



ScotDance – National policy update regarding gender-inclusive ScotDance Canada members, its Associations, Affiliates, volunteers and participants.

A. Context

Canadian human rights law places a responsibility on ScotDance Canada to prevent discrimination and harassment because of gender identity.

ScotDance Canada takes this responsibility seriously and is committed to ensuring that all its members, Associations, Affiliates, volunteers and participants of its sanctioned events are treated with dignity and respect. ScotDance Canada expects all members, Associations, Affiliates, volunteers and participants to act in accordance with our standards of ethics and professionalism, and with the core values of courtesy, civility and respect for others at all times.

The purpose of this policy update is to address some of the common questions and situations that have been raised by gender-inclusive ScotDance Canada participants and their parents, guardians and chaperones. This policy is meant for general guidance only.

B. Definitions

“Gender identity” means a person’s internal sense of being male, female, or an alternative gender. Gender identity may or may not correspond to a person’s sex assigned at birth, or to that person’s primary or secondary sex characteristics.

“Gender expression” is the way a person expresses his or her gender identity. Gender expression may or may not conform to social stereotypes associated with a particular gender. Gender expression may change for an individual from day to day.

“Gender-inclusive”: An umbrella term used to describe the full range of people whose gender identity does not conform with what is typically associated with their sex assigned at birth. Not all people self-identify according to their sex assigned at birth.

C. Identification & Appearance

The only way to know a participant's gender identity at a ScotDance Canada sanctioned event is if that person tells you they are. The best authority on any person's identity is that person.

It is not the responsibility of any member of ScotDance Canada, its Associations, Affiliates or any volunteer at any ScotDance Canada sanctioned event to make guesses at or judge another person's gender identity, expression, or biological sex.

- Outward appearance (hair length, makeup, jewellery, clothing) does not identify whether a person is male, female, or other.
- Identification documents, including government-issued ID, may not accurately reflect a person's gender identity.
- It is not appropriate or respectful to question a member about their gender identity or expression. Questions about a member's body, including questions about their genitalia or hormones, are plainly inappropriate and may be considered harassment.

Pronouns and forms of address

As a matter of respect, use the form of address that the person identifies as most appropriate for themselves. This might include traditionally gendered pronouns (he/him/his, she/her/hers), neutral alternatives (they/them/their), or using the person's name when referring to them directly.

If you need to ask someone how they would like to be addressed, do so privately where possible.

D. Access to washrooms and changing areas

Gender-inclusive participants at ScotDance Canada sanctioned events are encouraged to use the washroom / change area that best corresponds to their gender identity and makes them feel the most comfortable and safe. Our policy to allow participants and members to access the facility they choose.

This could include any of:

- A gender-segregated washroom or change room (i.e. those marked 'men' or 'women');
- A single-occupant washroom or change room;
- A family change room.

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It is **not** the responsibility of ScotDance Canada members, its Associations, Affiliates, or volunteers, or participants at ScotDance Canada sanctioned events to police, control, or deny participant access to washrooms or changing rooms.

To help provide options for all participants at ScotDance Canada sanctioned events, organizers are asked to identify the location and number of single-occupant / private facilities before the start of any ScotDance Canada sanctioned event, and to be ready to provide participants and their parent/guardian/chaperone with that information on request. Organizers may also consider including information about family change rooms and single-occupant facilities in announcements, information packages, entry forms and the like.

If more than one person requests the use of a private facility, it may be necessary to set up a schedule for use of an existing space, or set up a “one person at a time” policy.

E. Privacy

Everyone deserves to have their privacy and confidentiality protected. To create a safe and respectful environment for everyone, ScotDance Canada encourages its members, Associations, Affiliates, volunteers and participants at ScotDance Canada sanctioned events to avoid discussions of others' personal information.

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