



**SPEED
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TRANSGENDER AND NON- BINARY INCLUSION POLICY

**Approved
July 2025**



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TRANSGENDER AND NON-BINARY INCLUSION POLICY

1. Purpose

- 1.1 Speed Skating Canada (SSC) is committed to being a leader regarding inclusion in sport. SSC welcomes participation from all skaters at all levels of competition. In collaboration with Members, Affiliated Organizations, Clubs and sport leaders, SSC is devoted to addressing the needs of transgender and non-binary athletes and endorsing the adoption of best practices within the speed skating community.
- 1.2 SSC believes in equal opportunity and recognizes all forms of gender expression. SSC is committed to creating and promoting respectful and inclusive environments and programming in which all Participants feel welcomed, comfortable and safe.
- 1.3 The purpose of this Policy is to establish clear guidelines about the inclusion of transgender and non-binary athletes in Speed Skating Canada events, programs and activities. It also provides guidance on how to support transgender and non-binary skaters in provincial, territorial, and local events.

2. Application


- 2.1 This Policy applies to all events, programs, and activities organized by or on behalf of SSC. In instances where the jurisdiction of another governing body supersedes that of SSC, the event, program, or activity must adhere to the rules of the relevant provincial, territorial, national or international federation, which may or may not align with this Policy.
- 2.2 Members, Affiliated Organizations and Clubs are encouraged to develop their own policies related to transgender and non-binary inclusion, using the Guiding Principles and Actions outlined in this SSC Policy.
- 2.3 The implementation and administration of this Policy will consider a fair and equitable level of monitoring that is respectful, inclusive, and respects a person's human rights.

3. Definitions

- 3.1 The terms used in this Policy are as defined in Appendix A.

4. Guiding Principles

- 4.1 SSC employs the following guiding principles in developing and applying this Policy:

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- a) SSC recognizes the immense physical, psychological, and social benefits of participating in sport. SSC believes that everyone (athletes, coaches, officials, staff, volunteers, etc.) should be able to participate in sport safely and without prejudice as their truest selves.
 - b) SSC recognizes that gender expression and/or gender identity may or may not be the same as a person's assigned sex and that gender identity does not function on a binary system.
 - c) SSC supports transgender and non-binary athletes, including those who decide to share their identity with SSC. Recognizing their unique needs and experiences, SSC must consider complex factors, including gender affirmation, privacy, safety, and program availability in its support of transgender and non-binary athletes.
 - d) Each athlete is in control of the ways they present and express their gender identity, and as such, no athlete should have their identity disclosed without their express consent. Any transgender or non-binary athlete who needs to invoke this Policy must only communicate with the relevant SSC staff to allow for implementation.
 - e) Hormone replacement therapy (HRT) or surgical intervention should not be required for an athlete to participate in SSC events, programs and activities or in high performance sport (up to the point where relevant international federation rules take effect).
 - f) SSC is committed to maintaining competitive integrity for all speed skating categories.

4.2 SSC recommends that Members, Affiliated Organizations and Clubs apply the following additional guiding principles in the development of their own policies related to the inclusion of transgender and non-binary participants:

- a) Where applicable and permitted by law, transgender and non-binary athletes in developmental and recreational sport should be given the choice to participate in either their sex assigned at birth or in the Gender Category with which they identify.
- b) Any transgender or non-binary athlete should be required to communicate only with the organization(s) with relevant jurisdiction for implementation. Such communication should otherwise remain confidential.

5. Actions for Inclusion

5.1 SSC pledges to:

- a) Provide this Policy to SSC employees, directors, national officials, and sport leaders of Members and Affiliated Organizations, and offer additional education and training opportunities to support its implementation and promote inclusion.
- b) Consult with transgender and non-binary Participants on the implementation and/or modification of this Policy.
- c) Provide registration pathways, forms, and other documents that enable:
 - i. Participants to indicate their gender identity, rather than their sex or gender;

