



BC RUGBY GENDER EQUITY, DIVERSITY AND INCLUSION POLICY

BOARD APPROVED: FEBRUARY 8, 2020



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1. Background

1.1 British Columbia Rugby Union (BC Rugby) is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

1.2 BC Rugby will encourage participation in the sport of Rugby and will ensure that equity, diversity and inclusion are key considerations when developing, updating or delivering BC Rugby policies and programs.

2. Policy Objective

2.1 To ensure the fair and respectful inclusion of all persons in BC Rugby such that they feel a sense of belonging, their feelings are respected, they are valued for who they are, and they feel a level of supportive energy and commitment from others.

2.2 The policy supports members in meeting the requirements of the BC Human Rights Code.

2.3 The policy supports members in meeting the requirements of Bill C16, which lists 'gender identity' and 'gender expression' as grounds on which people are protected against unlawful discrimination.

3. Definitions

Bona Fide: Acting in good faith, without deception or fraud.

Cisgender: A term to describe a person whose gender identity corresponds with their birth-assigned sex (e.g., someone whose gender identity is male 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 cosmetics 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 behavioural 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.

Man: Refers to an individual living as and identifying as a man on a full-time basis.

Participant: All and any person participating in and BC Rugby activity.

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, or gender non-conforming (gender diverse or genderqueer) as well as those who dress as the opposite gender (e.g. cross-dressing).

Transgender Female: Someone who was assigned the male sex at birth, but whose gender identity is female.

Transgender Male: Someone who was assigned female sex at birth, but whose gender identity is male.



Two-Spirited: Someone who identifies as having both a masculine and feminine spirit and is used to describe their sexual, gender and/or spiritual identity.

Woman: Refers to an individual living as and identifying as a woman on a full-time basis.

4. Policy Statement

4.1 No person will be treated less favorably than any other, on the grounds of any of the protected rights under the BC Human Rights Code.

4.2 BC Rugby wants to ensure that all participants have access to programming and facilities in which they feel comfortable and safe.

4.3 BC Rugby believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression.

4.4 BC Rugby is committed to the inclusion of transgender individuals in all aspects and roles in BC Rugby.

4.5 BC Rugby aims to create an inclusive culture in rugby, free from discrimination, harassment, or victimization.

5. Policy Application

5.1 This policy applies to all BC Rugby owned and sanctioned events, competitions, programs and teams.

5.2 This policy applies to those who take part in all BC Rugby sanctioned games or events. It will also apply to players selected for provincial teams.

5.3 BC Rugby Voting and Associate Members should comply with, and adopt, this policy and accompanying guidance as a minimum standard.



6. Transgender Eligibility Guidelines

6.1 At both recreational and competitive levels, any individual may participate in their expressed and identified gender category. An individual will, at the time of registration, identify their gender category for the playing season and may request a change in gender category at any time during the playing season, and such as request will be considered by BC Rugby.

6.2 Transgender players trying out competitively at the interprovincial, national, or international level will familiarize themselves with the transgender policy under which the particular competition or games will be governed. Where policies differ and transgender players feel their options are limited as a result, BC Rugby is committed to actively supporting them and working with any other governing body to come to a mutually acceptable solution.

6.3 Individuals are not required to disclose their trans identity or history to BC Rugby or any of BC Rugby's representatives (e.g. coaches, staff, directors, officials etc.).

6.4 All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Trans 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).

7. Confidentiality

7.1 BC Rugby will not disclose to outside parties any documentation or information about an individual's gender identity and expression or sexual orientation.

8. Protection Against Harassment & Bullying

8.1 BC Rugby recognizes the right of every individual to choose whether to be open about their gender identity and history or sexual orientation. To "out" someone without their permission is a form of harassment and a criminal offence.



8.2 All bullying and harassment contravenes the BC Rugby Code of Conduct.

9. Supporting Policies

9.1 This policy is supported by the following BC Rugby Internal policies:

- (a) BC Rugby Code of Conduct
- (b) BC Rugby Recruitment Policy

9.2 This policy is supported by the following BC Rugby External policies:

- (a) [World Anti-Doping Agency – Therapeutic Use Exemptions](#)
- (b) [WADA TUE Application Form](#)
- (c) [Canadian Human Rights Act](#)

10. Review

10.1 This policy shall be reviewed annually, as required and appropriate, by the Governance Committee, who shall recommend revisions to the BC Rugby Board of Directors for their consideration.