



# Trans Inclusion Policy

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FC Durham Academy (FCD) 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). FCD adopts the best practices outlined in the document and has used these two Policy Guidance statements in the development of this Trans Inclusion Policy.

The Policy Guidance statements are:

- a) Individuals participating in development or supplemental soccer (i.e., recreational, camps/clinics, supplemental programming) 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) Individuals should not be required to disclose their trans identity or history to the organization to participate unless there is a justified reason requiring them to do so.
- c) Individuals participating in competitive or high-performance soccer are asked to contact the Director of Technical and Business Operations for support regarding registration forms. FCD will not disclose to outside parties any documentation or information about an individual's gender identity and expression. A trans individual's privacy and confidentiality will be respected.

## **Actions for Inclusion**

FCD pledges to:

- a) Provide this Policy to organization staff, Directors and members and provide education on the importance of trans inclusion and what this entails in terms of practices, policies, procedures, and norms of behavior.

- b) Provide registration forms and other documents that allow: i. the individual to indicate their gender identity and expression, rather than their sex or gender; and ii. the individual to abstain from indicating a gender identity with no consequence to the individual
- c) Maintain organizational documents and the FCD website in a manner that promotes inclusive language and images
- d) Refer to individuals by their preferred name and pronoun
- e) Implement, monitoring and/or modification of this Policy
- f) Ensure uniforms that respect an individual's gender identity and gender expression
- g) Determine Eligibility Guidelines for transgender participants (as described in this Policy)

### **Eligibility Guidelines**

- a) When applicable, the eligibility guidelines of the organization's governing organizations, and/or any major events regarding trans athlete participation will supersede the eligibility guidelines as outlined in this Policy.
- b) As a general guiding principle for the organization's eligibility guidelines, FCD supports the following statement from Creating Inclusive Environments for Trans Participants in Canadian Sport: Based on this background and available evidence, the 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
- c) At recreational and supplemental levels, an individual may participate in their expressed and identified gender category.

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

### **Confidentiality**

FCD will not disclose to outside parties any documentation or information about an individual's gender identity and expression. A trans individual's privacy and confidentiality will be respected.

### **Ongoing Monitoring**

The organization commits to monitoring ongoing developments regarding national and international participation guidelines for trans athletes and pledges to monitor the implementation, review and/or revise this Policy whenever new information becomes available.

### **Resolving Gender Identity and Expression Concerns**

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 FCD Serious Occurrence Policy.