

Gender Identity Eligibility Guidelines

“Organization” refers to: Cheer Manitoba

Guiding Principles

1. The Organization 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). The Organization adopts the best practices outlined in the document and has used the four Policy Guidance statements in the development of these Guidelines. The Policy Guidance statements are:
 - A. 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. Nor should there be any requirement for hormonal therapy or surgery
 - B. Hormone therapy should not be required for an individual to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) in the gender category that is consistent with their gender identity, unless the sport organization can prove that hormone therapy is a reasonable and bona fide requirement
 - C. Individuals should not be required to disclose their trans identity or history to the sport organization in order to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) unless there is a justified reason requiring them to do so.
 - D. Surgical intervention should not be required for an individual to participate in high-performance sport (LTAD stages Train to Compete (once international federation rules become a factor) and Train to Win) in the gender category that is consistent with their gender identity

Definitions

2. 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. *“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
 - i. *“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).
 - j. *“Transgender Female”* – Someone who was assigned the male sex at birth, but whose gender identity is female
 - k. *“Transgender Male”* – Someone who was assigned female sex at birth, but whose gender identity is male
 - l. *“Two-spirit”* refers to a person who identifies as having both a masculine and a feminine spirit, and is used by some Indigenous people to describe their sexual, gender and/or spiritual identity. As an umbrella term it may encompass same-sex attraction and a wide variety of gender variance, including people who might be described in Western culture as gay, lesbian, bisexual, transsexual, transgender, gender queer, cross-dressers or who have multiple gender identities.

Purpose

3. The Organization believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. The Organization wants to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. The Organization is committed to implementing these Guidelines in a fair and equitable manner.

General

4. The Organization will provide these Guidelines to staff and Directors and will provide education on the importance of gender identity inclusion and what this entails in terms of eligibility practices, policies, procedures and norms of behaviour.

5. The Organization will have a ***Diversity, Equity and Inclusion Policy*** that will describe how the Organization provides individuals from all gender identities will a full and equitable range of opportunities to participate and lead.

Gender Identity Eligibility Guidelines – Exceptions

6. When applicable, the gender identity eligibility guidelines of the international federation, and/or any major Games, will supersede the gender identity eligibility guidelines as outlined in these Guidelines.

Eligibility Guidelines

7. As a general guiding principle for its gender identity eligibility guidelines, the Organization 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)

8. At both recreational and competitive levels, an individual may participate in their expressed and identified gender category and, for individuals who identify as Non-Binary, in any gender category.

9. Individuals are not required to discuss their gender identity or disclose their gender identity or history to the Organization or any of the organization's representatives (e.g., coaches, staff, Directors, officials, etc.).

10. 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

11. The Organization will not disclose to outside parties any documentation or information about an individual's gender identity and expression.

Ongoing Monitoring

12. The Organization 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.

Enforcement

13. Should an individual 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 the ***Discipline and Complaints Policy***. Should the individual not feel safe in doing so, they should seek assistance from the Organization's lead staff person for advice and support or action on their behalf.

Appeal

14. Any decision rendered by the Organization related to an individual's gender identity and their eligibility to participate may be appealed in accordance with the *Appeal Policy*.

Policy approved by the Cheer Manitoba Board of Directors on June 19, 2023.

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>