



**OTTAWA SPORT & SOCIAL CLUB
LGBTQIS+ INCLUSION POLICY**

INCLUDE EVERYONE, STAY HEALTHY, KEEP IT FUN AND RESPECT OTHERS



Commitment to Diversity and LGBTQI2S+ Inclusion

Inclusion Policy

The Ottawa Sport & Social Club seeks to promote the positive social and athletic enjoyment of all activities under our multi-sport umbrella. Through our Club activities and most importantly our players, we are committed to providing a supportive and respectful environment for all players and staff regardless of any differences based on sex, sexual orientation, gender identity and expression.

Guiding Principles

The Ottawa Sport & Social Club is guided by the following principles for inclusion:

- Participation in OSSC activities celebrate differences and focus on the benefits and the joy of sport.
- Policies governing participation for inclusion should nurture fair play, honesty and respect, and integrity.
- Policies governing participation embrace diversity and inclusion, resulting in a positive sporting experience, free of discrimination or harassment based on gender identity or expression.
- Policies governing the participation of trans and non-binary people foster access and equitable participation and equal opportunities to participate in sport and strive for excellence at all levels and in all capacities.
- Policies governing the participation of trans and non-binary people, are evidence-based and recognizes the necessity to protect the privacy rights of individuals, and strive to prevent physical, emotional and mental harm.

Participating with OSSC

When playing in a sport league(s) or tournament, members have the option to participate in the gender category in which they identify. All identifications of gender identity or expression by our members are believed to be made in good faith and do not require further disclosure or documentation.

- Individuals who identify as a woman are eligible to play on women's and/or co-ed teams.
- Individuals who identify as a man are eligible to play on men's and/or co-ed teams.
- Non-Binary individuals can identify under a Non-Binary gender option when creating a Player Profile. For sport team rostering purposes, non-binary individuals are not included in male or female gender counts, however, are included towards total player count.



For any player wanting to change their gender status can do so through their online Player Profile.

Confidentiality

The Ottawa Sport & Social Club recognizes the privacy rights and safeguards the confidentiality of all players.

Respecting Others and Collective Responsibility

Any member of the Ottawa Sport & Social Club who feels they themselves have ever been, or have witnessed an individual being discriminated against, bullied, verbally or sexually harassed, vilified or victimized based on gender identity or expression have a responsibility to take appropriate action. This can be done through the Team's Score and Spirit Point Submission form or by contacting the OSSC office directly.

Commitment to Education

The Ottawa Sport & Social Club is committed to educating our full-time staff and evening contractors (Evening League Facilitators, Game Coordinators, Instructors and Referees) on the Clubs commitment to diversity and inclusion.

Ongoing Commitment

The Ottawa Sport & Social Club commits to continually evaluating the organization's progress towards a more inclusive sport system.

More Information

Any individual wishing to provide feedback, comment or obtain more information about the Ottawa Sport & Social Club's inclusion policy, is invited to reach out to the OSSC office via email at info@ossc.ca or by phone at 613-565-8326 (TEAM).

Definitions

Essential terms are defined as follows:

LGBTQI2S: An umbrella acronym for lesbian, gay, bisexual, trans, queer, intersex, and two-spirit. Other acronyms commonly used are LGBTQ+ and LGBTQ2.

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.

Intersex (adjective): A term used to describe a person born with reproductive anatomy, chromosomes and/or hormones that are not easily characterized as male or female. This might include a woman with XY chromosomes or a man with ovaries instead of testes. Intersex characteristics occur in one out of every 1,500 to 2,000 births. Typically, intersex people are assigned one sex, male or female, at birth. Some intersex people identify with their assigned sex, while others do not. Some choose to identify as intersex. Intersex people do not typically identify as transgender or transsexual.

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.

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.

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.

Non-Binary: Most people – including most transgender people – are either male or female. But some people don't neatly fit into the categories of "man" or "woman," or "male" or "female." For example, some people have a gender that blends elements of being a man or a woman, or a gender that is different than either male or female. Some people don't identify with any gender. People whose gender is not male or female use many different terms to describe themselves, with non-binary being one of the most common.

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).

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).

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.

Sexual orientation: Sexual orientation describes human sexuality, from gay and lesbian to bisexual and heterosexual orientations. A person's gender identity or expression 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.