of any transgression of perceived gender norms, often exhibited by name-calling, bullying, exclusion, prejudice, discrimination or acts of violence—anyone who is trans and/or gender diverse (or perceived to be) can be the target of transphobia.

## 2. GUIDING PRINCIPLES:

ABAM 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). ABAM adopts the best practices outlined in the document and has used the four Policy Guidance statements in the development of this *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.
- 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.

## 3. PURPOSE:

The Association believes that all individuals deserve respectful and inclusive environments for participation in our sport that values all individuals’ gender identities and gender expressions. The Association wants to ensure that all participants have access to programming and facilities in which they feel welcome, respected and safe. The Association is committed to implementing this policy in a fair and equitable manner using education, monitoring and learnings to ensure the policy is having the intended outcomes.

## 4. ACTIONS FOR INCLUSION:

The Association pledges to:

- a. Provide this *Policy* to Association staff, Directors and coaches and offer additional inclusion education and training opportunities on its implementation
- b. Provide registration forms and other documents that allow:
  - i. the individual to indicate their gender identity, rather than their sex or gender; and
  - ii. the individual to abstain from indicating a gender identity with no consequence to the individual
- c. Ensure that gender identity and gender expression are prohibited forms of discrimination in our organizational policies and procedures, e.g., our harassment and abuse policy, our codes of conduct, etc.
- d. Maintain organizational documents and the Association website in a manner that promotes inclusive language and images
- e. Refer to individuals by their preferred name and pronouns
- f. Work with trans athletes and other trans members and staff of the Association on the implementation, monitoring and/or modification of this *Policy*
- g. When the Association has the authority to determine participants' use of washrooms, change rooms, and other facilities, provide staff and members who identify as trans with safe access and use of toilets, change room and other facilities in accordance with their gender identity or gender expression. The Association will seek to do so in a discreet, confidential and sensitive manner that does not reveal an individual's trans identity or expression and respects their choices. The Association will also work with other teams and host organizations to ensure respectful treatment of any staff or members who identify as trans by their coaches, officials, spectators and the media.
- h. Ensure uniforms and dress codes respect an individual's gender identity and gender expression
- i. Determine Eligibility Guidelines for trans participants (as described further below).

## 5. ELIGIBILITY GUIDELINES:

- 5.1 As a general guiding principle for the Association's eligibility guidelines, the Association 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)*

- 5.2 At both recreational and competitive levels in competition under ABAM jurisdiction, an individual may participate in the gender category of their choosing.

Individuals who identify as a girl or woman are eligible to compete on girls', women's, and mixed teams for such events. Individuals who identify as a boy or a man are eligible to compete on boys' or men's and mixed teams for such events. 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.

- 5.3 Individuals are not required to disclose their trans identity or history to the Association or any of the Association's representatives (e.g., coaches, staff, Directors, officials, etc.).
- 5.4 All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Trans athletes undergoing hormonal treatment related to their transition are encouraged to contact the Canadian Centre or Ethics in Sport (CCES) to determine what procedures, if any, are required to obtain a Therapeutic Use Exemption (TUE).

## **6. ELIGIBILITY GUIDELINES - EXCEPTIONS:**

When applicable, the eligibility guidelines of World Archery, and/or any major Games regarding trans athlete participation will supersede the eligibility guidelines as outlined in this Policy.

Our Association will also keep abreast of related eligibility policies in other jurisdictions that may impact on our trans athletes. We will ensure our athletes are knowledgeable about these eligibility requirements and we will work with our trans athletes at their request to fully support their eligibility choices.

## **7. SAFEGUARDING AN INDIVIDUAL'S RIGHT TO PRIVACY AND CONFIDENTIALITY:**

The Association recognizes the privacy rights of all our members. We will only ask for information about gender from our staff and members when it is critical to the services or programs, in a manner that is inclusive, and for which there are no consequences for abstaining. We will respect and safeguard the privacy and confidentiality of any staff or member who is trans, recognizing that failing to do so may place that individual at risk.

## **8. ONGOING MONITORING:**

The Association commits to work with trans athletes, trans coaches, trans officials and other trans members and staff of the Association on the implementation, ongoing monitoring (including any unintended consequences) and / or modification of this Policy.

The Association also commits to monitoring ongoing developments regarding national and international participation guidelines for trans athletes and pledges to review and/or revise this *Policy* whenever new information becomes available.

## 9. APPEAL:

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

## 10. JURISDICTION:

This policy shall be governed and construed in accordance with the laws of the Province of Manitoba.

## 11. REVIEW AND APPROVAL:

The ABAM Board of Directors and Executive Director shall review this policy every four (4) years. The review will ensure the lived experiences of trans members or staff in our sport are sought out and appropriately reflected.

Approved: xxxx, 2018

Review: 2022

## 12. ADDITIONAL RELEVANT POLICIES:

- ABAM Appeal Policy
- ABAM Code of Conduct
- ABAM Athlete Agreement
- ABAM Complaint and Disciplinary Policy
- ABAM Social Media Policy
- ABAM Conflict of Interest Policy
- ABAM Privacy Policy

## 13. ADDITIONAL EDUCATIONAL RESOURCES:

All Association staff and members are encouraged to become familiar with the following educational resources:

Canadian Association for the Advancement of Women and Sport and Physical Activity (2017 2nd Edition). [Leading the Way: Working with LGBTQ Athletes and Coaches.](#)

Canadian Association for the Advancement of Women and Sport and Physical Activity (2018). [Position Statement - Trans Inclusion in Sport.](#)

Canadian Centre for Ethics in Sport (2016). [Creating Inclusive Environments for Trans Participants in Canadian Sport – Guidance for Sport Organizations.](#)

## **14. ASSOCIATION CONTACT:**

Any individual wishing to obtain more information about the Association's trans inclusion policy and practices, is invited to contact the Executive Director.