

TRANS INCLUSION POLICY

Definitions

1. These terms will have these meanings in this policy:

Gender – the complex relationships between physical traits, Gender Identity, and Gender Expression. Gender is not inherently connected to one’s physical anatomy.

Gender Expression – how an Individual publicly presents their Gender.

Gender Identity – an internal and deeply felt sense of being a man or woman, both or neither. A person’s Gender Identity may or may not align with the Gender typically associated with their sex. It may change over the course of one’s lifetime..

Individuals – refers to all categories of members and/or registrants defined in the Bylaws of Volleyball Canada and in the Bylaws of a Provincial/Territorial Association, as applicable (including “Participants” as defined in the UCCMS), as well as all people employed by, contracted by, or engaged in activities with or on behalf of, Volleyball Canada or a Provincial/Territorial Association including, but not limited to, employees, contractors, athletes, volleyball clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, health care workers, parents or guardians, spectators, and directors and officers.

OVA – Ontario Volleyball Association.

Trans or Transgender – a person whose Gender Identity or Gender Expression differs from what is typically associated with the sex they were assigned at birth.

Trans Athlete – an athlete participating in an OVA-sanctioned event that identifies as Trans.

UCCMS – the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, Version 2022 (6.0).

Purpose

2. The purpose of this policy is to reaffirm OVA’s commitment to Trans inclusion at its events and programs.

Scope and Application

3. This policy applies to all Individuals, and applies in respect of all OVA-sanctioned events.
4. The OVA will implement this policy as it relates to areas of its responsibility. For non-OVA sanctioned events, the OVA will be required to follow rules of Volleyball Canada, the International Volleyball Federation (FIVB), World ParaVolley, the International Olympic Committee, and International Paralympic Committee, as applicable.
5. The implementation and administration of this policy will consider a fair and equitable level of monitoring that is respectful, inclusive and respects a person’s human rights.

6. Any member who has violated this policy shall be subject to disciplinary action according to OVA's Discipline and Complaints Policy.

Policy Statement

7. The OVA prohibits discrimination on the basis of sexual orientation, Gender Identity, and Gender Expression.
8. The OVA believes that Trans Athletes should have equal opportunity to participate in sport and to strive for excellence.
9. Individuals participating in OVA programming, including competitions, should be able to participate in the Gender with which they identify and not be subject to requirements for disclosure of personal information beyond those required to enable participation.
10. The OVA believes that policies governing the participation of Trans Athletes should embrace diversity and offer a positive sporting experience, free of discrimination. Participation in sport should celebrate differences and focus on the benefits and the joy of sport.
11. Trans Athletes have the right to be recognized as the Gender with which they identify, unless there is evidence to support other reasonable and bona fide requirements.
12. The OVA will work with hosts to foster a positive physical environment for all athletes, including Trans Athletes.

Volleyball Canada National Championships

13. The OVA believes in equal opportunity for all people to participate in the sport of volleyball. In instances where a Trans Athlete wishes to participate at a national championship, Volleyball Canada's Trans Inclusion Policy will apply.

Anti-Doping

14. Trans Athletes must be aware that they may be subject to doping control testing and will be subject to the Canadian Anti-Doping Policy according to the information provided at registration or after declaration, as applicable.

Confidentiality

15. The OVA will work to ensure that administrative processes are organized in order to be able to change a participant's name and Gender when requested by the participant, and to protect a Trans Athlete's status.

No information will be given out concerning someone's Gender Identity or Gender Expression or stage of transition status to anyone, anytime, without express permission from the Individual.

Appeal

16. Any decision rendered in accordance with this policy may be appealed in accordance with OVA's Appeal Policy.

Communications

17. This policy must be effectively communicated to those who will be responsible for abiding by the policy, as well as to those who will be responsible for its implementation.

Review

18. This policy will be reviewed no later than the third anniversary of the Approval date in section 19.

Approval

19. This policy was approved by the Ontario Volleyball Association Board of Directors on January 29, 2025.