

GENDER IDENTITY ELIGIBILITY GUIDELINES

Guiding Principles

1. NWT Judo 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). NWT Judo adopts the best practices outlined in the document and has used the four Policy Guidance statements in the development of these Guidelines. 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.

Definitions

2. Terms in this document are defined as follows:
 - a) **Cisgender** – A term to describe a person whose gender identity corresponds with their birth-assigned sex (e.g., someone whose gender identity is male and was assigned male at birth).
 - b) **Gender** – The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity.
 - c) **Gender Expression** – The way an individual communicates their gender identity to others. This is done through behaviour, body language, voice, emphasis or de-emphasis of bodily characteristics, choice of clothing, hairstyle, and wearing make-up and/or accessories. The traits and behaviours associated with masculinity and femininity are culturally specific and change over time.
 - d) **Gender Identity** – A person's innermost sense of their own gender. This can include man, woman, both, neither or something else entirely. Gender also refers to a variety of social and behavioural characteristics (e.g., appearance, mannerisms). There are lots of words people may use to talk about their gender identity and expression.
 - e) **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.
 - f) **Intersex** – Refers to a combination of features that distinguish male and female anatomy.
 - g) **Non-Binary** – An adjective describing a person who does not identify exclusively as a male or a female. Non-binary people may identify as being both a male and a female, somewhere in between, or as falling completely outside these categories.
 - h) **Participants** – Refers to all categories of individual members and/or registrants defined in the By-laws of NWT Judo who are subject to the policies of NWT Judo, as well as all people employed by, contracted by, or engaged in activities with, NWT Judo including, but not limited to, employees, contractors, athletes, coaches, instructors, officials, volunteers, managers, administrators, committee members, parents or guardians, spectators, and Directors and Officers

- i) **Sex** – The classification of people as male, female or intersex. Sex is usually assigned at birth and is based on an assessment of a person’s reproductive system, hormones, chromosomes and other physical characteristics, most notably by external genitalia.
- j) **Trans** – An umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society. It includes but is not limited to people who identify as transgender, transsexual, cross dressers (adjective), or gender non-conforming (gender diverse or genderqueer).
- 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.

Purpose

- 3. NWT Judo believes that all individuals deserve respectful and inclusive environments for participation that value the individual’s gender identity and gender expression. NWT Judo wants to ensure that all Participants have access to programming and facilities in which they feel comfortable and safe. NWT Judo is committed to implementing these Guidelines in a fair and equitable manner.

General

- 4. NWT Judo has a *Diversity, Equity and Inclusion Policy* that will describe how NWT Judo provides Participants from all gender identities will have a full and equitable range of opportunities to participate and lead.

Gender Identity Eligibility Guidelines – Exceptions

- 5. When applicable, the gender identity eligibility guidelines of the International Judo Federation, Judo Canada, and/or any major Games, will supersede the gender identity eligibility guidelines as outlined in these Guidelines.

Eligibility Guidelines

- 6. As a general guiding principle for its gender identity eligibility guidelines, NWT Judo 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, an individual may participate in their expressed and identified gender category and, for Participants who identify as Non-Binary, in any gender category.
- 8. Participants are not required to discuss their gender identity or disclose their gender identity or history to NWT Judo or any of NWT Judo’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. Trans athletes undergoing gender reassignment 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. NWT Judo will not disclose to outside parties any documentation or information about a Participant’s gender identity and expression.

Ongoing Monitoring

- 11. NWT Judo commits to monitoring ongoing developments regarding national and international participation guidelines for athletes from all gender identities and pledges to monitor the implementation, review and/or revise these Guidelines whenever new information becomes available.

Enforcement

12. Should a Participant feel they have been subject to, or witness, discrimination, bullying, harassment, sexual harassment, vilification or victimization based on gender identity or expression, they should take appropriate action through the *Discipline and Complaints Policy*. Should the Participant not feel safe in doing so, they should seek assistance from NWT Judo's Executive Director for advice and support or action on their behalf.

Appeal

13. Any decision rendered by NWT Judo related to a Participant's gender identity and their eligibility to participate may be appealed in accordance with the *Appeal Policy*.

Resources:

- Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS) (2017 Second Edition). *Leading the Way: Working with LGBT Athletes and Coaches. A Practical Resource for Coaches*. Access at: <https://womenandsport.ca/resources/publications/leading-the-way/>
- Canadian Centre for Ethics in Sport (CCES) (2012). *Sport in Transition: Making Sport in Canada More Responsible For Gender Inclusivity*. Access at: <https://cces.ca/sites/default/files/content/docs/pdf/cces-paper-sportintransition-e.pdf>
- Canadian Centre for Ethics in Sport (CCES) (2016). *Creating Inclusive Environments for Trans Participants in Canadian Sport - Guidance for Sport Organizations*. Access at: <http://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf>

DIVERSITY, EQUITY AND INCLUSION POLICY

Definitions

1. The following terms have these meanings in this Policy:
 - a) **Diversity** – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization.
 - b) **Inclusion** – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics.
 - c) **Equity** – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics.
 - d) **Under-Represented Groups** – Under-Represented Groups include women, children in low income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQ2 community.

Purpose

2. NWT Judo is committed to encouraging diversity, equity and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that NWT Judo provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.

General

3. NWT Judo will:
 - a) Support inclusion, equity, and access for Under-Represented Groups
 - b) Exercise influence with external agencies to encourage equity

Programming

4. NWT Judo is committed to creating and supporting programs that address diversity, equity, and inclusion issues in sport. For example, NWT Judo will:
 - a) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering NWT Judo's programs and policies
 - b) Ensure that individuals from Under-Represented Groups have no barriers to participation in NWT Judo's programs, training, and coaching opportunities
 - c) Create and support new programming that specifically addresses diversity, equity, and inclusion
 - d) Monitor and evaluate the success of its diversity, equity, and inclusion programming
 - e) Fund programs and services equally
 - f) Encourage Under-Represented Groups to act as role models for young participants
 - g) Create special opportunities to advance the number and levels of women in coaching
 - h) When planning educational sessions, consider the balance of female and male presenters

Staff, Board of Directors, Committee

5. NWT Judo will:
 - a) Strive to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision-influencing bodies, and in seeking nominations for and appointments to the Board
 - b) Include gender equity as a stated value that is accepted and promoted on nominating and selection committees
 - c) Ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making
 - d) Develop, update and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted and supported
 - e) Deal with any incidence of discriminatory behaviour according to the *Code of Conduct and Ethics* and *Discipline and Complaints Policy*

Media Relations

6. NWT Judo will:

- a) Strive to ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications
- b) Produce all written and visual materials in a gender-inclusive manner
- c) Develop a communication plan that strives to give media visibility to Under-Represented Groups
- d) Use gender-appropriate or gender-neutral language and positive, active visuals in all publications, graphics, videos, posters and on websites

Human Resource Management

7. As part of its commitment to the use of equitable human resource management practices, NWT Judo will:
 - a) Adopt, when possible, work practices such as flex-time, job-sharing and home-based offices
 - b) Provide a physically accessible workplace environment
 - c) Ensure a non-smoking environment
 - d) Use non-discriminatory interview techniques
 - e) Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration
 - f) Publicly declare NWT Judo to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees
 - f) When appropriate, make available access to Employee Assistance counselling

Ongoing Commitment to Inclusion, Diversity and Equity

8. NWT Judo resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations; including technical programs, business management, sponsorship, marketing, media and communications.

Evaluation

9. NWT Judo will continually monitor and evaluate its inclusion, equity, and diversity progress.