- ii. Participants to abstain from indicating a gender identity with no consequence to the Participant;
 - iii. Participants to indicate the pronoun(s) that they use; and,
 - iv. Participants to indicate the name they go by on a daily basis (called a Lived Name), if different from their legal name.
- d) Refer to Participants by their Lived Name and pronouns.
 - e) Maintain organizational documents on SSC's website in a manner that promotes inclusive language and images.
 - f) Establish changing rooms guidelines.
 - g) Ensure uniforms and dress codes respect a Participant's gender identity and gender expression.
 - h) Determine eligibility guidelines for transgender and non-binary participants (as described in this Policy).
 - i) Provide transgender athletes with confidential support and access to expertise and resources that can assist with exploring options for staying or leaving their current environment, washroom and change room access, if/how to announce to others, and surfacing and addressing challenges (e.g., misgendering and misnaming).

Data Collection


- 5.2 All personal information and data relating to a Participant must be treated as confidential in accordance with data collection and privacy laws, and the SSC Privacy Policy.
- 5.3 Personal information collected from and shared about a Participant must be relevant to their participation in the applicable event, program, or activity. As an example, for the avoidance of doubt, registration for a competition that does not group participants by Gender Category must not include any fields pertaining to gender identity, nor can the results from such a competition be classified by gender.
- 5.4 Participants are not required to disclose their sex assigned at birth, gender identity, or other such information to SSC or any of its representatives (staff, coaches, officials, etc.), except where necessary for the purposes of selection as defined in Section 6.5.

6. Eligibility Guidelines

- 6.1 In the interest of applying equity, diversity and inclusion principles to the regulations for speed skating competition, SSC mandates the following eligibility requirements.

Domestic Competition

- 6.2 Subject to eligibility requirements as outlined in the relevant SSC Bulletin, individuals participating in a competition on the National Events Calendar can compete, when required, in the Gender Category with which they identify, or in the Gender Category with which they feel most comfortable and safe in the case of a Participant who identifies as non-binary.
- 6.3 An individual Participant must commit to competing in the same Gender Category for a full speed skating season but is not required to do so in perpetuity (season over season).

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- a) SSC is committed to applying this provision with flexibility to support individuals who are medically transitioning, so they may participate in the category most congruent with their gender identity. We also recognize that an individual's affirmed category may change over time, including within a single season, and will offer respectful, individualized support throughout the process.

Records

- 6.4 For an athlete's performance to be considered eligible for a junior or senior national or world record, an athlete must meet the [International Skating Union gender-based policies](#) outlining record eligibility.

International Competition

- 6.5 To be eligible to represent Canada internationally, individuals must provide SSC with the minimum required information to demonstrate compliance with [International Skating Union policies](#) outlining gender-based eligibility.
- 6.6 During ISU Events, the [International Skating Union policies](#) outlining gender-based eligibility will take precedence over the guidelines outlined in this Policy.

Canadian Anti-Doping Program

- 6.7 All athletes must be aware that they may be subject to doping control testing pursuant to the Canadian Anti-Doping Program. The administration of hormones as a component of gender-affirming care may contravene the World Anti-Doping Code. Transgender athletes undergoing or pursuing gender-affirming care are encouraged to contact the Canadian Centre for Ethics in Sport (CCES) to determine what actions, if any, are required to obtain a Therapeutic Use Exemption (TUE).

7. Ongoing Monitoring

- 7.1 SSC commits to monitoring ongoing developments regarding national and international participation guidelines for transgender and non-binary athletes and pledges to review and/or revise this Policy whenever new evidence-based information becomes available.

8. Resolving Gender Identity and Expression Issues

- 8.1 Openly contesting or protesting an athlete's right to compete in a category is prohibited and could be considered Psychological Maltreatment and a violation of the SSC Code of Conduct.
- 8.2 Should a Participant feel they have been subject to, or witness, discrimination, bullying, harassment, sexual harassment, vilification, or victimization based on gender identity or expression, they should take appropriate action through SSC's Complaints & Discipline Policy.

9. Appeal

9.1 Decisions made under the SSC Transgender and Non-binary Inclusion Policy may be appealed in accordance with SSC's Appeal Policy.

