



PO BOX 40081 Dupont PO, Toronto, ON M5R 0A2

APPROVALS

July 17, 2019

June 12, 2023

FREESTYLE ONTARIO DIVERSITY AND INCLUSION POLICY

Freestyle Ontario ("FO") Guiding Principles

Diversity means the mix of unique qualities (style, skill and demographics) of the skiing community. FO relies on the following guiding principles in drafting and applying this policy:

- Athletes in developmental and recreational sport should be able to participate in the gender category in which they identify, without need for any further disclosure or other requirements. The same policy of inclusion would apply to high performance athletes up until the point where they must comply with the rules of Freestyle Canada ("FC"), the International Ski Federation ("FIS"), the Canadian Centre for Ethics in Sport ("CCES"), and/or the World Anti-Doping Agency ("WADA").
- Hormone therapy should not be required for an athlete to participate in high performance sport, up to the point where FC, FIS, CCES, and/or WADA rules would apply.
- There should be no requirement for an athlete to disclose their transgender identity or history to compete in high performance sport, up to the point where FC FIS, CCES, and/or WADA rules would apply, unless there is a compelling reason for them to do so.
- Surgical intervention should never be required for a transgender athlete to participate in high performance sport.

DEFINITIONS

The following terms apply in this document:

- "Bona fide" – Acting in good faith without deception or fraud.
- "Cisgender" – People whose gender identity aligns with the sex they were assigned at birth.
- "Gender" – The socially constructed roles, behaviours, activities and attributes that a society assigns to masculinity or femininity.
- "Gender Expression" – The manner in which an individual represents or expresses gender to others – through behaviour, hairstyles, activities, voice, mannerisms, etc.
- "Gender Identity" – An individual's deeply held sense or knowledge of their own gender.
- "Gender reassignment" – Medically-supervised program of treatment to transition a person's body to align with their gender identity through hormone therapy or surgery.
- "Intersex" – Refers to a combination of features that distinguish male and female anatomy.
- "Sex" – An individual's biology that is generally categorized as male, female or intersex.



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- “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.
- “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.
- “Tue” – Therapeutic Use Exemption.

PURPOSE

FO believes that all individuals deserve respectful and inclusive environments for participation that value the individual's unique background, identity, beliefs, sexual orientation, gender identity and gender expression. FO wishes to ensure that all participants have access to programming and facilities in which they feel comfortable and safe. FO is committed to implementing this policy in a fair and equitable manner.

ACTIONS FOR INCLUSION

FO pledges to:

- Provide this Policy to FO staff, Directors and coaches and offer additional inclusion education and training opportunities on its implementation;
- Maintain organizational documents and FO website in a manner that promotes inclusive language and images;
- Refer to individuals by their preferred name and pronoun;
- Work with transgender athletes on the implementation and modification of this Policy;
- When FO has the authority to determine participants' use of washrooms, change rooms and other facilities, FO will permit individuals to use the facilities of their gender identity;
- Ensure uniforms and dress codes that respect an individual's gender identity and gender expression; and
- Determine Eligibility Guidelines for transgender participants (as described in this Policy).

ELIGIBILITY GUIDELINES

The eligibility guidelines of FO may be superseded by the Freestyle Canada guidelines regarding inclusion.

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 transgender identity or history to FO or any of FO's representatives (i.e., coaches, staff, Directors, officials etc.).