



NORTH SHORE GIRLS SOCCER CLUB

Transgender and Gender Non Conforming Inclusion and Participation Policy

April 2021

Introduction

1. In keeping with British Columbia Soccer Association's ("**BC Soccer**") Diversity, Equity and Inclusion policy (May, 2020), and BC Soccer's Rules and Regulations, Rule 4 (November 7, 2020), and recognizing that this Transgender and Gender Non Conforming Inclusion and Participation Policy (the "**Policy**") is not intended to interfere with any policy or legislation of BC Soccer's governing bodies or affiliated organizations, the NSGSC (the "**Club**") affirms its commitment to promoting diversity, equality and inclusion and providing a safe place for all participants within the Club.

Definitions

2. For the purpose of the Policy, the following definitions apply:
 - a. "*Gender*" means the socially constructed roles, behaviours, activities, and attributes that a society assigns to people in accordance with their Sex;
 - b. "*Gender Expression*" means the manner in which an individual represents or expresses Gender to others – through behaviour, hairstyles, activities, voice, mannerisms, etc.;
 - c. "*Gender Identity*" means an individual's deeply held sense or knowledge of their own Gender;
 - d. "*Sex*" means a binary classificatory scheme that divides people into groups on the basis of their biology;
 - e. "*Transgender*" means a broad term used to include people whose Gender Identity or Gender Expression differs from their Sex at birth, regardless of whether or not they identify as "transgender"

Purpose and Guiding Principles

3. The Club believes that all participants deserve respectful and inclusive environments for participation that value the participant's Gender Identity and Gender Expression.
4. The Club is guided in the creation and application of the Policy by the following principles:
 - a. all participants should have access to programming and facilities in which they feel comfortable and safe;
 - b. the Policy must be implemented in a fair and equitable manner;
 - c. participants in sport should be able to participate in the Gender category with which they identify; and
 - d. there should be no requirement for a participant to disclose that they identify as Transgender or their history with respect to same in order to participate at any level within the Club; and
 - e. surgical intervention and/or hormone therapy should never be required for a Transgender participant to participate in sport.

Actions for Inclusion

5. In furtherance of the Policy, the Club commits to take the following actions:
 - a. provide the Policy to Club staff, Directors and coaches and offer access to additional inclusion education and training opportunities on its implementation as needed;
 - b. maintain organizational documents and the Club's website in a manner that promotes inclusive language;
 - c. refer to participants by their preferred name and pronoun;
 - d. work with Transgender participants on the implementation and/or modification of the Policy as needed;
 - e. where the Club has the authority to determine participants' use of washrooms, change rooms, and other facilities, the Club will permit individuals to use the facilities consistent with their Gender Identity;
 - f. apply the Participation guidelines for Transgender participants set out below in a manner that is consistent with the Purpose and Guiding Principles of the Policy; and
 - g. monitor ongoing developments regarding national and international participation guidelines for Transgender athletes and review and revise the Policy as needed to ensure it is consistent with promoting a safe and inclusive environment and aligns with progressive developments concerning Transgender participation in sport.

Participation Guidelines

6. Participants are permitted to participate in the programs offered by the Club for female participants where that is the Gender category with which the participant identifies. Any individual who does not identify as male or female, but who feels more comfortable on a female team shall also be permitted to participate in the programs offered by the Club for female participants
7. All participants should be aware that at higher levels of sport they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Participants undergoing Gender reassignment are encouraged to contact the Canadian Centre for Ethics in Sport (CCES) for guidance.
8. All participants should be aware that at higher levels of sport, for instance that covered by Canada Soccer, they may be subject to additional Rules and Regulations. Participants are encouraged to contact CCES for guidance.

Confidentiality

9. Participants are not required to disclose their Gender Identity to the Club or any of the Club's representatives (e.g., coaches, staff, Directors, officials, etc.).
10. Should a participant or the participant's legal guardian choose to advise the Club of that the participant is Transgender, they may contact the Club's SafeSport Representative to do so.
11. Coaches and staff will advise the Club's Safesport Representative if they have a participant who has advised them that they are Transgender and advise the player and the player's family to have further contact with the Club's Safesport Representative to ensure compliance with the Policy and to ensure that all necessary accommodations are considered.
12. Where a participant or the participant's legal guardian chooses to advise the Club or a representative of the Club that the participant is Transgender, the information shared will be kept confidential. The Club

will take all necessary steps to protect the privacy and confidentiality of all participants who are Transgender and will not disclose that information without the express consent of the participant or their legal guardian as applicable for participants under the age of 18.

- Suggested Links / Additional Resources

<https://www.tsn.ca/canadian-soccer-player-quinn-comes-out-publicly-as-transgender-1.1521274>

<https://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>

https://bcsoccer.net/files/AboutUs/BylawsRulesRegsPolicies/BCSoccer_Rules_Regulations_updated_20201107.pdf

https://bcsoccer.net/files/AboutUs/BylawsRulesRegsPolicies/diversity_equity_inclusion_policy_may2020.pdf

<https://www.cbc.ca/radio/docproject/the-teens-are-alright-1.5877661/this-teen-was-a-celebrated-ringette-goalie-in-quebec-until-the-league-learned-he-was-transgender-1.5877666>