



# BOXING CANADA

## TRANSGENDER POLICY

### 1. POLICY STATEMENT

- 1.1. Boxing Canada is an inclusive organization and welcomes the full participation of all individuals in our programs and activities, regardless of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, or disability.
- 1.2. Boxing Canada is committed to promoting and implementing a policy that ensures safe, fair, and equitable competition. As a consequence, the intent of this policy is threefold:
  - a) To ensure the safety of all athletes that participate in competitive boxing in Canada
  - b) To ensure that all competitors are participating in a recognizably fair competitive environment; and
  - c) To provide transgender athletes with an avenue to participate in boxing competition in a manner that supports the objectives of safety and fairness for all participants.

### 2. DEFINITIONS

- **Assigned Sex at Birth:** Sex assigned at birth based on anatomical, physiological and chromosomal characteristics. AMAB refers to assigned male at birth, and AFAB refers to assigned female at birth.
- **Gender identity:** A person's internal, deeply felt sense of being a man or a woman, both or neither. A person's gender identity can be different from their Assigned Sex at Birth.
- **Gender expression:** Refers to socially constructed sets of behaviours, appearance, mannerisms, speech patterns, and dress association with men (masculine), women (feminine) or a mixture of masculine and feminine (often called androgynous), or any other less traditional expressions.
- **Transgender:** An umbrella term that describes people whose gender identity or expression does not conform to prevailing social expectations and be used to describe people whose gender identity or expression is different from their Assigned Sex at Birth.
- **Gender Reassignment process:** is the process by which a transgender person's physical appearance and function of their existing sexual characteristics are altered to resemble those associated with their identified gender. This includes but is not limited to the hormonal, surgical and psychological process.
- **Gender Non-Conforming or Gender Variant:** Refers to people who are perceived to have gender characteristics or gender expressions that do not conform to traditional social expectations. Gender variant or gender non-conforming people may or may not identify as transgender.
- **Transgender athlete:** Refers to athletes that have that have committed to their identified gender expression through a process to make them comparable to their cis gender counter parts such as undergoing medical treatment and/or interventions.

### 3. APPLICABILITY

- 3.1. This policy applies to all of the members of Boxing Canada and to all individuals participating in activities with Boxing Canada including, but to limited to
  - a) athletes at the national, provincial and regional level;



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- b) coaches at the national, provincial and regional level;
  - c) anyone in authority associated with the administration of the sport at the national, provincial and regional level; and
  - d) referees and officials at the national, provincial and regional level.
- 3.2. Boxing Canada is committed to ensuring an inclusive environment whereby members of all gender identities can participate in our sport, at whatever level they choose, safely and without harassment or discrimination.
- 3.3. Boxing Canada commits to providing training and education on this Policy, and will amend the Policy over time, as determined necessary.
- 3.4. Eligibility for transgender participation at the international level will be governed by the policies and criteria established by the relevant governing bodies, including the International Olympic Committee (the "IOC"), and applicable international boxing federations.

#### **4. GENERAL PRINCIPLES**

5. Protection of participant privacy is of utmost priority for Boxing Canada. To the extent possible, all information shared with Boxing Canada pursuant to the written notice, noted above, shall be kept in strict confidence by Boxing Canada according to the Personal Information Protection and Electronic Documents Act (PIPEDA).
- 5.1. In general all efforts should be made to provide gender neutral locker room, shower, and toilet facilities with private and enclosed changing areas, showers, and toilets for use by any Boxing Canada member who desires them. In situations where this is not possible participants will be permitted to use the locker room, shower, and toilet facilities in accordance with the participants' gender identity.
- 5.2. Participants will be assigned to share hotel rooms or similar accommodations based on their gender identity. All participants will have an opportunity to opt-out of sharing hotel rooms or similar accommodations, based on rooming lists provided in advance, understanding that additional resources may be required to accommodate requests.
- 5.3. Every member to whom this policy applies will refer to a participant by their chosen name and pronoun.
- 5.4. Where applicable, transgender and non-transgender participants will be provided team or club gear that is consistent with their choosing.
- 5.5. Where applicable, every participant will ensure that uniforms and dress codes respect an individual's gender identity and gender expression.
- 5.6. Forms from Boxing Canada will no longer refer to sex to document athlete gender but rather the term gender identity will be used for all athletes.
- 5.7. All registered participants should familiarize themselves with this policy and ensure that they act in a manner that is respectful towards other participants.
- 5.8. The process for requesting an authorization to participate should respect individual privacy.

