

TRANSGENDER PERSONS COMPETITION POLICY

Purpose

This policy outlines the eligibility criteria and procedures for transgender athletes in all Golf Ontario hosted amateur provincial championships and associated qualification events. Please note that accommodation requests are not required for participation in other, non-competitive Golf Ontario events or programs.

Guiding Principles

- **Respect for Human Rights:** Golf Ontario recognizes its obligations under the Ontario Human Rights Code as associated with the protected ground of gender identity and gender expression. In accordance with the Ontario Human Rights Code, all individuals have the right to equal treatment without discrimination based on gender identity or gender expression.
- **Fairness in Competition:** Golf Ontario seeks to ensure fair and safe competition for all athletes. Golf Ontario aims to create opportunities for golfers to participate in accordance with their gender identity while maintaining the relative balance of competitive equity within our events.
- **Privacy and Dignity:** Golf Ontario is committed to ensuring that individuals are protected from discrimination and harassment because of gender identity and gender expression, including in employment, facilities, and services, and is committed to maintaining confidentiality when dealing with personal information related to gender identity. The implementation and administration of this policy will involve a fair and equitable level of monitoring that is respectful, inclusive, and protective of an individual's human rights. All information will be handled confidentially and in accordance with the Ontario Human Rights Code and Golf Ontario policy.

Definitions

- a) Athlete - An individual who is an Organizational Participant, and who is recognized by Golf Ontario as an athlete, including those who train or compete in programs, Events, and other golf activities under Golf Ontario's jurisdiction
- b) Review Committee – comprised of the Chief Executive Officer (CEO), Privacy Officer, and Director of Human Resources and Equity, Diversity and Inclusion.
- c) 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. Golf Ontario.
- d) Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS) - a national framework developed in Canada to provide a consistent set of rules and expectations to prevent and address all forms of maltreatment in sport.
- e) Canadian Center for Ethics in Sport (CCES) - an independent, national, not-for profit organization that works to protect the integrity of sport and manages unethical issues in Canadian sport. Through the

administration of its programs, including the Canadian AntiDoping Program and the Canadian Safe Sport Program, the CCES strives to ensure sport is safe, inclusive, fair, clean and accessible for all Canadians.

Gender Eligibility

Athletes are eligible to register and participate in Golf Ontario hosted amateur provincial championships and associated qualification events under one of the following:

- a) Registration Under Gender Assigned at Birth Athletes may choose to register and compete in the category corresponding to their gender assigned at birth.
- b) Registration with Application for Gender Identity-Based Accommodation Athletes who wish to compete in a category that does not align with their birth gender, but aligns with the gender with which they identify, shall submit an Accommodation Request Form (click [HERE](#)), and register for an event simultaneously at least 7 days prior to the event entry deadline.

The Review Committee will assess each Accommodation Request and work with the applicant to develop a reasonable accommodation up to the point of undue hardship. With reasonable cause and as provided for in the Ontario Human Rights Code, the Committee may request additional supporting information from the applicant.

Golf Ontario recognizes that there may be eligibility requirements for participation in gendered events and competitions outside of Golf Ontario's jurisdiction or control that conflict with this policy. Golf Ontario does not assume responsibility for ensuring Athletes' compliance with eligibility requirements set forth by other jurisdictions.

Confidentiality

All information provided will be kept strictly confidential and used solely for the purpose of determining eligibility.

Anti-Discrimination

Harassment or discrimination based on gender identity or gender expression will not be tolerated. Violations will be subject to disciplinary action under the organization's Code of Conduct. Any Organizational Participant of Golf Ontario 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, outlined in Golf Ontario's Discipline and Complaints Policy.

Anti-Doping

All Athletes are subject to doping control testing pursuant to the Canadian Anti-Doping Program and Golf Ontario's [Anti-Doping Policy](#). 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. Golf Ontario does not, and will not, measure or determine eligibility in Golf Ontario events based on hormone levels.