

Taekwondo Nova Scotia Trans Inclusion Policy

1. Commitment to Diversity and Inclusion

Taekwondo Nova Scotia (TKDNS) is committed to providing a safe, supportive and respectful environment for all of our participants, members and staff regardless of any differences based on race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity and expression, or disability.

TKDNS recognizes that discrimination, prejudice and victimization on the basis of personal attributes, including gender identity and expression, is a violation of human rights and will not be tolerated. Our organization is fully committed to putting in place policies and practices that ensure trans identities are able to participate in a safe, supportive and respectful environment in our sport.

TKDNS aims to provide inclusive access to taekwondo to all participants and promotes fair play in competitive taekwondo through tournament and qualification rules which rest on divisions based on age, gender, weight and progression.

2. Definitions

These essential terms are defined as follows:

2.1. Sex

The classification of people as male, female or intersex. Sex is usually assigned at birth and is based on an assessment of a person's reproductive system, hormones, chromosomes and other physical characteristics, most notably by external genitalia.

2.2. Gender identity

A person's innermost sense of their own gender. This can include man, woman, both, neither or something else entirely. Gender also refers to a variety of social and behavioural characteristics (e.g. appearance, mannerisms). There are lots of words people may use to talk about their gender identity and expression.

2.3. Gender expression

The way an individual communicates their gender identity to others. This is done through behaviour, body language, voice, emphasis or de-emphasis of bodily characteristics, choice of clothing, hairstyle, and wearing make-up and/or accessories. The traits and behaviours associated with masculinity and femininity are culturally specific and change over time.

2.4. Gender binary

A social system whereby people are thought to have either one of two genders: man or woman. These genders are expected to correspond to sex assigned at birth: male or female. In the gender binary system, there is no room for diversity outside of man or woman, for living between genders or for crossing the binary. The gender binary system is rigid and restrictive for many people who feel that their natal sex (sex they were labelled with at birth) does not match up with their gender or that their gender is fluid and not fixed.

2.5. Cisgender

A term to describe a person whose gender identity corresponds with their birth-assigned sex (e.g. someone whose gender identity is man and was assigned male at birth).

2.6. LGBTQI2S

An umbrella acronym for lesbian, gay, bisexual, trans, queer, intersex, and two-spirit. Other acronyms commonly used are LGBTQ+ and LGBTQ2.

2.7. Trans

An umbrella term that describes people with diverse gender identities and gender expressions that do not conform to stereotypical ideas about what it means to be a girl/woman or boy/man in society. It includes but is not limited to people who identify as transgender, transsexual, cross dressers (adjective) or gender non-conforming (gender diverse or genderqueer).

2.8. Two-spirit

An English umbrella term used by some indigenous people rather than, or in addition to, identifying as LGBTQ. This term affirms the interrelatedness of all aspects of identity - including gender, sexuality, community, culture, and spirituality.

2.9. Sexual orientation

Sexual orientation describes human sexuality, from gay and lesbian to bisexual and heterosexual orientations. A person's gender identity is fundamentally different from and not related to their sexual orientation. Because a person identifies as trans does not predict or reveal anything about their sexual orientation. A trans person may identify as gay, lesbian, queer, straight, or bisexual.

2.10. FTM (female-to-male)/Affirmed male/transboy

A child or adult who was assigned to the female gender at birth but has a male gender identity.

2.11. MTF (male-to-female)/Affirmed female/transgirl

A child or adult who was assigned to the male gender at birth but has a female gender identity.

2.12. Transition

The process by which transgender individual lives consistently with his or her gender identity, and which may (but does not necessarily) include changing the person's body through hormones and/or surgical procedures. Transition can occur in three ways: social transition through changes in clothing, hairstyle, name and/or pronouns; hormonal transition using medicines such as hormone "blockers" or cross hormones to promote gender-based body changes; and/or surgical transition in which an individual's body is modified through the addition or removal of gender-related physical traits.

