



TRANSGENDER ATHLETE INCLUSION POLICY FOR EVENTS

Purpose

1. Golf Canada is an inclusive organization that supports the gender inclusivity of all Organizational Participants within the golf community in Canada.
2. Golf Canada believes that all Organizational Participants deserve respectful and inclusive environments for participation that value the Organizational Participants' Gender Identity and Gender Expression.
3. This policy sets out how Golf Canada approaches the participation of Trans Athletes at Golf Canada's Events.

Definitions

4. The essential terms of this policy are defined as follows:
 - a) **Athlete:** An individual who is an *Organizational Participant* and who is recognized by Golf Canada as an athlete, including those who train or compete in programs, Events, and other golf activities under Golf Canada's jurisdiction.
 - b) **Canadian Safe Sport Program (CSSP):** The program created by the Canadian Centre for Ethics in Sport (CCES) to administer, manage, implement and enforce the UCCMS for sport organizations at the national level as defined in the CSSP Rules.
 - c) **Event:** Any competition, qualifier, or other organized golf activity that is under the jurisdiction and administrative control of Golf Canada.
 - d) **Gender Expression:** The way an individual communicates their gender identity to others. This is done through behaviour, body language, voice, emphasis or de-emphasis of bodily characteristics, choice of clothing, hairstyle, and wearing make-up and/or accessories.
 - e) **Gender Identity:** A person's innermost sense of their own gender. This can include man, woman, both, neither or something else entirely. Gender also refers to a variety of social and behavioural characteristics (e.g. appearance, mannerisms).
 - f) **LGBTQIA+:** An umbrella acronym for lesbian, gay, asexual, bisexual, Trans, queer, intersex, two-spirit, asexual and includes other Sexual Orientation, Gender Identity, and Gender Expression including, but not limited to, pansexual, non-binary, genderfluid and agender. Other acronyms commonly used are LGBTQ+ and LGBTQ2.
 - g) **National Federation** or **International Federation:** Refers to national or international golf federations outside Canada.
 - h) **Organizational Participant(s):** Refers to all categories of individual members and/or registrants and/or Member Clubs defined in the By-laws of Golf Canada who are subject to the UCCMS and the policies of Golf Canada, as well as all people employed by, contracted by, or engaged in activities with, Golf Canada including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, volunteers, managers, administrators, parents or guardians, spectators, committee members, and directors and officers.

- i) **Sex:** The classification of people as male, female or intersex. Sex is usually assigned at birth and is based on an assessment of a person's reproductive system, hormones, chromosomes and other physical characteristics, most notably by external genitalia.
- j) **Sexual Orientation:** Sexual orientation describes human sexuality. A person's Gender Identity is fundamentally different from and not related to their sexual orientation.
- k) **Therapeutic Use Exemption** or **TUE:** A blanket term for a medical exemption that allows an Athlete, upon approval, to use a prohibited substance, or prohibited method, for therapeutic reasons.
- l) **Trans or Transgender:** An umbrella term that describes people whose Gender Identity and/or Gender Expression differ from their Sex. This includes but is not limited to people who identify as transgender, transsexual, non-binary, genderqueer, gender-diverse, and others whose Gender Identity does not conform to societal expectations of femininity or masculinity. Some Two-Spirit individuals may also identify as trans, while others may not.
- m) **Two-Spirit:** An English umbrella term used by some Indigenous Peoples rather than, or in addition to, identifying as LGBTQIA+. This term affirms the interrelatedness of all aspects of identity - including gender, sexuality, community, culture, and spirituality.
- n) **UCCMS:** *Universal Code of Conduct to prevent and address Maltreatment in Sport*, as amended from time to time.

Guiding Principles

5. Golf Canada was guided by several principles, along with relevant Canadian research on gender diversity, in developing this policy, including, but not limited to, the following:
 - a) Canadian Centre for Ethics in Sport, [*Creating Inclusive Environments for Trans Participants in Canadian Sport – Guidance for Sport Organizations \(2016\)*](#).
 - b) Canadian Centre for Ethics in Sport, [*Transgender Women Athletes and Elite Sport: A Scientific Review \(2022\)*](#).
 - c) Canadian Centre for Ethics in Sport, [*Creating Inclusive Environments for Trans Participants in Canadian Sport – Policy and Practice Template for Sport Organizations \(2024\)*](#). This 2024 policy template from the Canadian Centre for Ethics in Sport suggests implementing various guiding principles as listed below, which Golf Canada has adopted:
 - i. People of Trans identities should have equal opportunities to participate in our sport and strive for excellence at all levels and in all capacities.
 - ii. Policies governing participation of Trans identities should nurture fair play, honesty, respect, and integrity.
 - iii. Policies governing participation of Trans identities in our sport should embrace diversity and inclusion, resulting in a positive sporting experience, free of discrimination or harassment based on Gender Identity and Gender Expression.
 - iv. Participation in golf should celebrate differences and focus on the benefits and the joy of golf.

