

Dartmouth Volleyball Club (“DVC”)

TRANS INCLUSION POLICY

Definitions

1. In this policy,

- a) “Discrimination” refers to when a person experiences negative treatment or a negative impact, whether intentional or not, because of their gender identity or gender expression.
- b) “Gender” refers to the characterizations of women, men, girls, and boys that are socially constructed, such as norms and behaviours associated with being male or female, and is not inherently connected to one’s physical anatomy.
- c) “Gender Identity” refers to a person’s own internal understanding and experience of their gender.
- d) “Gender expression” refers to the ways in which a person chooses to present their gender to the world around them.
- e) “Gender fluid” refers to those individuals who see their gender identity as fluid and moving between different genders at different times in their life.
- f) “Individual” refers to registered participants including, but not limited to, athletes, coaches, referees, directors, and administrators.
- g) “Non-binary” refers to an umbrella term for gender identities that do not fit within the gender binary of man or woman but are something different, or may lie somewhere in between.
- h) “Trans or Transgender” refers to an umbrella term that describes people with diverse gender identities or gender expressions, or people whose gender does not align with what was assigned to them at birth.

Purpose

2. The purpose of this policy is to affirm Dartmouth Volleyball Club’s commitment to inclusion at its events and programs, and to align with similar policies or practices already in place with Volleyball Nova Scotia and Volleyball Canada.

Scope and Application

3. This policy applies to all programs and events sanctioned by Dartmouth Volleyball Club.

4. Dartmouth Volleyball Club will work with hosts and partners to foster a positive physical environment for all individuals, but may be required to follow national or international standards as applicable.

Provisions

5. Dartmouth Volleyball Club prohibits discrimination on the basis of sexual orientation, gender identity, or gender expression, which includes any individuals who identify as lesbian, gay, bisexual, transgender, transsexual, nonbinary, two-spirit, queer or questioning.
6. Dartmouth Volleyball Club believes that trans athletes and individuals should have equal opportunity to participate in sport and strive for excellence.
7. Individuals participating in development and recreational sport should be able to participate as the gender with which they identify and not be subject to requirements for disclosure of personal information beyond those required.
8. Dartmouth Volleyball Club recognizes that not all gender identities are constant, so this policy applies equally to gender fluid or non-binary individuals who will be able to participate as the gender with which they identify and which may not be consistent in subsequent seasons. **For greater clarity, trans athletes may try out for both genders.**
- 9.. Dartmouth Volleyball Club believes that policies governing the participation of trans athletes and individuals should embrace diversity and offer a positive sporting experience, free of discrimination.

Confidentiality

10. Disclosure of a trans status is that individual's choice, and any communications made to Dartmouth Volleyball Club regarding the trans policy or an individual's trans status will remain confidential to the extent requested by the individual and/or their family, except as necessary for the purposes of implementing this policy.
11. Dartmouth Volleyball Club will work to ensure that administrative processes will facilitate changing a participant's name and gender when needed while maintaining confidentiality.

Review

12. This policy will be reviewed at least every two years or as decided by the Dartmouth Volleyball Club Board of Directors.

Approval

13. This policy was approved by the Dartmouth Volleyball Club Board of Directors on November 6, 2022.