3. Application and Scope

This policy and practice guidance applies to Taekwondo Nova Scotia as follows:

- 3.1. It shall be binding on the Board of Directors
- 3.2. It shall be binding on all volunteers in official capacities with the organization
- 3.3. It shall inform all aspects of volunteer recruitment and selection, and organizational activities
- 3.4. It shall be binding on all volunteers and interns acting in their designated capacity with our organization, for example, as a member of a formal Committee or ad hoc working group, or at a specific sporting event provided the volunteer or intern has expressly agreed to become subject to it
- 3.5. It shall inform all aspects of participation in our sport, including team selection and participation, membership, and service delivery (such as providing coaching services to individuals)
- 3.6. It shall be applicable whether the individual is on-site, off-site or performing after-hours work; at work-related social functions or at conferences – wherever staff or volunteers or interns may be as a result of their duties
- 3.7. It shall govern the treatment of other volunteers, members (including athletes, coaches and officials), and the public encountered in the provision of services and other organizational duties

4. Guiding Principles

TKDNS was guided by the following principles in developing our policy and practice guidance on trans inclusion in our sport:

- 4.1. People of trans identities should have equal opportunities to participate in our sport and strive for excellence at all levels and in all capacities
- 4.2. Policies governing participation of trans identities should nurture fair play, honesty and respect, and integrity
- 4.3. Policies governing participation of trans identities in our sport should embrace diversity and inclusion, resulting in a positive sporting experience, free of discrimination or harassment based on gender identity and expression
- 4.4. Participation in our sport should celebrate differences and focus on the benefits and the joy of sport
- 4.5. Policies governing the participation of trans people, particularly for our athletes, should be evidence-based, recognize the necessity to protect the privacy rights of trans individuals, and strive to prevent physical, emotional and mental harm
- 4.6. Policies governing the participation of trans people should foster access and equitable participation for all participants
- 4.7. Practices that encourage understanding and support people of trans identities need to be enhanced to acknowledge the challenges and recognize the value of advocating for sport that is fair, safe and open to everyone
- 4.8. The legitimate privacy interests of all athletes should be protected
- 4.9. The medical privacy of transgender athletes should be preserved

5. Policy Statement on Creating Respectful Environments – Using Chosen Name and Pronouns

We will make every effort to learn and use the chosen name and pronouns of our members and volunteers. We recognize that failing to respect an individual's gender identity or expression by continuing to use either an incorrect name (deadnaming, e.g., deliberately using their past name instead of their new name), or incorrect chosen pronouns (misgendering, e.g., using he instead of she or other chosen pronouns such as they) is discriminatory and will not be tolerated.

6. Creating Respectful Environments – Safeguarding an Individual's Right to Privacy and Confidentiality

TKDNS recognizes the privacy rights of all our members. We will only ask for information about gender from our members and volunteers when it is critical to the services or programs, in a manner that is inclusive, and for which there are no consequences for abstaining. We will respect and safeguard the privacy and confidentiality of any member or volunteer who is trans, recognizing that failing to do so may place that individual at risk.

All discussions among involved parties and required written supporting documentation should be kept confidential, unless the individual makes a specific request otherwise. All information about an individual's transgender identity and medical information, including physician's information provided pursuant to this policy, shall be maintained confidentially.

7. Creating Respectful Environments – Use of Toilets, Change Rooms and other Facilities

TKDNS is committed to providing members and volunteers who identify as trans with safe access and use of toilets, change room and other facilities in accordance with their gender identity or gender expression. We will seek to do so in a discreet, confidential and sensitive manner that does not reveal an individual's trans identity or expression and respects their choices. We will also work with other teams and host organizations to ensure respectful treatment of any member or volunteer who identify as trans by their coaches, officials, spectators and the media.

Every locker room should have some private, enclosed changing areas, showers, and toilets for use by any athlete who desires them. Under no circumstances should an athlete's identity as a transgender person be disclosed without the athlete's express permission.

