

Whitehorse Women's Hockey Association

Policy Name: Gender Inclusion Policy	Policy Number: WWHA-01
Approval Date: May 9, 2017	Policy Manual Section: n.a.

SCOPE

This policy outlines the WWHA's gender inclusivity. The policy is intended to create a safe and welcoming space for all current and future players in our league, regardless of their gender identity and/or expression.

POLICY

Whitehorse Women's Hockey Association welcomes any player who was assigned female or intersex at birth, including transgender and non-binary individuals, and any player who lives and identifies as a woman.

This does not include cisgender men (except sometimes when we are short goalies).

DEFINITIONS

Sex: a biological classification system based on an individual's reproductive organs and external genitalia.

Assigned sex at birth: refers to the biological sex assigned to a person, based solely on their reproductive and sexual anatomy (male, female, intersex).

Intersex: a biological sex assigned to individuals born with reproductive and sexual anatomy, chromosomes and/or hormones that include a combination of female and male anatomy.

Gender: the inner sense of who a person is and the relationship a person has to masculinity, femininity, neither or both. Gender is a socially constructed system of classification that ascribes qualities of masculinity and femininity to people. Traditionally, our society assigns a gender based on a person's biological sex. Sometimes a person's gender aligns with their assigned sex and sometimes it does not. Gender characteristics can change over time and are different between cultures.

Cisgender: refers to a person whose gender identity matches their assigned sex at birth (*i.e.*, assigned female at birth and identifies as female/a woman; assigned male at birth and identifies as male/a man).

Transgender: an umbrella term for people whose gender identity, expression or behaviour is different from those typically associated with their assigned sex at birth. Transgender is a term for a person who identifies with a different gender than the one they were assigned at birth (*i.e.*, a transgender woman is a woman who was assigned male at birth; a transgender man is a man who was assigned female at birth). It can also refer to people who identify as neither

female nor male and/or as neither a man nor a woman (*i.e.*, non-binary, gender non-conforming, genderqueer, *etc.*). Not all people who fall under the Trans umbrella self-identify as being Transgender. Transgender is correctly used as an adjective, not a noun (*i.e.*, “transgender people” not “transgenders”)

Non-binary/Gender non-conforming: two commonly used words to describe an individual whose gender identity and/or expression is different from societal expectations related to gender, or a person who identifies as neither entirely male nor entirely female.

BACKGROUND INFORMATION

This policy has been created as a reflection of the WWHA and greater Yukon community as we seek to create inclusivity within our sport. The policy is intended to create a safe and welcoming space for all current and future players in our league, regardless of their gender identity and/or expression. We want all our members to feel safe, loved and celebrated!

The WWHA, players, officials and community members are committed to the inclusion and celebration of all gender identities and expressions, ensuring that everyone’s rights are respected and protected.

The WWHA was created to address historical inequities that women faced in accessing sport. We recognize that trans and non-binary/gender non-conforming individuals experience similar barriers to full inclusion and participation in sport. Thus, we intentionally welcome people who have historically experienced or continue to experience gender-based oppression to ensure that everyone may benefit from the physical, mental and social aspects gained through sport.

The WWHA is a recreational league with a focus more on building community than competition. We are an inclusive league that welcomes all skills levels, from “where does this piece of equipment go?” to the “Legends”. There is a lot of natural variation in physical size and ability among our members, regardless of gender identity/expression. Skills like soft hands, raising the puck, and skating backwards are acquired and honed through practice and are not reflective of hormonal variations. The WWHA is first and foremost a place for community to come together to play hockey and have fun!

PROCEDURES

Any person who identifies with a gender within the scope of this policy may register in the WWHA.

RELATED POLICIES

None.