



## Inclusion Policy - BC Amateur Softball Association

### Definitions:

**Female-to-Male (FtM):** Adjective to describe individuals assigned female at birth who are changing or who have changed their body and/or gender role from birth-assigned female to a more masculine body or role.

**Gender Identity:** A person's intrinsic sense of being male, female, or an alternative gender.

**Gender Role or Expression:** Characteristics in personality, appearance, and behavior that in a given culture and historical period are designated as masculine or feminine (that is, more typical of the male or female social role).

**Male-to-Female (MtF):** Adjective to describe individuals assigned male at birth who are changing or who have changed their body and/or gender role from birth-assigned male to a more feminine body or role.

**Medical Practitioner:** A person licensed to practice medicine in Canada who has earned a medical school diploma and is registered with the Physicians Credentials Registry of Canada.

**Organization:** Softball BC

**Transgender:** Adjective to describe a diverse group of individuals who cross or transcend culturally defined categories of gender. The gender identity of transgender people differs to varying degrees from the sex they were assigned at birth. Trans or transgender is a term that refers to a person whose gender identity, or affirmed sex, that is different from the sex they were assigned or assumed to be at birth. Trans people may identify their gender in many ways. There is no single or universal experience of what it means to be trans.

**Transition:** Period of time when individuals change from the gender role associated with their sex assigned at birth to a different gender role. Transition may or may not include feminization or masculinization of the body through hormones or other medical procedures. The nature and duration of transition are variable and individualized.

### Guiding Principles

1. Transgender individuals should have equal opportunity to participate in sports.
2. The integrity of women's sports should be preserved.
3. Policies governing sports should be based on sound medical knowledge and scientific validity.



4. Policies governing sports should be objective, workable, and practicable; they should also be written, available and equitably enforced.
5. Policies governing the participation of Transgender individuals in sports should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.
6. The legitimate privacy interests of all individuals should be protected.
7. The medical privacy of Transgender individuals should be preserved.
8. Policies governing the participation of Transgender individuals in athletics should comply with Provincial and Federal laws including those protecting individuals from discrimination.

The Organization believes in equal opportunity for all people to participate in the sport of softball. In instances where a Transgender individual wishes to compete, the Organization will consider eligibility guidelines in order to ensure a fair and level playing field for all participants.

### **Eligibility Guidelines:**

All members of the Organization have the right to self-identify in accordance with their gender identity, and to be regarded as the gender which is congruent with their gender identity, regardless of where they are at in the transition process. FtM individuals shall be regarded as male; MtF individuals shall be regarded as female.

Members of the Organization participating in a non-player role (coaches, umpires, administrators, etc.) may participate in the activities of the organization in accordance with their gender identity without restriction (MtF individuals participate as females; FtM individuals participate as males).

Members of the Organization participating in a player-role may participate in the activities of the organization in accordance with their gender identity as follows:

1. Pre-pubescent players may compete in the category which corresponds to their gender identity, should they wish to do so. Pre-pubescent FtM individuals may compete in either the male or female category.
2. Pre-pubescent MtF individuals may compete in either the female or male category.
3. FtM players may compete in the male category without restriction.
4. MtF players may compete in the female category under the following conditions:
  - a) In order to minimize any competitive advantage arising from testosterone exposure, the MtF individual wishing to compete in the female category may be asked to demonstrate that they have been undergoing testosterone suppression therapy and/or that their testosterone level has been below a certain threshold for a specified period of time. Documentation from a medical practitioner certifying this shall be deemed sufficient.

Nothing in these guidelines is intended to undermine in any way the requirement to comply with the World Anti-Doping Code and the WADA International Standards.



## **Registration of Gender or Change of Gender of Record**

The Organization shall respect the right of the individual to self-identify as the gender of their choosing, and upon receipt of notification from a member, register or update the gender of record for the member to that which corresponds to their gender identity. FtM individuals shall be registered as male; MtF individuals shall be registered as female.

Notwithstanding the gender of record on their registration with the Organization, all MtF players shall be subject to the eligibility guidelines contained in this policy. MtF individuals who are not undergoing testosterone suppression therapy and/or whose testosterone levels are not below an appropriate level may be deemed ineligible to compete in the female category.

## **Facilities Access**

Changing Areas, Toilets, and Showers - Transgender individuals shall have the right to use the change room, shower, and toilet facilities that correspond to the individual's gender identity and/or represent the safest and most comfortable environment for the individual, regardless of where they are at in the transition process. - The decision on which facility to use is at the sole discretion of the individual, and Transgender individuals shall not be required to use separate facilities from those used by other members of their gender. Any individual (whether transgender or not) who has a need or desire for increased privacy, regardless of the underlying reason, should be provided with a reasonable alternative changing arrangement (such as the use of a private area or using the change room that corresponds to their gender identity before or after other individuals). The BCASA recommends provision of gender neutral facilities where available.

## **Confidentiality**

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.

## **Appeals**

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