

**CBTF TRANSGENDER OR
GENDER NON-CONFORMING SPECIFIC POLICY**



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PURPOSE

CBTF does not discriminate in any way on the basis of sex, sexual orientation, gender identity or expression.

This policy is designed to create a safe, healthy, respectful and productive environment for all members. This policy does not anticipate every situation that might occur with respect to transgender or gender non-conforming members. The needs of each transgender or gender non-conforming member must be assessed on a case-by-case basis. In all cases, the goal is to ensure the comfort, safety and healthy development of transgender or gender non-conforming members while maximizing integration and minimizing stigmatization of the member.

- Transgender or gender non-conforming is part of the LGBTQQIP2SAA community (lesbian, gay, bisexual, transgender, queer, questioning, intersex, pansexual, two-spirit, asexual and ally)
- Transgender is an umbrella term that can be used to describe people whose gender identity and/or expression is different from sex assigned at birth
- A person whose sex assigned at birth was female but who identifies as male is a transgender male (female to male or FTM)
- A person whose sex assigned at birth was male but who identifies as a female is a transgender woman (male to female or MTF)
- Some people described by these definitions do not consider themselves transgender. They may use other words. A person does not need to identify as transgender but instead identify as gender non-conforming. They are people who have, or are perceived to have, gender characteristics and/or behaviours that do not conform to traditional or societal expectations

SPECIFIC POLICIES

- **Names/Pronouns:** A member has the right to be addressed by the name and pronoun that correspond to the member's gender identity. In every situation use the gender, name and pronouns the person is using currently
- **Confidentiality and Privacy:** Transgender members have the right to discuss their gender identity or expression openly, or to keep that information private. The transgender member gets to decide when, with whom, and how much to share their private information. CBTF shall not be asking for a person to disclose their sexual identity and therefore should not be a requirement on a competition or event entry forms. (Refer to the CBTF Confidentiality and Privacy Policy)
- **Restroom Accessibility:** All members shall have access to the restroom corresponding to their gender identity. Any member who has a need or desire for increased privacy, regardless of the underlying reason, will be provided access to a single-stall restroom, when available.
- **Locker and Changeroom Accessibility:** All members shall have the right to use the locker and changeroom that corresponds to their identity. Any member who has a need or desire for increased privacy, regardless of the underlying reason, can be provided with a reasonable alternative changing area. Any alternative arrangements for a transgender member will be provided in a way that allows the member to keep their transgender status confidential.
- **Discrimination/Harassment:** It is unlawful and violates CBTF policy to discriminate or harass any person, in any way because of the actual or perceived gender identity

CBTF is committed to creating a safe, healthy, respectful and productive environment for transgender and gender non-conforming members. Any incident of discrimination, harassment or violence based on gender identity or expression will be given immediate and effective attention as per the CBTF Discrimination/Harassment Policy.

CBTF is fully committed to providing a safe, supportive, inclusive policies and respectful practices that ensure transgender identities may participate in and strengthen our sport of baton twirling.