

Biathlon Canada Gender Inclusion Policy

July 2022

Guiding Principles

1. Biathlon Canada supports the work of trans and nonbinary inclusion in sports. 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) have been incorporated into this document to build upon, along with additions made to expand the work for nonbinary inclusion. Biathlon Canada adopts the best practices outlined in the document and has built on the four Policy Guidance statements in the development of this Inclusion Policy. It is critical to note that updates to this document will be ongoing in order to both enable learning and to accommodate shifts in climate of safety and understanding for more expansive and inclusive practices at large. The Policy Guidance statements for Biathlon Canada 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 category of competition on any basis of sex assigned at birth and/or gender identity with the goal for gender affirming experiences and safety for those whose gender(s) and identities are not represented in competition categories. There should not be any requirement for any medical procedures required of athletes including hormonal therapy or surgery in order to be eligible for competition.
 - 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.
 - c. Individuals should not be required to disclose their gender identity with regards to any parts of their transition and/or deadnames that may be part of the 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).
 - d. Medical Transition Procedures should not be required for an individual to participate in high-performance sport and in all reference to LTAD (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) in the category of competition of the athlete's choosing in order to strive for and prioritize gender affirmative experience and safety for those whose gender(s) and identities are not represented in competition categories.

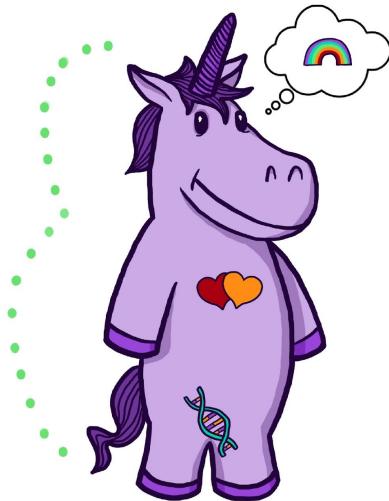
Definitions

2. The following terms have these meanings in this document:

- a. *“Organization”* – Biathlon Canada
- b. *“Cisgender”* – People whose gender identity aligns with the sex they were assigned at birth along with the socially dominant expectations associated with it
- c. *“Gender”* – The socially constructed roles, behaviours, activities and attributes that society assigns to what is deemed masculinity or femininity
- d. *“Gender Expression”* – The manner in which an individual represents or expresses their gender to others – through presentation, behaviour, hairstyles, activities, voice, mannerisms, etc.
- e. *“Gender Identity”* – An individual’s deeply held sense or knowledge of their own gender
- f. *“Gender Confirming Surgery”, “Gender Affirming Surgery” or “Gender reassignment”* (coming out of misuse) – medically-supervised program of treatment to transition a person’s body to align with their gender identity through hormone therapy and/or surgery
- g. *“Intersex”* – Refers to the experience and identity of someone whose body does not neatly fit into stereotypically male or stereotypically female categories based on physiological composition/anatomy - in regards to chromosome makeup, internal gonads and reproductive systems, and in some, secondary sexual characteristics.
- h. *“Sex assigned at birth”* – Based on physiological characteristics that are assigned to a body, typically based on what genitals are present, but does not exclude chromosomes, gonads, reproductive systems that can vary. There are 30 most common variations of those who are intersex.
- i. *“Trans” or “Transgender”* – People whose gender identity is not in alignment with dominant social expectations from sex assigned at birth. Trans people may or may not choose to go through with a variety of different types of transitioning, social, medical and/or legal transitions.
- j. *“Trans Woman” or “Transgender Woman”* – Someone who was assigned the male sex at birth, but whose gender identity is woman
- k. *“Trans Man” or “Transgender Man”* – Someone who was assigned female sex at birth, but whose gender identity is man
- l. *“Non-Binary”* – An umbrella term used to describe any gender identity that does not fit into the gender binary of cisgender/transgender man or cisgender/transgender woman.
- m. *Gender Unicorn*: A framework of understanding the different categories of human identities relevant to their experiences of sex assigned at birth, gender, gender expression and attraction (see diagram below)

