TRANS INCLUSION POLICY

Definitions

1. These terms will have these meanings in this policy:
   a) **Individual** – Registered participants including but not limited to, athletes, coaches, referees, directors, managers and administrators.
   b) **Gender** – The complex relationships between physical traits and one's internal sense of self as male, female, both or neither as well as one's outward presentation and behaviours related to that perception. Gender is not inherently connected to one's physical anatomy.
   c) **Gender Identity** – each individual's internal and individual experience of gender.
   d) **Gender expression** – how an individual publicly presents their gender.
   e) **Trans or Transgender**– 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. Trans can mean transcending beyond, existing between or crossing over the gender spectrum. It includes, but is not limited to people who identify as transgender, transsexual, cross dressers, or gender non-confirming.
   f) **Transsexual** – A person whose gender identity differs from their sex assigned at birth. They may or may not undergo medically supportive treatments.
   g) **Gender reassignment** – medically-supervised program of treatment to change a person's body to align with their gender identity, through hormone therapy and/or surgery.
   h) **Discrimination** – when a person experiences negative treatment or impact, intentional or not, because of their gender identity or gender expression. It can be direct and obvious or subtle and hidden, but harmful just the same. It can also happen on a bigger systemic level such as organizational rules or policies that look neutral but end up excluding trans people. Friends, family or others who face discrimination because of their association with a trans person are also protected.

Policy Statement

2. Volleyball Canada believes in equal opportunity for all people to participate in the sport of volleyball. However, in instances where a Transgendered individual wishes to compete at a National Championships, Volleyball Canada will consider the eligibility guidelines set out in this policy in order to ensure a fair and level playing field for all participants.

Purpose

3. The purpose of this policy is to reaffirm Volleyball Canada's commitment to inclusion at its events and programs.

Scope and Application

4. This policy applies to all Volleyball Canada sanctioned events.

5. Volleyball Canada will implement this policy as it related to areas of its responsibility. For non-Volleyball Canada sanctioned events, Volleyball Canada will be required to follow rules of the FIVB, World Para Volley, the International Olympic Committee, and International Paralympic Committee.

6. The implementation and administration of this Policy will consider a fair and equitable level of monitoring that is respectful, inclusive and respects a person's human rights.

7. Any member who has violated this policy shall be subject to disciplinary action according to Volleyball Canada's Discipline and Complaints Policy.

Provisions

8. Volleyball Canada prohibits discrimination on the basis of sexual orientation, gender identity, gender expression, which includes any individuals who identify as or are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer or questioning.

9. Volleyball Canada believes that trans athletes should have equal opportunity to participate in sport and strive for excellence.

10. Individuals participating in development and recreational sport 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.

11. Volleyball Canada believes that policies governing the participation of trans athletes should embrace diversity and offer a positive sporting experience, free of discrimination. Participation in sport should celebrate differences and focus on the benefits and the joy of sport.

12. Individuals have the right to be recognized as the gender with which they identify, unless there is evidence to support other reasonable and bona fide requirements.

13. Volleyball Canada will work with hosts to foster a positive physical environment for all athletes.

Anti-Doping

14. Athlete must be aware that they may be subject to doping control testing and will be subject to the Canadian Anti-Doping Policy according to the gender provided at registration of after declaration, as applicable.

Provinces

15. Volleyball Canada will respect the Provincial/Territorial Volleyball Associations decisions on rosters.

16. In the event a Provincial/Territorial Volleyball Association does not have a policy dealing with trans inclusion, Volleyball Canada will rule in favour of participation.

National Team Activities

17. Volleyball Canada is required to follow international standards, including the FIVB and World Para Volley.

18. All Volleyball Canada athletes must comply with these rules, in addition to the World Anti-Doping Agency and the Canadian Anti-Doping Code (CADP).

Confidentiality

19. Volleyball Canada will work to ensure that administrative process are organized in order to be able to change participant's name and gender when needed, and protect individual's trans status.

20. No information will be given out concerning someone's gender identity or stage of transition status to anyone, anytime, without express permission from the individual.

Appeal

21. Any decision rendered in accordance with this Policy may be appealed in accordance with Volleyball Canada's Appeal Policy.

Communications

22. This policy must be effectively communicated to those who will be responsible for abiding by the policy, as well as to those who will be responsible for its implementation.

Review

23. This policy will be reviewed at least every two years or as decided by the Chief Executive Officer and/or the Volleyball Canada Board of Directors.

24. This policy will next be reviewed in December 2020.

Approval

25. This policy was approved by the Volleyball Canada Board of Directors on December 15, 2019, and by Volleyball Manitoba and its Board of Directors on November 24, 2024.

Resources

FIVB Sport Regulations -
http://www.fivb.org/en/FIVB/Document/Legal/FIVB_Sports_Regulations_2018_20180504.pdf