

GENDER IDENTITY ELIGIBILITY GUIDELINES

Guiding Principles

Domestically, Water Polo Canada 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). 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.

Definitions

1. 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) **Registrant** – Refers to any of the following who have applied for registration with the Corporation and who have been accepted as a Registrant with the Association; athletes, coaches, officials, clubs, administrative staff, and volunteers (including individuals who have been appointed or elected to a volunteer position within or by a Provincial / Territorial Section or as either a domestic or international representative of WPC in any capacity).
- 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

2. Water Polo Canada believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. Water Polo Canada aims to ensure that all Registrants

have access to programming and facilities in which they feel comfortable and safe. Water Polo Canada is committed to implementing these Guidelines in a fair and equitable manner.

General

3. Water Polo Canada has a *Diversity, Equity and Inclusion Policy* that describes how Water Polo Canada provides Registrants from all gender identities a full and equitable range of opportunities to participate and lead.

Gender Identity Eligibility Guidelines – Exceptions

4. When applicable, the gender identity eligibility guidelines of World Aquatics, Pan Am Aquatics, and applicable law will supersede the gender identity eligibility guidelines as outlined in these Guidelines.

Eligibility Guidelines

5. As a general guiding principle for its gender identity eligibility guidelines, Water Polo Canada 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)

6. Individuals may participate in domestic programs or competitions operated by Water Polo Canada in their expressed and identified gender category. Registrants who identify as non-binary may participate in either gender category.
7. Water Polo Canada operates on a foundation of trust and expects that all Registrants will declare their gender identity in good faith, consistent with their daily lived experience. To ensure the integrity of competition and team stability, a Registrant's declared gender category is to remain consistent for the duration of the applicable competitive season. In rare instances where a declaration appears to be inconsistent with the spirit of these Guidelines, the matter may be referred to Water Polo Canada's Independent Third Party for confidential review.
8. Registrants are not required to discuss their gender identity history with Water Polo Canada or any of Water Polo Canada'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. Except as required by law or in the case of a medical emergency, Water Polo Canada will not disclose to outside parties any documentation or information about a Registrant's gender identity and expression.

Ongoing Monitoring and Education

11. Water Polo Canada 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.
12. Water Polo Canada commits to educating Registrants on gender identity following the guiding principles of this policy.

Enforcement

13. Should a Registrant 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 Water Polo Canada's *Discipline and Complaints Policy*. Should the Registrant not feel safe in doing so, they

should seek assistance from Water Polo Canada's Independent Third Party for advice and support or action on their behalf.

Appeal

14. Any decision rendered by Water Polo Canada related to a Registrant'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>