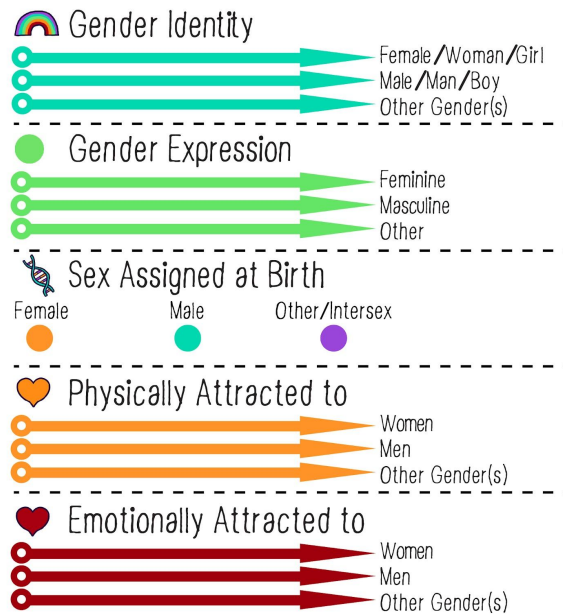
The Gender Unicorn

Graphic by:
TSER
Trans Student Educational Resources



To learn more, go to:
www.transstudent.org/gender

Design by Landyn Pan and Anna Moore



Purpose

3. The Organization believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. The Organization wants to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. The Organization is committed to implementing this policy in a fair and equitable manner.

Actions for Inclusion

4. The Organization pledges to:
 - a. Provide this *Policy* to organization staff, directors, officials, and coaches and offer additional inclusion education and training opportunities on its implementation
 - b. Provide a registration process that does not require an ask to disclose the athlete's gender, but only an ask to know which category of competition they are signing up for. In other words:
 - i. The registration form **should not** be asking to indicate their gender identity or sex assigned at birth; but instead, asking for category of competition and additionally their use of pronouns to best honor their personhood (this sharing being optional)
 - ii. The only exception is for when demographics data is being collected for better understanding the composition of athletes - this would be for internal use only and this must be communicated as confidential and optional

- c. Maintain organizational documents and the Organization website in a manner that promotes inclusive language and images
- d. Refer to individuals by their chosen name and pronouns
- e. Work with trans and non-binary athletes on the implementation and/or modification of this *Policy*
- f. When the Organization has the authority to determine participants' use of washrooms, change rooms, and other facilities, the Organization will ensure individuals have access to use the facilities that feel safest and/or most gender affirming. This may include ensuring the facilities have gender neutral, single user, universal accessible washrooms or an accommodation to meet those requirements. These facilities should be in an accessible and safe space.
- g. Ensure uniforms and dress codes to prioritize the athletes' comfort in all contexts from arriving to practice and competition to being in practice and competing. This may or may not directly be gender and/or body affirming and is dependent on individuals' needs and experiences. In other words, athletes should be allowed to choose what they wear to competition, practice, outside of practice, etc. through reducing the stigma of 'not being part of the team' if they choose not to wear team gear.
- h. Determine Eligibility Guidelines for transgender and/or non-binary participants (as described in this *Policy*)

Eligibility Guidelines - Exceptions

- 5. When applicable, the eligibility guidelines of International Biathlon Union and/or any major Games regarding transgender athlete participation will supersede the eligibility guidelines as outlined in this *Policy*.

Eligibility Guidelines

- 6. As a general guiding principle for the Organization's eligibility guidelines, the Organization 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)

- 7. At both recreational and competitive levels under Biathlon Canada's jurisdiction, an individual may participate in the gender category of their choosing and is congruent with how they authentically live outside of the sport. Information on eligibility to compete at the high performance level in international contexts should be shared widely in order for athletes to discuss and decide what they need to do in order to continue to compete beyond the national level.

8. Individuals are not required to disclose their gender identity or history to the Organization or any of the Organization's representatives (e.g., coaches, staff, Directors, officials, etc.).
9. All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Transgender and nonbinary athletes undergoing gender affirming medical procedures 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).

Confidentiality

10. The Organization will not disclose to outside parties any documentation or information about an individual's gender identity(ies).

Ongoing Monitoring

11. The Organization 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. This policy will be reviewed annually.

Process for Resolving Conflicts and Issues

12. Should an individual feel they have been subject to, or witness, discrimination, bullying, harassment, sexual harassment, vilification or victimization based on gender identity(ies) or expression, they should take appropriate action through the Organization's policies. Should the person not feel safe in doing so, they should seek assistance from the Organizations' Independent Third Party for advice and support, or action on their behalf.

Appeal

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