



BRAMS UNITED SOCCER CLUB

DEVELOPMENT • LEADERSHIP • COMMUNITY

INCLUSION POLICY

GUIDING PRINCIPLES

Brams United 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). Brams United 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 and recreational soccer (i.e., House League, 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 sport organization to participate unless there is a justified reason requiring them to do so.
- c) Individuals participating in competitive or high-performance soccer (i.e., Rep program, Soccer for Life) are asked to contact Brams United's inclusion officer for support regarding registration forms. Brams United 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.

PURPOSE

Brams United believes that all individuals deserve inclusive and welcoming environments for participation that value the individual's gender identity and gender expression. Brams United wants to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. Brams United is committed to implementing this policy in a fair and equitable manner.

ACTIONS FOR INCLUSION

Brams United pledges to:

- a) Provide this Policy to Club 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 behaviour.
- b) Provide registration forms and other documents that allow:





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- 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 Brams United website in a manner that promotes inclusive language and images.
- d) Refer to individuals by their preferred name and pronoun.
- e) Work with inclusion officer on the implementation, monitoring and/or modification of this *Policy*, including feedback from trans athletes.
- 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 Club'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 Club's eligibility guidelines, Brams United 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

- c) At both recreational 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 Club or any of the Club's representatives (e.g., coaches, staff, Directors, officials, etc.).

CONFIDENTIALITY

Brams United 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.





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ONGOING MONITORING

The Club 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 Brams United Soccer Club's Discipline Policy.

APPEAL

Any decision rendered by the Club in accordance with this Policy may be appealed in accordance with Ontario Soccer's Appeal Policy.

DEFINITIONS
The following terms have these meanings in this document:

- CLUB**
Brams United Soccer Club.
- 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).
- GENDER**
The socially constructed roles, behaviours, activities, and attributes that a society assigns to masculinity or femininity.
- 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.
- 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 behavioral characteristics (e.g., appearance, mannerisms). There are lots of words people may use to talk about their gender identity and expression.
- 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.
- INTERSEX**
Refers to a combination of features that distinguish male and female anatomy.
- 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.
- 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).
- TRANSGENDER MALE**
Someone who was assigned the male sex at birth, but whose gender identity is female.
- TRANSGENDER FEMALE**
Someone who was assigned female sex at birth, but whose gender identity is male.

May 30, 2023

