



ROWING BRITISH COLUMBIA

GENDER DIVERSITY INCLUSION POLICY

Policy Title	Gender Diversity Inclusion Policy
Effective Date	March 27, 2024
Date Last Reviewed	March 2024
Scheduled Review Date	March 2025
Replaces and/or Amends	Trans Inclusion Policy - June 2018
Approved By and Date	Rowing BC Board of Directors, March 27, 2024
Appendices to the Policy	None

Purpose

Rowing BC believes that all individuals deserve respectful and inclusive environments for participation that value each individual's gender identity and gender expression. Rowing BC wishes to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. Gender expression and identity is a protected characteristic under the British Columbia's Human Rights Code. Rowing BC protects gender expression and identity, and supports diversity, equity and inclusion in accessing its programs and services. Rowing BC is committed to implementing this policy in a fair and equitable manner.

Actions for Inclusion

Rowing BC pledges to:

- a) provide this Policy to staff, Directors and coaches and offer additional inclusion education and training opportunities on its implementation;
- b) provide registration forms and other documents that allow:
 - the individual to indicate their gender identity, rather than their sex or gender; and
 - the individual to abstain from indicating a gender identity with no consequence to the individual;
- c) maintain organizational documents and the Rowing BC website in a manner that promotes inclusive language and images;
- d) refer to individuals by their preferred name and pronoun;
- e) work with the Diversity, Equity and Inclusion (DEI) Committee on the implementation and/or modification of this Policy;
- f) when Rowing BC has the authority to determine participants' use of washrooms, change rooms, and other facilities, Rowing BC will permit individuals to use the facilities of their gender identity;
- g) ensure uniforms and dress codes that respect an individual's gender identity and gender expression; and
- h) determine Gender Eligibility Guidelines for participants (as described in this Policy).

Gender Eligibility Guidelines - Exceptions

As applicable, the eligibility guidelines of Rowing Canada Aviron, World Rowing, and/or any major national or international Games Organization regarding athlete participation will supersede the eligibility guidelines as outlined in this Policy.

Gender Eligibility Guidelines

At both recreational and competitive levels, an individual shall participate in the gender category in which they identify. Individuals are not required to disclose their gender identity or history to Rowing BC or any of Rowing BC's representatives (e.g., coaches, staff, Directors, umpires, officials, etc.). Some athletes may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. The administration of hormones as a component of gender reassignment will, in most cases, contravene the World Anti-Doping Code. Athletes undergoing gender reassignment are encouraged to contact the Canadian Centre for Ethics in Sport to determine what procedures, if any, are required to obtain a Therapeutic Use Exemption.

On-going Monitoring

Rowing BC commits to monitoring ongoing developments regarding national and international participation guidelines and pledges to review and/or revise this Policy whenever new information becomes available.

Appeal

Any decision rendered by Rowing BC in accordance with this Policy may be appealed in accordance with Rowing BC's Appeal Policy.