- v. Policies governing the participation of Trans people, particularly for our Athletes, recognize the necessity to protect the privacy rights of Trans individuals, and strive to prevent physical, emotional and mental harm.
 - vi. Policies governing the participation of Trans people should foster access and equitable participation for all participants.
- d) Canadian Women & Sport, [*Position Statement: Trans Inclusion in Sport \(2020\)*](#).
 - e) Consideration was also given to policies of other Canadian National Sport Organizations, Professional Associations and International Federations.

Commitment to Diversity & Inclusion

- 6. Golf Canada is an inclusive organization and welcomes participation of all Organizational Participants, regardless of Gender Identity or Gender Expression, in Golf Canada's programs, Events and activities. Accordingly, Golf Canada abides by applicable law in both fostering and ensuring fairness, equality, respect and inclusion among all Athletes.
- 7. Golf Canada is fully committed to providing a safe, supportive and respectful environment for our Organizational Participants, regardless of any differences based on any protected grounds, including, Gender Identity and Gender Expression.
- 8. Golf Canada recognizes that discrimination, prejudice and victimization based on Gender Identity and Gender Expression is a violation of human rights and will not be tolerated.
- 9. Golf Canada is committed to putting in place policies and practices that ensure Trans Athletes can participate in a safe, supportive and respectful environment in our sport.
- 10. Golf Canada is committed to implementing this policy in a fair and equitable manner.

Application and Scope

- 11. This policy and practice guidance applies to Organizational Participants engaged in Events.

Eligibility for Participation

- 12. Athletes can participate in Events in the gender category in which they identify.
- 13. Athletes who identify as a girl or woman are eligible to compete on girls, women's and mixed teams and as individual competitors in Events for girls and women. Athletes who identify as a boy or a man are eligible to compete on boys, men's and mixed teams and as individual competitors in Events for boys and men.
- 14. All identifications of Gender Identity or Gender Expression by Athletes are believed to be made in good faith and do not require further disclosure or documentation.
- 15. Golf Canada supports Trans Athletes and welcomes disclosure of their Trans status; however, they are not required to disclose their Trans identity or history to Golf Canada or any Golf Canada representative (e.g., coaches, staff, directors and officers, officials, etc.) as a condition to participate in any Event.
- 16. All Athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. Trans Athletes undergoing gender reassignment are encouraged to

contact the CCES to determine what administrative procedures, if any, are required to obtain a Therapeutic Use Exemption.

17. Golf Canada does not, and will not, measure or determine eligibility in Golf Canada's Events based on hormone levels.

Eligibility Requirements Beyond Golf Canada's Control

18. Golf Canada recognizes that there may be eligibility requirements for participation in gendered events and competitions outside of Golf Canada's jurisdiction or control that conflict with this policy. Golf Canada works to ensure that Organizational Participants remain aware and informed of these policies that may affect them.
19. While Golf Canada is committed to Trans inclusion, some Events that are governed, sanctioned, or administered by other National or International Federations may have independent eligibility requirements that are not subject to Golf Canada's control, such as the [LPGA's Gender Policy for Competition Eligibility](#).
20. Golf Canada does not assume responsibility for ensuring Athletes' compliance with eligibility requirements set forth by the LPGA Gender Policy or other National or International Federation's policies restricting the participation of certain Trans Athletes.

Exemptions Subject to Eligibility Requirements of other Federations

21. Certain events may carry an exemption by a National or International Federation with eligibility requirements described in section 18.
22. Should an Athlete earn an exemption to another National or International Federation's event, but it is determined that they do not meet the Federation's eligibility criteria, that exemption may be reallocated.

Safeguarding Organizational Participants' Right to Privacy and Confidentiality

23. Golf Canada recognizes the privacy rights of all Organizational Participants. Golf Canada will only ask for information about gender from Organizational Participants to determine eligibility pursuant to paragraphs 12 and 13 above.
24. Where conflicting policies and/or guidelines require the disclosure of Trans status to confirm eligibility, Golf Canada will respect and take reasonable steps to safeguard the privacy and confidentiality of any Organizational Participant who is Trans, in accordance with the Privacy Policy and applicable law.

Use of Chosen Name and Pronouns

25. Golf Canada will make reasonable efforts to use the chosen name and pronouns of Athletes.

Resolving Gender Identity and Expression Issues

26. Any Organizational Participant of Golf Canada who experiences or witnesses an individual being discriminated against, bullied or harassed, sexually harassed, vilified or victimized based on Gender Identity or Gender Expression should make reference to and take appropriate action through the appropriate complaint management process, being the CSSP and/or through the appropriate discipline pathway indicated within the Golf Canada [Discipline and Complaints Policy & Procedure](#).

Other Relevant Policies

27. Golf Canada encourages all Organizational Participants to read this policy in conjunction with other relevant Golf Canada policies, and other guiding documents within the Canadian sport landscape, including:

- Equal Opportunity Policy
- Equity, Diversity & Inclusion Policy
- Athlete Protection Policy
- Discipline & Complaints Policy & Procedure
- Dispute Resolution Policy
- Code of Conduct & Ethics
- Universal Code of Conduct to Prevent and Address Maltreatment in Sport
- Canadian Safe Sport Program Rules
- Privacy Policy

Monitoring and Review

Golf Canada commits to monitoring ongoing developments regarding national and international participation guidelines for Trans Athletes and may review and/or revise this Policy from time to time.