



## Transgender Athlete Policy

### Introduction

The OVA recognizes all forms of gender expression, and supports athletes competing in the gender category they identify with, regardless of the sex/gender that was assigned to them at birth.

### Definitions:

1. The following term has this meaning in this policy:
  - a) **Gender identity** is each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation. (Ontario Human Rights Commission)
  - b) **Gender expression** is how a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender. (OHRC)
  - c) **Trans or transgender** is an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms. It includes but is not limited to people who identify as transgender, trans woman (male-to-female), trans man (female-to-male), transsexual, cross-dresser, gender non-conforming, gender variant or gender queer. (OHRC)

### Guiding Principles

2. The OVA will use the following principles to guide its decision making process in accordance with this policy:
  - a) The implementation and administration of this policy will consider a fair and equitable level of monitoring that is respectful, inclusive, and respects a person's human rights.

### Purpose

3. The Ontario Volleyball Association believes in equal opportunity, and recognizes all forms of gender expression. Therefore, the OVA supports athletes competing in the gender category they identify with, regardless of the sex/gender that was assigned to them at birth. The OVA will consider the eligibility guidelines set out in this policy in order to ensure a fair and level playing field for all participants.

### Eligibility Guidelines

4. Athletes shall be allowed to participate in any OVA sanctioned event in accordance with their gender identity, irrespective of the gender listed on their birth certificate or other official government documents, and regardless of whether they have undergone any medical treatments. Therefore:
  - a) Male-to-female transitioning individuals shall be regarded as female
  - b) Female-to-male transitioning individuals shall be regarded as male

#### **Application of Eligibility**

5. The applicant will initiate the process by contacting the OVA (either directly, or through the club they wish to participate with) outlining their wish to participate in accordance to the OVA's Transgender Athlete policy. The OVA may, with reasonable cause, ask for additional information before moving forward with registration. Upon review of information and if it is deemed sufficient, the athlete will immediately be registered as their preferred gender and will continue to do so unless circumstances dictate that another gender declaration should be made.

#### **Confidentiality**

6. The Parties agree that they will not at any time disclose information identified by the other party as confidential to any person, corporation or third party and will make no use whatsoever of any information identified as confidential (other than in the ordinary and usual course of implementing this policy) without the prior written consent of the disclosing party, unless required by law.

#### **Appeal**

7. Any decision rendered in accordance with this policy may be appealed in accordance with the OVA's Appeal Policy.