**Transgender Inclusion Policies**

*For additional information and resources on transgender inclusion in athletics visit* [***transathlete.com***](http://www.transathlete.com/)*.*

**Introduction**

In keeping with the University’s policy of nondiscrimination on the basis of gender identity and gender expression, Carleton University Recreation and Athletics supports and values an individual’s right to access and utilize recreation facilities, restrooms, locker rooms, programs, and services in accordance with an individual’s gender identity and gender expression.  Participation in Varsity or Club sports may have policies related to a player’s eligibility that are stipulated by the national or provincial governing body of each association.  While the department does not have control over governing body policies, we support and advocate for the inclusion of all players, regardless of gender identity and gender expression.

**Purpose**

The policy promotes understanding and awareness about trans\* people and their rights. It can help employers, unions and other associations understand and meet their legal responsibilities under the *Human Rights* *Code* to prevent and address discrimination based on gender identity and gender expression. The duty to accommodate the needs of trans\* people is a shared responsibility. Everyone involved should cooperate in the process, exchange only necessary information and respect privacy. The goal of the policy is to contribute to a climate of understanding and mutual respect so that trans\* people feel they belong in the community.

**Competing Human rights**

Generally, when a person makes an accommodation request, the organization responsible for accommodation will be able to provide the accommodation without it affecting the legal rights of other people. Occasionally a request for accommodation may result in a “competing human rights” situation if the rights of another person or group are also affected. We understand we have a legal obligation to take steps to prevent and respond to situations involving competing rights. The OHRC’s *Policy on Competing Human Rights* sets out a framework for dealing with competing human rights situations as well as preventing conflicts from happening. The Department of Recreation and Athletics will work closely with Equity Services to resolve any issues.

**Data Collection**

The Department of Recreation and Athletics should have a valid reason for collecting and using personal information that identifies a person’s gender. If this information needs to be collected it must be kept confidential.

**Facilities, Support, and Education**

**Facilities Access**

Transgender patrons will have the right to use the change rooms, showers, and toilet facilities in accordance with their gender identity. The general locker rooms will have private, enclosed changing areas, showers, and toilets for use by any patron who desires them. If patrons don’t feel comfortable in our general change rooms we also have a gender neutral changing, toilet and shower area as an option but transgender people will not be required to use them.

A list of gender neutral washrooms on campus can be found here <http://carleton.ca/equity/gender-neutral-washrooms/>

**Policies for Intramural Sports and Adult Leagues**

People participating in any programming offered by the department such as intramural sports, adult leagues or fitness and instructional programs may participate in accordance with their gender identity (should that be relevant). If conflicts arise, Equity Services shall be consulted for advice and resolution

**Education**

Athletes, coaches, support staff, and other people involved in Carleton University Athletics & Recreation should be educated about trans\* identities and the principles of transgender inclusion.  They should be knowledgeable about how to support trans\* people and prepared to put this knowledge to use. Anyone who has been found to have violated this policy by threatening to withhold athletic opportunity, harassing anyone on the basis of their gender identity or expression, or by breaching confidentiality, will be subject to disciplinary action. Anyone who becomes aware of conduct that violates this policy should report the conduct to the appropriate official such as the Assistant Vice President of of Recreation and Athletics. Retaliation against anyone who complains about discrimination based on gender identity or expression is specifically forbidden.. The Department of Recreation and Athletics will take steps to prevent retaliation against any person who makes such a complaint

**Problem Solving**

Anyone who has a concern related to implementation of this Policy may bring it in  
writing to the Assistant Vice President of of Recreation and Athletics or Equity Services

<http://athletics.bates.edu/transgender-inclusion-policies>

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