

# **Kingston Impact Inclusive Participation Policy & Procedures**

This is based on the Ontario Basketball Association's (OBA) Inclusive Participation Policy and Procedures. When it comes to participating in any OBA sanctioned event, their policy will take precedence.

## **Policy Statement**

The Kingston Impact Basketball Club (KIBC), a member of the Ontario Basketball Association (OBA), believes that our programs are valuable to an individual's physical, intellectual, social, and/or character development and accordingly, we value inclusion. Guided by this value and in compliance with all applicable laws and our governing bodies, our policy ensures that individuals can participate in our programs in a manner consistent with their gender identity.

## **Eligibility to Participate**

KIBC is committed to providing athletes with equal opportunities to participate in our programming consistent with their gender identity. All athletes have the right and are welcome to participate in our programs that best aligns with their gender identity, regardless of their assigned sex at birth.

## **Procedures**

Pursuant to Ontario Basketball policies, individuals must select one gender to participate for the duration of that program. Participants may not participate in concurrent programs as different genders.

The gender will be identified during the registration process.

## **Terms and Definitions**

The following definitions intend to create a common vocabulary, understanding and clarity among the basketball community to support conversations. This will also assist us in being thoughtful in how we communicate when individual people ask to be identified and in general employ the terms that they use to describe themselves.

1. Gender identity is an individual's sincerely held core belief regarding their gender, whether that individual identifies as male, female, both, neither or in some other way (for example, individuals who identify in some other way such as nonbinary, queer, genderqueer or gender fluid).
2. Gender expression means an individual's external expression of their gender, through such means as clothing, hairstyling, accessories, voice, behavior and mannerisms.
3. Transgender is an umbrella term for people whose gender identity is different from that traditionally associated with their assigned sex at birth.
4. Gender expansive is an umbrella term used to describe people who expand notions of gender expression and identity beyond what is perceived as the expected gender norms

for their society or context. Some gender-expansive people identify with being either male or female, some identify as neither, and others identify as a mix of both. Gender-expansive people include those with transgender and nonbinary identities as well as those whose gender in some way is seen to be stretching society's notions of gender.

5. Retransition means affirming a cisgender identity after having affirmed a transgender identity, whether by social, legal, or medical means.

## **Harassment**

Unlawful harassment means engaging in a course of vexatious comment or conduct that is known or ought reasonably to be known to be unwelcome and includes such conduct that is based on gender identity, gender expression, or sexual orientation.

Prohibited conduct includes, but is not limited to, the following:

1. Asking unwelcome personal questions about an individual's gender identity
2. Intentionally causing distress to an individual by disclosing to others the individual's sexual orientation or transgender status
3. Using offensive names or terminology regarding an individual's gender identity, gender expression, or sexual orientation
4. Deliberately misusing an individual's preferred name, form of address, or gender-related pronoun

## **Submitting a Harassment Complaint**

If a member of the club believes that harassment is occurring either against themselves, or another member of the club, they should report it immediately as part of the Club's Prevention of Abuse Policy & Procedures.

## **Additional Considerations and Practices**

1. Changing Areas, Toilets, and Showers. Individuals shall be able to use the locker room, shower, and toilet facilities consistent with the individual's gender identity. Every individual has the right to access a private enclosed changing area, shower, and toilet. No individual shall be required to use separate facilities.
2. Language: Affirmed Names and Pronouns. An individual may have a name and pronouns that are different from what may be indicated by the individual's prior or birth records. Coaches, administrators, and officials shall use the individual's affirmed name and pronouns and shall ensure that the individual's name and pronouns are respected by others including teammates, opponents, fans, volunteers, announcers, etc.
3. Dress codes and team uniforms. All team members shall have access to uniforms that are appropriate for their sport and that they feel comfortable wearing provided it maintains compliance with the club and Ontario Basketball sport specific uniform regulations. No individual shall be required to wear a gendered uniform that conflicts

with the individual's gender identity. Dress codes for teams when traveling shall be gender neutral.

4. Training and Education. KIBC shall continue to learn and grow in our knowledge and understanding in this area. We will find opportunities to provide culturally competent training regarding this policy to all members, employees, and participants all activities.

This policy shall be distributed to all members, employees and athletes participating in programming managed by the KIBC organization.