

Reconciliation, Equity, Diversity and Inclusion

HTAC Policy

Sport inclusion is a fundamental value for Halifax Trojan Aquatic Club and a True Sport principle. We recognize that having a more diverse organisation will only strengthen our sport.

1. Trojans Aquatics team recognizes that discrimination, prejudice, or harassment based on personal attributes, including race, ancestry, place of origin, colour, ethnicity, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability, is contrary to human rights principles and will not be tolerated. Trojans are fully committed to implementing inclusive rules, policies and practices that ensure all people are able to participate in a safe, open, and welcoming environment in our sport.
2. The concept of 'truth and reconciliation' is a movement based on "restorative justice" which seeks to repair relations by uncovering and understanding injustices against Indigenous peoples of this land (establishing all key facts) and allowing for acknowledgement, accountability, mourning, forgiveness, and healing (Sport Law). This is a Canadian imperative that requires a new vision based on a commitment to mutual respect be developed. There are 5 calls to action (89-91) in the Truth and Reconciliation Report directly related to sport.
3. Justice is promoted by removing barriers, and by the creation of accessible and respectful environments. This includes creating any reasonable accommodations required to allow opportunities, access, and benefits for all to participate so that people can achieve their personal potential in the sport of swimming.
4. Valuing diversity means respect and appreciation of differences in individuals and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas. Rights and freedoms in Canada
5. Inclusion ensures that everyone feels welcome, comfortable, and that they belong. Justice ensures that people's rights are enabled, and protected.

Scope and Application

This policy and practice guidance applies to Halifax Trojan Aquatic Team as follows:

- It shall be binding on the Board of Directors
- It shall be binding on all staff, including managers and supervisors; full-time, part-time or casual, temporary or permanent staff,
- It shall inform all aspects of employment, recruitment and selection; conditions and benefits; training and promotion; task allocation; shifts; hours; toilet arrangements, workload; workplace environment; equipment and transport,
- It shall be binding on all volunteers and interns acting in their designated capacity with our organisation, for example, as a member of a formal Committee or ad hoc working group, or at a specific sporting event provided the volunteer or intern has expressly agreed to become subject to it,
- It shall inform all aspects of participation in our sport, including team selection and participation, membership, and service delivery
- It shall be applicable whether the individual is on-site, off-site in sport related activities or performing after-hours work; at work-related social functions or at conferences – wherever staff or volunteers or interns may be as a result of their duties, and
- It shall govern the treatment of other staff, members (including athletes, coaches and officials), clients and the public encountered in the provision of services and other organisational duties.

Creating Respectful Environments for 2SLGBTQIA+ People

Using Chosen Names and Pronouns:

HTAC will make every effort to learn and use the chosen name and pronouns of our staff and members. We recognize that failing to respect an individual's gender identity or expression by continuing to use either an incorrect name (deadnaming, e.g., deliberately using their past name instead of their new name), or incorrect chosen pronouns.

Safeguarding an Individual's Right to Privacy and Confidentiality:

HTAC recognizes the privacy rights of all our members. We will only ask for information about gender from our staff and members when it is critical to the services or programs, in a manner that is inclusive, and for which there are no consequences for abstaining. We will respect and safeguard the privacy and confidentiality of any staff or member who is trans, recognizing that failing to do so may place that individual at risk.

Use of Toilets, Change Rooms and other Facilities:

HTAC is committed to providing staff and members who identify as trans with safe access and use of toilets, change room and other facilities in accordance with their gender identity or gender. We will seek to do so in a discreet, confidential and sensitive manner that does not

reveal an individual's trans identity or expression and respects their choices. We will also work with other teams and host organisations to ensure respectful treatment of any staff or member who identify as trans by their coaches, officials, spectators and the media.

Gender Inclusive Attire, Images and Language:

We will ensure that our dress codes for all staff and members, including team uniforms on and off the field of play, respect an individual's gender identity and expression. The images that we use in our written, video and online materials will reflect the diversity of our staff and members, and will use gender inclusive language.

Support for Transitioning Staff and Members:

A lead contact person to assist the transitioning individual,

- What a transitioning individual can expect from the organisation,
- Expectations of administrators, coaches and others, as well as the transitioning individual in facilitating a successful transition in sport, and;
- Related policies and practices for assisting with the transition process, such as: toilet policies, dress code policies, confidentiality and privacy, recognizing the person's chosen name and pronouns in documentation and records, anti-harassment policies, dealing with any individual accommodation needs, as well as training for administrators, coaches and other participants.
- Be addressed by their chosen name and pronouns,
- Begin expressing their gender identity through clothing or other outward expression,
- Use toilets and other facilities in their lived gender identity or expressed gender, and
- Take time off from training or competition for any medical treatments related to their transition, if needed.
- When and how any related records, documents and databases will be updated to reflect the person's new name and affirmed gender (for example, human resources and administrative records, email and phone directories),
- If, when and how other participants, coaches, teammates, referees and others will be informed of the person's new name and affirmed gender identity,
- Anti-harassment planning, which is a simplified process to deal quickly and effectively with any harassment the transitioning participant may experience,
- When and how training for other participants, coaches, teammates, referees and others will be provided to help them understand the transition process, if appropriate, and,
- How the sport organisation will show support for the transitioning participant, if appropriate.

