



## Transgender Inclusion Policy Implementation Guide

### Purpose

*This guide supports rugby clubs in educating, adopting best practices, and implementing policies on trans inclusion, based on the 2016 Canadian Centre for Ethics in Sport's "Creating Inclusive Environments for Trans Participants in Canadian Sport."*

### Terminology

- **Sex:** Classification of people as male, female, or intersex, assigned at birth.
- **Gender:** Socially constructed roles and attributes assigned to masculinity or femininity.
- **Gender Expression:** How individuals communicate their gender identity (e.g., through behaviour, clothing, hairstyle).
- **Gender Identity:** A person's internal sense of being a woman, man, both, neither, or anywhere along the gender spectrum.
- **Transgender, commonly known as Trans:** An umbrella term for people with diverse gender identities that do not conform to traditional gender norms.
- **Two-Spirit:** A term Indigenous people use to describe gender diversity from a cultural perspective.
- **Non-Binary:** An umbrella term for gender identities that do not fit within the traditional binary of male and female. Non-binary individuals may identify as a mix of both genders, as neither, or as a different gender altogether.

## Key Principles

### 1. Education and Training

Education: All club members, including players, coaches, volunteers, and staff, must participate in training on transgender inclusion, understanding terminology, respecting privacy, and promoting inclusivity.

### 2. Clear Policies and Organizational Processes

Rugby clubs must establish and adhere to clear policies and organizational processes to foster an inclusive and supportive environment for all participants. These guidelines ensure that every member is treated with respect and fairness, reinforcing the club's commitment to inclusivity and non-discrimination. By aligning with national standards and implementing best practices, clubs can create a welcoming atmosphere that values diversity and promotes equality.

### 3. Alignment with Rugby Canada: Emphasize adherence to [Rugby Canada's Trans Inclusion Policy](#).

### 4. Legal Protections: [The Canadian Charter of Rights and Freedoms](#) and federal and provincial human rights legislation protect individual human rights. These laws ensure all Canadians have the right to equality, equal opportunity, fair treatment, and an environment free of discrimination based on sex, sexual orientation, gender identity, or expression.

### 5. Develop Inclusion Policies: Create clear, evidence-based policies that state the club's commitment to inclusivity and address eligibility, privacy, and support mechanisms.

### 6. Use Inclusive Language: Ensure all materials use inclusive language and images.

### 7. Open Dialogue

Foster Respectful Discussions: Encourage open and respectful discussions about transgender inclusion within the club.

### 8. Respect Privacy

Confidentiality: Respect the privacy of transgender players and avoid disclosing their status without consent. Use preferred names and pronouns.

### 9. Support Systems

Resources and Networks: Provide access to support systems, including gender-neutral facilities and networks like these 2SLGBTQ+ rugby clubs in Canada:

[Armada Montréal RFC](#) – Montreal - [president.armada19@gmail.com](mailto:president.armada19@gmail.com)

[Rainbow Griffins RFC](#) – Toronto – [research@rainbowgriffinsrfc.ca](mailto:research@rainbowgriffinsrfc.ca)

[Toronto Muddy York](#) – Toronto - [communications@muddyyork.ca](mailto:communications@muddyyork.ca)

[Vancouver Rogues](#) – Vancouver - [vancouver.rogues.rugby@gmail.com](mailto:vancouver.rogues.rugby@gmail.com)

These clubs all belong to [International Gay Rugby](#), ([with.you@igrugby.org](mailto:with.you@igrugby.org)) which can also be leveraged as a global resource.

## 10. Promote Inclusivity

Celebrate Diversity: Actively promote diversity and inclusivity, celebrating the contributions of all players.

## 11. Safe Facilities

Gender-Neutral Facilities: Where possible, ensure access to gender-neutral washrooms and changing rooms to avoid transgender players' outings.

## 12. Continuous Learning

Stay Updated: Regularly update the club on developments in transgender inclusion and continue educating members on best practices.

**Handling Immediate Situations** Suggestions on what to do when you are in a right-hand situation: often, a situation will arise where club or team leadership has an immediate problem. Here are some suggestions to guide you:

- **Reaffirm Policy Adherence:** Reiterate the club's commitment to Rugby Canada's Trans Inclusion Policy and the legal implications of non-compliance.
- **Sanction Harassment:** Remind members that any form of harassment or discrimination will be sanctioned under Rugby Canada's Safe Sport Policy Manual.
- **Respectful Communication:** Ensure respectful communication among all parties.
- **Safe Environment:** Maintain a supportive environment for all players.
- **Fact-Finding:** Assess situations based on facts, not assumptions. As usual, address any safety concerns, considering skill disparities and appropriate divisions.
  - Fact-Finding Questions:
    - What is causing the concern?
    - Is there a perception of safety or genuine safety concern?
    - If the issue of a player being transgender is removed, what steps would usually be taken?
    - Is there a substantial skill disparity?
    - Is the player in the correct division for their skill level?
- Mitigate and address any true safety issues as you would for any playing scenario.
- Regarding any concerns, complaints, or eligibility questions, always consider whether any conflict would exist if everything else was equal. If so, explore the usual policies, laws, or guidelines. If not, consider approaching the situation from the perspective of mitigating prejudice and discrimination.

**Media:** tips to consider in the event media becomes engaged:

- Identify a spokesperson: ensure your club is clear on who is to speak on its behalf for media inquiries. In a case of negative media, consider carefully if you respond. More harm/attention can be a result of responding to negative narratives. All participants involved should be consulted prior to any response.
- Reinforce maintaining a safe space: if renting or leasing a public/municipal pitch you can still maintain this space for only your use if unwanted spectators or media are causing an issue. Review your agreement to understand the space that is reserved for you.
- Photo/Videography: Consent must be obtained to take photos or videos.

**A note on safety: safety of all participants must be a priority. At any time, if behaviour towards your club/team/players is not safe, harassing, abusive etc. we encourage you to call the police.**

By following these tips, a rugby club can effectively communicate and promote the inclusion of transgender players, fostering a welcoming, safe and supportive sports environment for all members.