

Lawfield Minor Hockey Association – 2018

Policy and Practice Guidance for Supporting LGBTQ2 and Trans Inclusion

Commitment to Diversity and Inclusion

Sport inclusion is a fundamental value for the LMHA and a true sport principle. We at Lawfield recognize that having a more diverse organization and committing to supporting our players will only strengthen our sport and our presence in the community. Our Association is fully committed to providing a safe, supportive and respectful environment for our players, parents, coaches and staffs, regardless of any differences based on race, national or ethnic origin, colour, religion, age, sexual orientation, gender identity or expression, or disability.

The LMHA recognizes that discrimination, prejudice and victimization on the basis of personal attributes, including gender identity and expression, is a violation of human rights (Bill C-16/Canadian Criminal Code)and will not be tolerated. Our Association is committed to the policy of ensuring that trans identities and LGBTQ2 players and individuals are able to participate in a safe, supportive and respectful environment

Scope and Application

This policy of inclusion shall be binding on all volunteers within LMHA and interns within our Association, during any and all recognized and accepted LMHA activities. This will also extend to treatment of players, coaches, staffs, parents and individuals attending a sporting event at Lawfield.

The LMHA is guided by the following principles in developing this policy of inclusion and practice guidance on trans and LGBTQ2 inclusion in our sport:

- People/players of trans identity should have equal opportunities to participate in hockey and strive for excellence at all levels and in all capacities.
- Our Policy will support inclusion and participation of trans and LGBTQ2 identities nurturing fair play, honesty and respect, and integrity.
- Our Policy will embrace diversity and inclusion, resulting in a positive sporting experience, free from discrimination or harassment based on gender identity or expression.
- Our Policy will recognize the necessity to protect the privacy rights of trans individuals and LGBTQ2 players and strive to prevent physical, emotional and mental harm.
- The Policy will foster equal access and equitable participation for all of our participants.

Chosen Names and Pronouns

LMHA will make every effort to learn and use the chosen name and pronouns of players when that information has been acknowledged by the player. We recognize that failing to respect an individual's gender identity or expression by continuing to use an incorrect name or incorrect chosen pronoun is discriminatory and will not be tolerated.

Individual's Right to Privacy and Confidentiality

LMHA recognizes the privacy rights of all of our members, specifically players. We will only ask for information about gender if the individual is open to discuss. We will respect and safeguard the privacy and confidentiality of any player or member of our Association who is trans or LGBTQ2, recognizing that failing to do so may place that individual at risk.

Use of Change Rooms, Washrooms and Facilities

LMHA is committed to providing players and members who identify as trans with safe access and use of washrooms, change rooms and other facilities in accordance with their gender identity or expression. We will seek to do so in a discreet, confidential and sensitive manner that respects the individual's privacy and does not reveal an individual's trans identity, respectful of their choices. We will work with other teams and host organizations to ensure respectful treatment of any players and staffs who identify as trans via their coaches, team officials or family members. The Association will extend all courtesy to visiting teams and we will respect and strive to accommodate requests for trans players and officials at our facility.

Support for Transitioning Players/members

LMHA is committed to supporting players and members to successfully transition within our sport treating them with respect and dignity in accordance with their expressed needs.

Resolving Gender Identity and Expression Issues

Any player or member who feels that they have been discriminated against, bullied or harassed, sexually harassed, vilified or victimized based on gender identity or expression is strongly encouraged to take appropriate action through our LMHA Executive.

Any player, official or member of LMHA who witnesses an individual being discriminated against, bullied or harassed, sexually harassed, vilified or victimized based on gender identity or expression have a responsibility to take appropriate action through our Executive.

Any player or member who does not feel safe or confident to pursue such action may seek assistance from a LMHA Executive member for advice, support, or action on their behalf.

Commitment to Education

LMHA is committed to educating our players, members and staffs on the importance of trans and LGBTQ2 inclusion by way of practice, policy, and procedures

This trans/LGBTQ2 policy was approved by the LMHA Executive and Board of Directors on September 14, 2018.

Definitions

- **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.
- **Gender Identity:** A person's 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(ie. appearance, mannerisms).
- **Gender Expression:** The way an individual communicates their gender identity to others. Through behavior, body language, emphasis or de-emphasis of bodily characteristics, choice of clothing, hairstyle, makeup or accessories. The traits and behaviours associated with masculinity and femininity are culturally specific and change over time.
- **Gender Binary:** A social system whereby people are thought to have either one of two genders as man or woman. The gender binary system is rigid and restrictive with no room for diversity outside of man or woman. For many individuals what they were "labeled" at birth does not match with their gender or that their gender is fluid.
- **Cisgender:** A term to describe a person whose gender corresponds with their birth-assigned sex ie. man who was assigned male at birth.
- **LGBTQ2:** An umbrella acronym for lesbian, gay, bisexual, trans, queer, intersex, and two-spirit.
- **Trans:** An umbrella term that describes people with diverse gender identities and gender expressions that do not conform with stereotypical ideas about what it means to be a girl/woman or boy/man in society. It includes but is not limited to individuals

who identify as transgender, transsexual, or gender non-conforming.

- Two-spirit (2): An English umbrella term used by some indigenous individuals rather than, or in addition to identifying as LGBTQ. The term affirms their own identity.
- Sexual Orientation: Sexual orientation describes human sexuality, from gay and lesbian to bisexual and heterosexual orientations. A person's gender expression is fundamentally different from and not related to their sexual orientation. Because a person identifies as trans does not predict or reveal anything about their sexual orientation. A trans person may identify as gay, lesbian, queer, straight, or bisexual.