10. Governance

Approval and Review

10.1 The SSC Board of Directors will review and/or revise the Policy as new information becomes available and, at a minimum, once every two (2) years. Any significant policy amendments must be approved by the SSC Board of Directors.

10.2 This Policy was first approved by the SSC Board of Directors on July 22, 2025.

10.3 This Policy was last reviewed by the SSC Board of Directors on July 22, 2025.

Language

10.4 SSC policies are published in both English and French. In the case of conflicting interpretations, the English version will prevail.

Related Policies and Supporting Resources

10.5 SSC's full policy suite and supporting resources are accessible on the [Speed Skating Canada website](#).




APPENDICES

APPENDIX A: DEFINITIONS

The following terms are applicable to this document. Additional definitions related to equity, diversity and inclusion can be found in SSC's Equity, Diversity and Inclusion Policy.

- a) "Affiliated Organization(s)" – an SSC-recognized facility or organization that offers speed skating activities in Canada, but which does not identify as a club and may not have a connection with a PTSO.
- b) "Cisgender" – a term that describes a person whose gender identity aligns with the sex assigned to them at birth (e.g., someone whose gender identity is woman and was assigned female at birth). The term is often shortened to "cis".
- c) "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 or outside of these genders.
- d) "Gender Category" – in the context of SSC events, programs and activities, "gender category" refers to the grouping of athletes for the purposes of participation or competition. These categories are typically designated as women's, men's, or open, depending on the structure of the event, program or activity.
- e) "Gender Expression" – the way an individual expresses themselves in terms of their behaviour, pronouns, 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 are labeled as masculine, androgynous, feminine are culturally and geographically specific and change over time. Gender expression can align with gender identity but is a separate concept.
- f) "Gender Identity" – how someone internally, mentally, or psychologically perceives their gender. Someone's gender identity can align or differ from the sex they were assigned at birth. A person's gender identity can change over time as they learn about themselves and learn more terminology. Gender identity is distinct from biological sex. There are lots of words people may use to talk about their gender identity.
- g) "Gender-affirming Care" – a medically-supervised program of treatment that helps transgender people or people with non-normative gender identities affirm their true gender identity. This may include but isn't limited to hormone therapy, surgeries, and other procedures.
- h) "Lived Name" – also "preferred name" or "name in use". Refers to the name(s) that an individual wants to be known by and use.
- i) "Members" – includes Provincial/Territorial Organizations (PTSOs).

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- j) “National Events Calendar” – the official schedule of national-level competitions hosted by or on behalf of SSC annually, as published on SSC’s website.
 - k) “Non-Binary” – people whose gender identity is neither exclusively female nor male. Some individuals self-identify as non-binary, whereas others may use terms such as genderqueer, bi- or polygender, genderfluid, gender non-conforming, or agender. Non-binary people may or may not conform to societal expectations for their gender expression and gender role, and they may or may not seek gender-affirming care.
 - l) “Participant(s)” – refers to all categories of Members and/or Registrants defined in the Bylaws of SSC and in the Bylaws of a Member, as well as all people employed by, contracted by, or engaged in activities with SSC and/or a Member including without limitation athletes, coaches, officials, volunteers, administrators, directors, employees, trainers, parents, etc.
 - m) “Sex” – the classification of people as male, female or intersex. Sex is usually assigned at birth (with the exception of intersex) and is based on an assessment of a person’s reproductive system, hormones, chromosomes and other physical characteristics.
 - n) “Transgender” – an umbrella term used to describe people whose gender identity differs from the sex they were assigned at birth. In order to align their bodies with their sense of gender, some transgender individuals undergo gender-affirming care. May be shortened to “trans”.
 - o) “Transgender (Trans) Boy/Man” – someone who was assigned the female sex at birth and who identifies as a man. Some people prefer to be referred to as a trans man/boy, whereas some may prefer to be referred to as a man/boy.
 - p) “Transgender (Trans) Girl/Woman” – someone who was assigned the male sex at birth and identifies as a woman. Some people prefer to be referred to as a trans woman/girl, whereas some may prefer to be referred to as a woman/girl.