8. Creating Respectful Environments – Gender Inclusive Attire, Images and Language

We will ensure that our dress codes for all members and volunteers, including team uniforms on and off the field of play, respect an individual's gender identity and expression. The images that we use in our written, video and online materials will reflect the diversity of our members and volunteers, and will use gender inclusive language.

Transgender athletes should be permitted to dress consistently with their gender identities. That is, a female-to-male transgender athlete should be permitted to dress as a male. A male-to-female should be permitted to dress as a female.

9. Creating Respectful Environments – Support for Transitioning Members

TKDNS recognizes that transitioning is a deeply personal process that requires individualized support. While TKDNS does not have internal staff resources, we are committed to connecting transitioning athletes and their families with appropriate supports and ensuring they are treated with respect and dignity within our sport environment.

TKDNS will:

- Provide a designated confidential contact person for initial consultation and guidance
- Respect the athlete's timeline and choices regarding their transition process
- Work collaboratively with the athlete, their parents/guardians (if applicable), coaches, and medical team to ensure appropriate accommodations
- Refer families to qualified medical professionals and support organizations when needed
- Ensure coaches and officials are educated about respectful treatment and appropriate language

All transition support plans will be developed in collaboration with the athlete's support network (family, coaches, medical professionals) and will respect the athlete's privacy and individual needs.

10. Eligibility Requirements for Participation in Gendered Competitions Under TKDNS Jurisdiction

10.1. General Rules

10.1.1. Any transgender athlete who is not taking hormone treatment related to gender transition may participate in the division of their assigned birth gender

10.1.2. However, once registered under one gender, the transgender athlete must compete in that gender's division:

- For the whole sporting season, for U12 and younger athlete
- For a minimum of four years, for athletes older than U12

10.1.3. Nothing in this policy prevents mixed gender training or mixed gender competition for younger age groups in accordance with provincial or territorial tournament rules

10.1.4. Nothing in this policy exonerates a transgender athlete from anti-doping controls, therapeutic exemptions requirements, and gender testing specified by Canadian, foreign or international sports governing bodies as a condition of registration to their events or activities, modes of selections or qualifications

10.2. Proactive Management

10.2.1. To avoid challenges to a transgender athlete's participation during a sport season, an athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition, or has undergone sex reassignment surgery, and who plans to participate in competitive tournaments should submit a request in writing to a designated confidential contact at TKDNS at the time of annual registration or when the decision to undergo hormonal treatment is made

10.2.2. The request should include a letter from the athlete's physician documenting the athlete's intention to transition or the athlete's transition status if the process has already been initiated. This letter should identify

the nature of the transfer (MTF or FTM), the prescribed hormonal treatment for the athlete's gender transition and documentation of the athlete's testosterone levels, if relevant, and whether the individual has undergone sex reassignment surgery

10.2.3. If hormone treatment is involved in the athlete's transition, the athlete should notify TKDNS of the athlete's request to participate with a medical exception request

10.2.4. All identifications of gender identity or expression by our athletes are believed to be made in good faith and do not require further disclosure or documentation beyond that specified above

10.3. MTF (Male-to-Female) Rules

10.3.1. Pre-puberty MTF

Individuals who have undergone sex reassignment from male to female prior to puberty may compete as a female athlete.

10.3.2. Post-puberty MTF post treatment

Individuals who are in the process of undergoing sex re-assignment become eligible to compete as a female athlete only when these conditions are met through certification by a medical specialist, using liquid chromatography coupled with mass spectrometry (LC-MS/MS):

- The athlete must demonstrate that her total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to her first competition
- The athlete's total testosterone level in serum must remain below 10 nmol/L throughout the period of desired eligibility to compete in the female category
- Compliance with these conditions may be monitored by testing at any time with or without notice

10.3.3. Post-puberty MTF during treatment

Individuals who are in the process of undergoing sex re-assignment must compete as a male athlete until completing documented hormone suppression therapy.

10.4. FTM (Female-to-Male) Rules

10.4.1. Pre-puberty FTM

Individuals who have undergone sex reassignment surgery from female to male prior to puberty must compete as a male athlete.

