



Policy Area: Members	Subject: Inclusion
Title of Policy: Trans Inclusion Policy	Number:
Effective Date: January 1, 2018	Created by: Sonia Schina (Executive Director)
Approved Date: December 12, 2018 Revision Date:	Approved by: Al Campsall (VP-3D) and 6 others

1. Rationale or background to policy:

BC Archery believes that all individuals deserve respectful and inclusive environments for participation in our sport that values all individuals’ gender identities and gender expressions. Our organization wants to ensure that all participants have access to programming and facilities in which they feel welcome, respected and safe. BC Archery is committed to implementing this policy in a fair and equitable manner.

Definitions:

- a. Gender identity is each person’ 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.
- b. Gender expression is how a person publicly presents their gender. This can include behaviour and outward appearance such as clothing, hair, make-up, body language and voice. A person’s chosen name and pronoun are also common ways of expressing gender.
- c. Trans or transgender is an umbrella term referring to people with diverse gender identities and expressions that differ from the sex they were assigned at birth. 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.

2. Guidelines:

At both recreational and competitive levels, an individual may participate in the gender category in which they most closely identify. Any identification of gender identity and expression by an athlete is believed to be made in good faith and does not require further disclosure or documentation.

Individuals are not required to disclose their transgender identity or history to BC Archery or any of its representatives.

All athletes competing at National or International events must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Trans athletes undergoing hormonal treatment related to their transition 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).

EXCEPTION: When applicable, the eligibility guidelines of Archery Canada, World Archery, and/or any major Games organization regarding trans athlete participation will supersede the eligibility guidelines as outlined in this Policy.



3. Procedures:

BC Archery pledges to:

- Provide this Policy to BC Archery staff, Directors and coaches and offer additional inclusion education and training opportunities on its implementation;
- Provide registration forms and other documents that allow the individual to indicate their gender identity, rather than their sex or gender, as best fits the categories offered in the event;
- Ensure that our organizational policies and procedures prohibit the use of gender identity and gender expression as a form of discrimination, ex. harassment and abuse policy, code of conduct, etc.;
- Maintain organizational documents and BC Archery's website in a manner that promotes inclusive language and images;
- Refer to individuals by their preferred name and pronoun;
- Work with trans athletes or other trans members and staff of BC Archery on the implementation and/or modification of this Policy;
- When BC Archery has the authority to determine participants' use of washrooms, change rooms, and other facilities, provide individuals who identify as trans with safe access and use of toilets, change room and other facilities in accordance with their gender identity or gender expression;
- Ensure uniforms and dress codes that respect an individual's gender identity and gender expression; and
- Determine Eligibility Guidelines for transgender participants (as described in this Policy).