#### **6. GENERAL COMPETITION ELIGIBILITY GUIDELINES**

- 6.1. The determination of the proper category of competition for a transgender participant should be managed proactively by the transgender athlete.



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- 6.2. Transgender participants at the recreational level (no sparring and no competition) have no obligation to disclose their gender identity or history to Boxing Canada, or other participants.
- 6.3. Transgender athletes who have transitioned pre-puberty can compete in the category appropriate for the gender in which they identify.
- 6.4. A transgender athlete who (a) registers with Boxing Canada as a competitor, and (b) has completed transitioning post-puberty, or plans to initiate transition post-puberty, or is in the process of transitioning post-puberty, must apply for and receive a Transgender Medical Exemption (TME) to participate in competitions.

## **7. SPECIFIC COMPETITION ELIGIBILITY CONSIDERATIONS**

### **7.1. Transgender Athletes Assigned Female at Birth (AFAB)**

Athletes AFAB who identify as male may be eligible to compete subject to the following conditions:

- a) Transgender participation in competition is in keeping with the Policy Statement in section 1 of this policy.
- b) Transgender Athletes (AFAB) are no longer eligible to compete in the female category if they are receiving testosterone.
- c) Transgender athletes who have transitioned from female to male are eligible to compete in the male category, subject to the conditions below:
  - i) The transgender athlete has declared that their gender identity is male on the registration form for a minimum of two consecutive years. During this time the athlete is permitted to train in their registered club and spar but they are not able to compete.
  - ii) Following year two, the transgender athlete must provide via the TME process a statement from their treating expert physician that they are receiving adequate and stable therapy to adequately sustain their gender reassignment for at least 12 months prior to their request;

### **7.2. Transgender Athletes Assigned Male at Birth (AMAB) that has completed gender reassignment**

Subject to the exceptions set out in sections 5.2, 5.3 and 5.4 herein, athletes AMAB who transition from male to female post-puberty, have previously transitioned from male to female post-puberty, are eligible to compete in their category of choice, subject to the following conditions:

- a) Transgender participation in competition is in keeping with the Policy Statement in section 1 of this policy.
- b) Transgender athletes who have transitioned from male to female are eligible to compete in the male category without restriction.
- c) Transgender athletes who have transitioned from male to female are eligible to compete in the female category, subject to the conditions below:
  - i) The transgender athlete has declared that their gender identity is female on the registration form for a minimum of two consecutive years. During this time the athlete is permitted to train in their registered club and spar but they are not able to compete.
  - iii) The transgender athlete must provide via the TME process a statement from their treating expert physician that they have completed their reassignment process



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and that they are receiving and has received adequate and stable therapy to adequately sustain their gender reassignment for at least 12 months prior to their request;

- d) Upon receipt of TME form, Boxing Canada's Transgender Medical Review Committee (TMRC) will review the TME request to adjudicate if the conditions for participation are met. TMRC could request the review of a subject expert or additional medical information if deemed necessary. The athlete shall receive written notification of the Committee's decision, and in the case of the positive outcome the boxing license will be issued for a period of one year. As per the TME process the athlete has the right to dispute any decisions of the committee as defined in the medical exemption policy.
- 7.3. The TMRC has the right to request additional information and records of the athlete relevant to their evaluations, including, but not limited to blood tests and medical reports.
- 7.4. The TMRC may request of an athlete, as a condition of (continued) participation, such medical testing as is reasonably required.
- 7.5. The TMRC is also responsible for overseeing the ongoing eligibility program for transgender athletes, and the general compliance with this Policy.