10.4.2. Pre-puberty and Post-puberty FTM during and post treatment

Individuals who are in the process of undergoing sex re-assignment who receive testosterone replacement therapy must compete as a male athlete.

11. Eligibility Requirements for Participation in International Federation Gendered Competitions

As a provincial sport body, TKDNS will keep abreast of related eligibility policies from World Taekwondo, which is the international federation governing taekwondo. Since Taekwondo Canada defers to World Taekwondo's Eligibility Regulations for Transgender Athletes for all international competition eligibility, TKDNS aligns its policies with WT standards to ensure our athletes can progress from provincial to national to international levels. We will ensure our athletes are knowledgeable about these eligibility requirements and we will work with our trans athletes at their request to fully support their eligibility choices.

12. Canadian Anti-Doping Program (CADP) Requirements

TKDNS encourages trans athletes to seek information regarding the status of any medications they are using to determine their Therapeutic Use Exemptions (TUE) requirements for the use of prohibited medications, and to ensure compliance with the CADP and World Anti-Doping Code requirements where necessary. The Canadian Centre for Ethics in Sport provides assistance to all athletes with these aforementioned tasks.

Trans athletes who are in the process of undergoing hormonal transition therapy must submit a copy of their application for Therapeutic Use Exemption to the Canadian Anti-Doping Agency once hormonal therapy is initiated. This requirement aligns with World Taekwondo's regulations, which explicitly state that transgender eligibility does not exempt athletes from anti-doping requirements.

13. Hosting Guidelines and Selection

When submitting a bid to host an event to TKDNS, potential hosts are required to indicate what changing areas, toilets and showers are available, including private, separate changing, showering, and toilet facilities should these be requested by a trans participant. Potential hosts that do not have these facilities in place would not be excluded from consideration as an event host. However, in the event that a host is selected where these requirements are not met, the host organization would be expected to work with TKDNS to provide comparable accommodations.

13.1. Competition at Other Venues

If a transgender athlete requires a particular accommodation to ensure access to appropriate changing, showering, or bathroom facilities, the responsible administrator or coach should, in consultation with the transgender athlete, communicate with their counterparts at other venues prior to competitions to ensure that the athlete has access to facilities that are comfortable and safe. This notification should maintain the athlete's confidentiality.

13.2. Hotel Rooms

Transgender athletes generally should be assigned to share hotel rooms based on their gender identity, with recognition that any athlete who needs extra privacy should be accommodated whenever possible, as well as balancing the level of comfort of the other athletes.

14. Resolving Gender Identity and Expression Issues

Any member or volunteer of TKDNS who feels they have been discriminated against, bullied or harassed, sexually harassed, vilified or victimized based on gender identity or expression is strongly encouraged to take

appropriate action through our complaint resolution procedure as outlined in TKDNS Policy 9.0 - Discipline and Complaints.

Any member or volunteer of TKDNS who witnesses an individual being discriminated against, bullied or harassed, sexually harassed, vilified or victimized based on gender identity or expression have a responsibility to take appropriate action through our complaint resolution procedure.

Any member or volunteer who does not feel safe or confident to pursue such action may seek assistance from the designated contact person(s) for advice and support, or action on their behalf.

All cases will be handled in strict confidence, recognizing the sensitive nature of such matters and following World Taekwondo's approach to maintaining dignity and privacy for transgender athletes.

14.1. Enforcement and Non-Retaliation

14.1.1. Enforcement

Any member who has been found to have violated this policy by threatening to withhold athletic opportunity or harassing any athlete based on their gender identity or expression, or by breaching medical confidentiality, may be subject to disciplinary action, pursuant to the Discipline and Complaints Policy.

14.1.2. Retaliation

Retaliation is specifically forbidden against anyone who complains about discrimination based on gender identity or expression, and this action may be subject to disciplinary action, pursuant to the Discipline and Complaints Policy.

