



## ROWING CANADA AVIRON Trans Inclusion Policy

1. Purpose – RCA believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. RCA wishes to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. RCA is committed to implementing this policy in a fair and equitable manner.
  
2. Definitions – The following terms have these meanings in this Policy:
  - a. *RCA*- Rowing Canada Aviron
  - b. *Bona fide* – Acting in good faith, without deception or fraud.
  - c. *Cisgender* – People whose gender identity aligns with the sex they were assigned at birth
  - d. *Gender* – The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity
  - e. *Gender Expression* – The manner in which an individual represents or expresses gender to others – through behaviour, hairstyles, activities, voice, mannerisms, etc.
  - f. *Gender Identity* – An individual's deeply held sense or knowledge of their own gender
  - g. *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
  - h. *Intersex* – Refers to a combination of features that distinguish male and female anatomy
  - i. *Sex* – An individual's biology that is generally categorized as male, female, or intersex
  - j. *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 reassignment
  - k. *Transgender Female* – Someone who was assigned the male sex at birth, but whose gender identity is female
  - l. *Transgender Male* – Someone who was assigned female sex at birth, but whose gender identity is male



### **ACTIONS FOR INCLUSION**

3. RCA pledges to:
  - a. Provide this *Policy* to 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. Maintain organizational documents and the RCA website in a manner that promotes inclusive language and images;
  - d. Refer to individuals by their preferred name and pronoun;
  - e. Work with transgender athletes on the implementation and/or modification of this *Policy*;
  - f. When RCA has the authority to determine participants' use of washrooms, change rooms, and other facilities, RCA 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; and
  - h. Determine Eligibility Guidelines for transgender participants (as described in this *Policy*).

### **ELIGIBILITY GUIDELINES – EXCEPTIONS**

4. As applicable, the eligibility guidelines of the Fédération Internationale des Sociétés d'Aviron, and/or any major national or international Games Organization regarding transgender athlete participation will supersede the eligibility guidelines as outlined in this *Policy*.

### **ELIGIBILITY GUIDELINES**

5. At both recreational and competitive levels, an individual shall participate in the gender category in which they identify.
6. Individuals are not required to disclose their transgender identity or history to RCA or any of RCA's representatives (e.g., coaches, staff, Directors, umpires, officials, etc.).
7. 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 to determine what procedures, if any, are required to obtain a Therapeutic Use Exemption.

#### **CONFIDENTIALITY**

8. RCA will not disclose to outside parties any documentation or information about an individual's gender identity.

#### **ONGOING MONITORING**

9. RCA 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.

#### **APPEAL**

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