

# **Canadian Senior Games Association (CSGA)**

## **Gender Inclusion Policy**

### **Introduction:**

The Canadian Senior Games Association (CSGA) believes that the 55+ Games are inclusive and supports all people, cultures and abilities in a safe, respectful environment where all can thrive through sport.

### **Policy Statement:**

- a) Individuals may participate in 55+ Games in the gender with which they identify.
- b) The CSGA and the 55+ Games Host organization (known as Host) will strive to accommodate the needs of individual participants as it relates to their care and comfort at the 55+ Games.

### **Role in the implementation of the policy:**

The CSGA will implement this policy as it relates to the areas of CSGA responsibility. CSGA Directors will monitor relevant Host policies and procedures to ensure they are compliant with the contents of this policy. The CSGA will monitor domestic sport community policies, procedures, best practices and position statements to ensure this policy remains relevant to CSGA participants and the host.

### **Requirements and Procedures:**

#### **Fostering a Positive Verbal and Emotional Environment:**

1. The CSGA and the Host will ensure that any information collected about the Games participants is relevant to their participation in the Games.
2. The CSGA and the Host will never require a participant to disclose if they are trans or intersex.
3. The CSGA and the Host will never release information that will identify a participant as trans or intersex, without the expressed permission of the participant to do so. (Item #19 of the Host Agreement).
4. All CSGA or Host communication, whether it be verbal, online or printed, will use inclusive language and images where applicable.
5. All stakeholders will work collaboratively, discreetly and respectfully to respond to individuals' personal needs as it relates to the operation of the 55+ Games.
6. The CSGA and the Host will provide learning opportunities to staff and volunteers when appropriate to build capacity and understanding of diverse gender identities and gender expression.

#### **Fostering a Positive Physical Environment:**

The Host must strive to provide gender neutral washroom and change rooms at competition and practice venues that provide any individual with the opportunity to a private space within the washrooms or change rooms. As a minimum standard, all change rooms at competition and practice venues must provide a private space for individuals to change and shower (if shower facilities are provided).