Support for Transitioning Staff and Members:

HTAC is committed to having in place the necessary supports for staff or a member to successfully transition within our sport that ensure they are treated with respect and dignity and in accordance with their expressed needs. This will include both organisational guidelines on how transitioning staff or members will be supported, and should the staff or member wish, the codevelopment of a personalised transition plan.

CADP Requirements:

HTAC encourages trans athletes to seek information regarding the status of any medications they are using to determine their Therapeutic Use Exemptions (TUE) requirements for the use of prohibited medications, and to ensure compliance with the CADP and World Anti-Doping Code requirements where necessary. The Canadian Centre for Ethics in Sport provides assistance to all athletes with these aforementioned tasks.

Resolving Gender Identity and Expression Issues:

Any staff or member of HTAC who feels they have been discriminated against, bullied or harassed, sexually harassed, vilified or victimised based on gender identity or expression is strongly encouraged to take appropriate action through our Board and/or Safe Sport Committee.

Any staff or member of HTAC who witnesses an individual being discriminated against, bullied or harassed, sexually harassed, vilified or victimised based on gender identity or expression have a responsibility to take appropriate action through our Safe Sport-Equity Diversity Inclusion policies. Any staff or member who does not feel safe or confident to pursue such action may seek assistance from the Board of Directors for advice and support, or action on their behalf.

Definitions from the 2SLGBTQIA+ Communities

Note-These terms will change over time as society grows towards inclusion and justice.

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.

***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.

***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

***Gender binary:**

A social system whereby people are thought to have either one of two genders: man or woman. These genders are expected to correspond to sex assigned at birth: male or female. In the gender binary system, there is no room for diversity outside of man or woman, for living between genders or for crossing the binary. The gender binary system is rigid and restrictive for

many people who feel that their natal sex (sex they were labelled with at birth) does not match up with their gender or that their gender is fluid and not fixed.

***Cisgender:**

A term to describe a person whose gender identity corresponds with their birth assigned sex (e.g. someone whose gender identity is man and was assigned male at birth).

LGBTQIA2S+:

An acronym for Lesbian, Gay, Bisexual, Transgender, Queer and/or Questioning, Intersex, Asexual, Two-Spirit, and the countless affirmative ways in which people choose to self-identify.

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).

***Two-spirit:**

An English umbrella term used by some Indigenous people rather than, or in addition to, identifying as LGBTQ. This term affirms the interrelatedness of all aspects of identity - including gender, sexuality, community, culture, and spirituality.

***Sexual orientation:**

Sexual orientation describes human sexuality, from gay and lesbian to bisexual and heterosexual orientations. A person's gender identity is fundamentally different from and not related to their sexual orientation. Because a person identifies as trans does not predict or reveal anything about their sexual orientation. A trans person may identify as gay, lesbian, queer, straight, or bisexual.

Appendix: Examples of Discrimination Based on Gender Identity or Expression in Sport

- Refusing to work, train, be on a team with, or compete against a trans athlete, • Intentionally not using an athlete's chosen name and/or pronouns (e.g., deadnaming), • Outing a trans person to others without their permission,
- Refusing a trans athlete access to their chosen facilities or to gender-neutral change rooms and toilets,
- Requiring a trans athlete to wear an uniform that does not reflect their chosen gender, • Asking for personal or medical information that is not required or relevant, • Non-inclusive hiring practices,
- Requiring a trans man to compete as a woman or a trans woman to compete as a man,
- Spectators disrespecting, threatening, or harassing a trans or gender non-conforming athlete.

A note on Intersectionality:

Adapted from the The Canadian Centre for Equity in Sport website:

It is understood that not everyone experiences sport in the same way. The combination of our experiences including those impacts as a result of gender identity, racialization, disability, sexual orientation, socio-economic background change our experiences and the challenges we face. True equality requires addressing these challenges and the resulting impacts of their intersection.

If every person who is involved or consulted in your gender equity journey has the same background or sport experience, chances are you're missing out on the potential for even more meaningful change. Consider these factors as you reflect on the guidance in these resources. For more information about intersectionality, consult this Canadian Women & Sport [infographic](#).

Resources

[Diversity and Inclusion | Canadian Centre for Ethics in Sport](#)

[LEADING THE WAY:](#)

[Sports Inclusion | CCGSD](#)

[SportNB | Reconciliation, Equity, Diversity, and Inclusion](#)

[Canadian Heritage - SPORT CANADA'S POLICY ON ABORIGINAL PEOPLES' PARTICIPATION IN SPORT](#)

[Policy on Sport for Persons with a Disability - Canada.ca](#)