

The sport of lacrosse is for everyone. To ensure a safe and positive environment in our programs and activities, within our office, at all meetings related to our business and any other operation or event that we conduct, permit or sanction, the Ontario Lacrosse Association (OLA) recognizes all forms of gender identity/expression and supports athletes competing in the gender category they identify with, regardless of the sex/gender that was assigned to them at birth.

1. **Understanding gender identity and gender expression.** A person's gender identity is their internal and individual experience of gender; their sense of being male, female, both, neither or anywhere along the gender spectrum. A person's gender identity may or may not be the same as their birth-assigned sex, and may or may not be publicly revealed. A person's gender expression is how that individual publicly presents their gender. This can include both behaviour and outward appearance, including but not limited to, style of dress, hair, make-up, body language, voice, cues, chosen name and chosen pronoun. An individual may self-identify transgender (including trans, gender non-conforming, gender variant or gender queer) if their gender identity and/or expression differs from stereotypical gender norms and societal expectations. The OLA recognizes that people in the transgender community may face unique and fluctuating circumstances when participating in sport.
2. **Ontario Lacrosse Values.** The OLA's Harassment Policy prohibits any member or group from behaving or conducting themselves in a manner which dishonours or disgraces the sport of lacrosse. In addition to striving for athletic success, participation in sport provides the opportunity for members to experience a range of values, including equality, teamwork, respect and honour. To this end, the OLA maintains a zero-tolerance policy towards discrimination on the basis of gender identity and/or gender expression of any member. OLA members have a responsibility to treat participants of the game with dignity and respect at all times.
3. **Transitioning athletes.** OLA members shall be allowed to participate in any OLA-sanctioned event in accordance with their preferred gender identity, irrespective of the sex listed on their birth certificate or any other official documentation and regardless of whether or not the athlete has undergone any medical treatment. Therefore:
 - a. Male-to-female transitioning athletes shall be regarded as female for the purposes of registration and competition;
 - b. Female-to-male transitioning athletes shall be regarded as male for the purposes of registration and competition;
 - c. Athletes who identify as neither male nor female shall be considered on a case-by-case basis.
4. **Ontario Lacrosse commitment to equality.** Transgender athletes wishing to participate in OLA-sanctioned events under this policy may initiate the process by contacting the Ontario Lacrosse Association office and outlining their request to participate according to their preferred gender. The OLA may, with reasonable cause, request additional information prior to confirming registration. Upon review, the athlete will be registered according to their preferred gender, addressed according to their preferred gender pronoun, and will continue to be able to do so until the circumstances dictate that another gender declaration should be made.
5. **Ontario Lacrosse commitment to confidentiality.** The Ontario Lacrosse Association agrees that its staff and Board of Directors will not, at any time, disclose information identified by any member athletes as confidential to any person, organization or third-party other than in the ordinary and usual course of implementing this policy without the prior consent of the athlete (or the athlete's parent/guardian) unless required by law.
6. **Ontario Lacrosse commitment to accommodations.** Wherever possible, reasonable accommodations requested by a transgender athlete related to accessible facilities are expected to be met, including the opportunity to use private changing, showering and bathroom facilities for that individual's use. In all cases, the responsibility of access to dressing rooms belongs to the hosting team, and should be met with discretion and respect for the athlete. Under no circumstances should a transgender athlete be required to use separate facilities other than by personal choice.
7. **Ontario Lacrosse commitment to dignity and respect.** In any instance where an OLA member or member association fails to uphold the expectations of this policy, the Board of Directors may be notified of a complaint in writing to determine the appropriate course of action.