

ARNIS CANADA

TRANSGENDER POLICY

1. POLICY STATEMENT

- 1.1. Arnis 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. Arnis Canada is also committed to promoting and implementing a policy that ensures fair and equal competition, and safety of all concerned. As a consequence, the intent of this policy is twofold:
 - a) To ensure, insofar as possible, that trans athletes are not excluded from the opportunity to participate in competitive boxing competition in Canada; and

 - b) To provide transgender athletes with an avenue to participate in competitive boxing competition in a manner that reflects the objectives of fair, safe, and equal competition.

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 behaviors, 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 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.

- **3. APPLICABILITY**

- 3.1. This policy applies to all of the members of Arnis Canada and to all individuals participating in activities with Boxing Canada including, but not limited to
 - a) athletes at the national, provincial and regional level;
 - 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. Arnis 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. Arnis 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”).

4. GENERAL PRINCIPLES

- 4.1. Transgender athletes will be permitted to use the locker room, shower, and toilet facilities in accordance with the athlete’s gender identity. To the extent possible, locker rooms should have some private and enclosed changing areas, showers, and toilets for use by any athlete who desires them.
- 4.2. Transgender athletes will be assigned to share hotel rooms based on their gender identity.
- 4.3. Every member to whom this policy applies will refer to a transgender athlete by their chosen name and pronoun.
- 4.4. Where applicable, transgender athletes will be provided team or club gear that is consistent with their gender identity.
- 4.5. Where applicable, every member to whom this policy applies will ensure that uniforms and dress codes respect an individual’s gender

identity and gender expression.

- 4.6. Where applicable, transgender athletes will be provided with registration forms and other documentation that permits the athlete to indicate their gender identity, rather than their sex, or abstain from indicating a gender identity.
- 4.7. All members should familiarize themselves with this policy and ensure that they act in a manner that is respectful towards transgender athletes.

5. GENERAL ELIBILITY GUIDELINES

- 5.1. The determination of the proper category of competition for a transgender athlete should be managed proactively by the transgender athlete.
- 5.2. Transgender athletes at the recreational level have no obligation to disclose their gender identity of history to Arnis Canada.
- 5.3. Transgender athletes who have transitioned pre-puberty have no obligation to disclose or otherwise give notice of their gender identity or history to Arnis Canada. Transgender athletes who have transitioned pre-puberty can compete in the category appropriate for the gender in which they identity.
- 5.4. A transgender athlete who (a) registers with Arnis Canada as a competitor, (b) has completed transitioning post-puberty, plans to initiate transition post-puberty, or is in the process of transitioning post-puberty, must immediately provide written notice to Boxing Canada identifying their gender identity and gender history.

(a) Protection of the transgender athlete's privacy is of utmost priority for Arnis Canada. To the extent possible, all information shared with Arnis Canada pursuant to the written notice, noted above, shall be kept in strict confidence by Arnis Canada.

6. SPECIFIC ELIGIBILITY CONSIDERATIONS

6.1. Transgender Athletes Assigned Female at Birth

Athletes AFAB who identify as male are eligible to compete in their respective male category if they choose to. Athletes AFAB are no longer eligible to compete in the female category if they are receiving testosterone.

6.2. Transgender Athletes Assigned Male at Birth

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, or intend to transition from male to female post-puberty are eligible to compete in their category of choice, subject to the following conditions:

- a) Transgender athletes who have transitioned from male to female are eligible to compete in the male category without restriction.
- b) 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. The declaration cannot be changed for a minimum of two years;
 - ii) The transgender athlete must demonstrate that their total testosterone level in serum has been below 5 nmol/L for at least 12 months prior to their first or next competition; and
 - iii) The transgender athlete's total testosterone level in serum must remain below 5 nmol/L throughout the period of desired eligibility to compete in the female category.
- 6.3. Upon receipt of notice under section 5.4 (above), Arnis Canada will convene an Oversight Committee (the "Committee") to oversee the

athlete's participation as a competitive boxer. The athlete shall receive written notification of the establishment of the Committee, and the members who will sit on the Committee.

- 6.4. The Committee has the right to request information and records of the transgendered athlete relevant to their evaluations, including, but not limited to blood tests and medical reports.
- 6.5. The Committee may request of an athlete, as a condition of (continued) participation, such medical testing as is reasonably required.
- 6.6. The Committee will be responsible for overseeing the progress of the transgender athletes, and their compliance with this Policy. Should a transgender athlete (male to female transition) be detected or determined to have testosterone levels in serum in excess of the threshold stated above, the athlete will be required to produce a second blood test, within seven (7) days or as requested by Arnis Canada. Should that second blood test confirm testosterone levels in serum in excess of the threshold stated above, the athlete will be deemed non-compliant with this Policy. In the event of non-compliance, the athlete's eligibility for female competition will be suspended for 12 months.