15. Other Relevant Policies

Volunteers, especially those in leadership positions, are encouraged to read this policy in conjunction with other relevant TKDNS policies including:

15.1. Equal opportunity/inclusion policy 15.2. Gender equity policy 15.3. Harassment and anti-discrimination policy 15.4. Occupational health and safety policy 15.5. Complaint resolution policy and procedure 15.6. Discipline procedure 15.7. Code of Conduct and Sanctions Policy

16. Commitment to Education

TKDNS is committed to educating our members and volunteers on the importance of trans inclusion, and what this looks like in the way of practices, policies, procedures and norms of behavior.

Volunteers, coaches, administrators, officials, parents of athletes, and athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant athletes in taekwondo.

17. Ongoing Monitoring and Review

TKDNS commits to ongoing monitoring of developments regarding the implementation of this policy, including any unintended consequences. We will do so through a small Working Group reporting to the Board

of Directors, at least one of whom has lived experience as a trans and/or gender diverse individual. Every three years, TKDNS will conduct a comprehensive review of this policy, ensuring that both an expressed female and male gender are represented on the Working Group.

For more information about TKDNS's trans inclusion policy, please contact the Executive Director of Taekwondo Nova Scotia.

18. Date Policy Approved

This trans inclusion policy was approved on [DATE] by the Board of Directors of Taekwondo Nova Scotia.

APPENDIX A:

Quick Reference Guide - Trans Inclusion Policy

Who Does This Policy Apply To?

- All TKDNS sanctioned events and competitions
- All TKDNS members, staff, volunteers, and participants
- Does NOT apply to national/international events (those follow Taekwondo Canada/World Taekwondo policies)

For Athletes Under 12 (U12 and younger):

- **Can compete in the gender category that matches their gender identity**
- **No medical requirements or documentation needed**
- **No disclosure of transgender status required**
- **Once registered in a gender category, must compete in that category for the entire season**

For Athletes 13 and Older (Post-U12):

- **Can compete in the gender category that matches their gender identity**
- **Must work with a physician if undergoing or planning hormone therapy**
- **Once registered in a gender category, must compete in that category for minimum 4 years**

Specific Requirements by Gender Identity:

Female-to-Male (Trans Male) Athletes:

- Submit written declaration of male gender identity to TKDNS
- Can compete in male category immediately upon declaration
- If taking testosterone, must obtain Therapeutic Use Exemption (TUE) for anti-doping compliance

Male-to-Female (Trans Female) Athletes:

- Submit written declaration of female gender identity to TKDNS
- **If NOT on hormone therapy:** Can compete in female category immediately
- **If ON hormone therapy:** Must demonstrate testosterone levels below 10 nmol/L for 12 consecutive months before competing in female category
- Must maintain testosterone below 10 nmol/L while competing in female category

- May be subject to random testing

Key Points for All Athletes:

- **Privacy is protected** - transgender status kept confidential
 - **No surgery required** - surgical procedures are not mandatory for participation
 - **Anti-doping rules still apply** - hormone therapy may require TUEs
 - **Facility access** - use facilities matching gender identity
 - **Name and pronouns** - chosen names and pronouns will be respected
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What Events Does This Cover?

- **TKDNS Events:** This policy applies
- **National Championships:** Taekwondo Canada policy applies (defers to World Taekwondo)
- **International Events:** World Taekwondo policy applies directly

Getting Started:

1. **Contact TKDNS confidentially** if you're considering transition or have questions
2. **Work with your physician** if hormone therapy is involved
3. **Understand anti-doping requirements** - contact Canadian Centre for Ethics in Sport for TUE guidance
4. **Know the timeline** - medical requirements may take 12+ months for female category eligibility

Support Available:

- Confidential consultation with TKDNS designated contact person
- Assistance with facility accommodations
- Educational resources for athletes, families, and coaches
- Connection to appropriate medical and legal resources

Questions or Concerns:

Contact the Executive Committee of Taekwondo Nova Scotia for confidential discussion about this policy or specific situations.

Remember: This policy aims to balance inclusion, fairness, and safety for all athletes while respecting the dignity and privacy of transgender participants.