

# **Nova Scotia Stick Curling Association**

## **Transgender Policy**

### **Purpose**

Nova Scotia Stick Curling Association (NSSCA) believes that all Participants deserve respectful and inclusive environments for participation that value the Participant's gender identity and gender expression. NSSCA wishes to ensure that all Participants have access to programming in which they feel comfortable and safe. NSSCA is committed to implementing this Policy in a fair and equitable manner.

### **Nova Scotia Stick Curling Association Guiding Principles**

NSSCA utilizes the following guiding principles in developing and applying this Policy:

1. NSSCA respects all backgrounds, experiences, and identities and welcomes all people to participate with their peers and experience the joy and spirit of curling as their truest selves.
1. NSSCA recognizes that gender expression and/or gender identity may or may not be the same as a person's assigned sex and that gender identity does not function on a binary system.
2. Transgender athletes in developmental, recreational or competitive sport will be able to participate in either their sex assigned at birth or the gender category in which they identify. Any transgender athlete who needs to invoke this Policy must only communicate this to NSSCA to allow for implementation. The same policy of inclusion would apply to all athletes up until the point where they must comply with international federation rules.
3. Non-binary athletes in developmental, recreational or competitive sport will have the choice to participate in any of the available gender categories. Any non-binary athlete who needs to invoke this Policy must only communicate this to NSSCA to allow for implementation. The same policy of inclusion would apply to all athletes up until the point where they must comply with international federation rules.
4. NSSCA supports transgender and non-binary athletes and will provide a supportive stance for athletes that decide to share their identity with NSSCA. Recognizing the unique needs and experiences of transgender and non-binary athletes, NSSCA seeks to work collaboratively with the athlete to determine the best course of action for them

based on complex factors, including gender affirmation, privacy, safety, and program availability.

5. Each athlete is in control of the ways they present and express their gender identity, and as such, no athlete should have their identity disclosed without their express consent.
6. Transgender and non-binary athletes should be able to use the change rooms of their choice.
7. Hormone replacement therapy (HRT) should not be required for an athlete to participate in high performance sport (up to the point where international federation rules would take effect); and

Surgical intervention should never be required for a transgender or non-binary athlete to participate in our sport.

### **Nova Scotia Stick Curling Association Fundamental Principle**

1. As a general guiding principle for NSSCA's eligibility guidelines, NSSCA 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.**

### **Nova Scotia Stick Curling Association Policy**

1. At both recreational and competitive levels, a Participant is able to participate in their sex assigned at birth or the gender category in which they identify; or choose in the case of a non-binary Participant. An athlete's declaration of gender identity through the process of registering for a gendered event is sufficient.
2. Participants are not required to disclose their gender identity or history to NSSCA or any of NSSCA's representatives (e.g., Coaches, Staff, Directors, Officials, etc.).
3. NSSCA will not disclose to outside parties any documentation or information about a Participant's gender identity.
4. 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 NSSCA's discipline policies.

5. Any decision rendered by NSSCA in accordance with this Policy may be appealed in accordance with NSSCA's Appeal Policy.