



Gender-inclusive Policy

- 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.



Definition of “gender-inclusive”:

- 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.



Definition of “gender-inclusive”:

- An umbrella term used to describe the full range of people whose gender identity may or may not conform with what is typically associated with their sex assigned at birth.



Definition of “identity”:

- 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.



Definition of “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.



Identification and Appearance

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



Identification and Appearance

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.



Identification and Appearance

- 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.



Access to Washrooms/Changing Areas:

- 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 is to allow participants and members to access the facility they choose.



Access to Washrooms/Changing Areas:

To include:

- 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.



Access to Washrooms/Changing Areas:

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.



Access to Washrooms/Changing Areas:

- 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.
- 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.



Access to Washrooms/Changing Areas:

- 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.



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.



ScotDance Canada Risk Management

Questions may be directed to:

SDCriskmanagement@scotdance.ca

