

PARENT AND PLAYER

Preseason Chat on Gender Identity and Expression

U11 and below



AGENDA

1. Inclusiveness and Respect
2. Proper Language
3. Rights and Responsibilities
4. Accommodations
5. Confidentiality



INCLUSIVENESS & RESPECT

- Hockey Eastern Ontario and MDHA are fully committed to inclusive programming for all participants.
- We are fully committed to ensuring all of our participants respect the rights of each individual, and it is our responsibility as organizations to ensure a safe and fun environment for all participants.
- We fully support and respect the human rights code and law of Ontario and Canada.



PROPER LANGUAGE

- Using the correct pronouns at someone's request is a way of validating that we all have the right to live our truth, to share our truth, and to be granted safety, respect and dignity in doing so.
- Referring to someone by the pronouns they've requested is a way to show someone respect for who they are.
- Here is some examples of Non-binary(gender neutral)pronouns that may be preferred:

They

Them

Theirs



RIGHTS & RESPONSIBILITIES

Discrimination:

Is when a person experiences negative treatment or impact because of an actual or perceived connection to one of the 17 grounds that are protected under the Ontario Human Rights code.

- first-hand or by association
- failing to accommodate needs on basis of protected grounds
- allowing discrimination to continue when those in positions of authority know or should know it exists
- even if no one objects to the behavior or circumstance
- direct and obvious or indirect and subtle
- isolated events or entrenched in an organization's culture & policies
- even if participation in the behaviour is widespread



RIGHTS & RESPONSIBILITIES

The Dressing Room Policy states that players, parents/guardians and staff/volunteers **have the right to...**

1. Respect & equal treatment
2. Protection from discrimination/harassment
3. Define & express gender identity without fear
4. Be referred to by self-identified name/pronoun
5. Safely & equitably access gender-segregated spaces
6. Be accommodated for code-related needs
7. Privacy and confidentiality



RIGHTS & RESPONSIBILITIES

All staff/volunteers of the MDHA have the **responsibility** to:

1. Treat all individuals respectfully and equitably
2. Ensure safe, equitable and inclusive environments and procedures
3. Protect the rights of individuals to define & express their gender identity without fear
4. Refer to others by their self-identified name/pronoun
5. Ensure individuals are able to safely and equitably access gender-segregated spaces
6. Work together with players to accommodate code-related needs
7. Ensure players' private information is kept confidential



RIGHTS & RESPONSIBILITIES

Players have the **responsibility** to:

1. Treat all others including other players, parents/guardians and staff and volunteers of the MDHA with respect
2. Ask for assistance and support to the best of their ability from the MDHA when experiencing discrimination or when requiring a related accommodation.
3. Work together with the MDHA to find appropriate accommodations to meet code-related needs.



ACCOMMODATIONS

- Special arrangements are called “accommodations”. Accommodations create opportunities for people to do their job, participate in an activity or access a service they would not have been able to otherwise. Someone’s need for an accommodation may be related to a protected code ground.
- A person who is deaf, for example, may require a sign language interpreter as an accommodation to help them do part of their job. In hockey, a person may have a need for extra privacy when changing before and after playing. This need may be related to gender identity, gender expression or to other code grounds such as disability or religion.



ACCOMMODATIONS

- Players make a request to the MDHA that they would like an accommodation within the Dressing Room Policy.
- MDHA considers the request in confidence with the individual seeking the accommodation.
- There is a difference between a right and an accommodation. A right is something provided in law and an accommodation is something that can be requested by a Player that is experiencing a barrier to participation.



ACCOMMODATIONS

- At the U11 level and below, mixed genders may change in the same room at the same time with the presence of two adults; however, coaches and parents should be aware of children who exhibit tendencies towards modesty and arrange for separate rooms where available.

If accommodations are not viable at this age, please refer to the previous slides on accommodations.



CONFIDENTIALITY

- Once the MDHA receives a written request for a code-related accommodation, it is important to make the individual feel safe and comfortable.
- A Player making a request are entitled to a confidential time and space to discuss possible solutions, and that they may bring a friend or relative with them for support if they wish.
- Confidentiality means that sharing of information is done by the Player in all circumstances. It is not your information to share even to the Player's parents.



QUESTIONS

