

1 - Definitions

- 1) **Association** – Climbing Association of Manitoba ("CAM").
- 2) **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.
- 3) **Gender** – The socially constructed roles, behaviours, activities, and attributes that a society assigns to masculinity or femininity.
- 4) **Gender Identity** – An individual's deeply held sense or knowledge of their own gender.
- 5) **Gender Expression** – The manner in which an individual represents or expresses gender to others – through behaviour, hairstyles, activities, voice, mannerisms, etc.
- 6) **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.
- 7) **Cisgender** – People whose gender identity aligns with the sex they were assigned at birth.
- 8) **Transgender** – People whose gender identity differs from the sex they were assigned at birth. In order to align their bodies with their sense of gender, some transgender individuals undergo gender reassignment.
- 9) **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.

2 - Prelude

- 1) This Policy applies to all CAM organized, sanctioned and/or sponsored competitions, events, and activities. It is our hope that other Canadian climbing sports organizations and event organizers adopt this Policy at the provincial and local level.
- 2) Athletes are advised that other jurisdictions, international sports bodies, and event organizers (such as USA Climbing, IFSC, IOC and others) may have different policies and requirements when it comes to transgender athletes. It is the athlete's responsibility to know and meet those regulations if they wish to compete in those jurisdictions. Athletes are encouraged to talk to their coach and/or designated CEC contact if they intend to compete outside of CAM's jurisdiction.

3 - Guiding Principles

- 1) CAM supports the recommendations outlined in Creating Inclusive Environments for Trans Participants in Canadian Sport ("CIETCS"), the guidance document developed by the Trans Inclusion in Sport Expert Working Group and published by the Canadian Centre for Ethics in Sport (CCES). CAM adopts the best practices outlined in CIETCS and has used the four Policy Guidance statements contained therein in the development of this Policy. These 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 transgender 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.

4 - Actions for Inclusion

- 1) CAM believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression.
- 2) CAM wants to ensure that all participants have access to programming and facilities in which they feel comfortable and safe.
- 3) CAM is committed to implementing this Policy in a fair and equitable manner.

- 4) CAM pledges to:
 - a) Provide this Policy to CAM volunteers, directors and coaches and offer additional inclusion education and training opportunities on its implementation.
 - b) Provide registration forms and other documents that allow:
 - (i) individuals to indicate their gender identity, rather than their sex or gender; and
 - (ii) individuals to abstain from indicating a gender identity with no consequence to the individual but shall indicate in which gender category they wish to compete.
 - c) Maintain organizational documents and the CAM website in a manner that promotes inclusive language and images.
 - d) Refer to individuals by their preferred name and pronouns.
 - e) Work with transgender athletes on the implementation and/or modification of this Policy.
 - f) Permit individuals to use washrooms, change rooms, and other facilities the individual feels best aligns with their gender identity when CAM has the authority to determine participants' use of these facilities.
 - g) Ensure that CAM uniforms and dress codes that respect an individual's gender identity and gender expression.
 - h) Develop and implement the necessary support for individuals to successfully transition within our sport, ensuring that they are treated with respect and dignity and in accordance with their expressed needs.
 - i) Determine Eligibility Guidelines for transgender participants (as described in this Policy).
- 5) When applicable, the eligibility guidelines of the international governing bodies, and/or any major games regarding transgender athlete participation will supersede the eligibility guidelines as outlined in this Policy (see Section 2).

5 - Eligibility Guidelines

- 1) As a general guiding principle for CAM's eligibility guidelines, CAM supports the following statement from CIETSCS:

"Based on this background and available evidence, the Expert Working Group felt that athletes should be able to participate in the gender of their choosing regardless of whether or not they have undergone hormone therapy.

- (i) At both recreational and competitive levels in competition under the Association's jurisdiction, an individual may participate in the gender category of their choosing.
- (ii) Individuals are not required to disclose their transgender identity or history to the Association or any of the Association's representatives (e. g., coaches, staff, Directors, officials, etc.).
- (iii) All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Transgender 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)."

6 - Confidentiality

- 1) Subject to Section 6.2 below, CAM will not disclose to outside parties any documentation or information about an individual's gender identity.
- 2) CAM may disclose an individual's registered gender category for competition purposes.

7 - Ongoing Monitoring

- 3) CAM commits to monitoring ongoing developments regarding national and international participation guidelines for transgender athletes and pledges to regularly review and/or revise this Policy.

8 - Enforcement, Complaints, and Disputes

- 1) Any stakeholder of CAM who has been found to have violated this Policy, threatened to withhold athletic opportunity or harassed individuals on the basis of their gender identity or expression, will be subject to disciplinary action, up to and including discharge or expulsion from CAM's activities.
- 2) Athletes and stakeholders of CAM with concerns about possible breaches of this Policy should contact CAM at climbmanitoba@gmail.com

Policy adopted by Board of Directors at Board Meeting on September 21, 2021