

# **Softball Napanee Transgender Athlete Policy**

## **Definitions**

1. The following terms have these meanings in this document.
  - a) “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.
  - b) “Medical Practitioner” – A person licensed to practice medicine in Canada who has obtained a medical school diploma (“MD”) and is registered with the Physicians Credentials Registry of Canada.
  - c) “Organization” – Softball Napanee
  - d) “Transgender” – Transgender refers to individuals who have been assigned one gender at birth but identify with the other gender. In order to align their bodies with their sense of gender, many transgendered individuals undergo hormone therapy and/or surgery to transition to the other gender.
  - e) “Transgender Female” – someone who was born with a male body, but who identifies as a girl or woman and who is being treated for gender reassignment.
  - f) “Transgender Male” – someone who was born with a female body, but who identifies as a boy or a man and who is being treated for gender reassignment.

## **Guiding Principle**

2. The organization is committed to being inclusive and respectful of all participants and will implement this policy in a fair and equitable manner.

## **Purpose**

3. The Organization believes in equal opportunity for all participants. However, in instances where a Transgendered athlete wishes to compete, the Organization will implement the following eligibility guidelines in order to ensure a fair and level playing field for all participants.
4. The following guidelines will be used to determine the eligibility of Transgendered athletes:
  - a) Gender reassignment before puberty
    - i. Athletes undergoing gender reassignment of male to female shall be regarded as female
    - ii. Athletes undergoing gender reassignment of female to male shall be regarded as male
  - b) Gender reassignment after puberty  
The following conditions will be used to determine the individual’s eligibility to compete.
    - i. Transgender Females, to compete as a female, must submit documentation from a Medical Practitioner that gender reassignment has been ongoing for at least a year.
    - ii. Transgender Males, to compete as a male, must submit documentation from a Medical Practitioner that gender reassignment is ongoing.
5. Any Transgender athlete who is not undergoing hormone therapy for gender reassignment purposes will be deemed their birth gender.

## **Application for Eligibility**

6. The Transgender athlete will initiate the process by submitting documentation from a Medical Practitioner as outlined in Section 4.
7. The Organization will decide each case based upon the documentation provided and may, with reasonable cause request additional information. Upon review and acceptance of the documentation the Transgender athlete will be registered as their new gender and will continue to remain so unless circumstances dictate that another gender declaration should be made.

8. All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Athletes 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 Exemptions (TUE) related to gender reassignment.

#### **Confidentiality**

9. The organization agrees that the procedures under this Policy are confidential, and will not disclose to outside party any documentation submitted by a Transgender athlete or any communications with a Transgender athlete, except as necessary for the purposes of implementing this policy.

#### **Appeal**

10. Any decision rendered by the Organization in accordance with this Policy may be appealed in accordance with the Organization's Appeal Policy.

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