

Policy on Gender Identity and Gender Equity

Approved by the Board of Directors of the Ottawa-Carleton Ultimate Association on March 12, 2019

Preamble

All individuals, regardless of gender identity or expression, should have equitable opportunities to participate in the sport of Ultimate as a player, coach, administrator or leader. Recognizing in particular the historical barriers faced by women, non-binary and transgender people in sport, the Ottawa-Carleton Ultimate Association (OCUA) is committed to achieving equity for members of all gender identities.

Gender identity (and gender expression) refer to an individual's own understanding and representation of their gender. Gender identities include but are not limited to woman, man, transgender woman, transgender man, and non-binary.

Gender equity is the belief and practice of treating all genders fairly and justly. The application of the gender equity principle goes beyond non-discrimination to the consideration of the unique needs of different groups. Gender equity does not necessarily imply equal treatment of all genders. Achieving gender equity may require preferential treatment for under-represented or marginalized groups.

This *Policy on Gender Identity and Gender Equity* is intended to formalize OCUA's existing commitment to gender equity and to clarify practical considerations in the application of the gender equity principle to OCUA's policies and programs.

Recognizing that OCUA and the broader ultimate community are still working to understand gender identity and gender equity and how best to support athletes of all genders, this policy may be incomplete or inadequate and will therefore be regularly reviewed and updated.

Policies on gender identity

1. OCUA will respect the right of members to determine their own gender identity and gender markers, including their preferred name if it differs from their legal name.
 - 1.1. OCUA will provide registration forms and other documents that allow members to indicate their gender identity and/or preferred gender matchup instead of their sex or gender.
 - 1.2. OCUA will not require members to prove their gender identity in any way.
 - 1.3. OCUA will not require transgender members to undergo gender affirmation surgery or any other treatment in order to participate in OCUA leagues, events or programs.

2. Where members must choose between male and female identification for the purposes of an OCUA league, event or program, an individual may participate in the gender category of their choosing.
3. For the purposes of determining player eligibility and on-field gender matchup ratios in OCUA leagues, events and programs, the follow rules will apply:
 - 3.1. In leagues, events or programs designated as Open, there will be no consideration of gender identity in player eligibility or on-field gender matchup ratios.
 - 3.2. In leagues, events or programs designated as Women's or Girls, any player identifying as a woman or transgender woman can count toward a team's maximum number of players on the field.
 - 3.3. In leagues, events or programs designated as Mixed, there will be no consideration of gender identity in player eligibility. The on-field gender matchup ratio will be determined by the specific rules of the league, event or program (e.g., fixed ratio, offense chooses, or WFDF Gender Ratio Rules).
 - 3.3.1. Consistent with the gender matchup ratio rule, the designated team must announce their gender matchup ratio before the start of each point. The other team must then field an appropriate number of players for each gender matchup.
 - 3.3.2. If the designated team announces one or more non-binary matchups, the other team can assign matchups of any gender identity.
 - 3.3.3. A player identifying as non-binary may match up against players identifying as women or as men within the same game.
 - 3.3.4. Teams must always comply with the maximum gender ratio rules of the given league, program or event (e.g., in the standard seven-versus-seven format there can be no more than four players of the same gender identity matchup on the field for each team at any given time).
 - 3.4. Exceptions to rules 3.1 through 3.3 may be made under the Captain's Clause (see [OCUA Specific Rules](#)) or at the discretion of a league, event or program coordinator.

Policies on gender equity

4. OCUA will provide opportunities for members of all gender identities to participate in the sport of Ultimate.
 - 4.1. OCUA will strive to ensure the proportion of available playing spaces for each gender identity is commensurate with demand for those spaces.
 - 4.2. OCUA will support volunteers (including coaches) of all gender identities and strive to provide volunteer support (including coaches) to players of all gender identities.
5. OCUA will allocate resources equitably to Mixed, Women's and Open leagues, events and programs (e.g., funding, field access, staff time).

- 5.1. OCUA may allocate additional resources to the promotion and support of programs targeted at players identifying as women, transgender or non-binary.
- 5.2. Consistent with its [2018 Strategic Plan](#), OCUA will consider gender equity in the development, design and review of programs.
6. OCUA will strive to achieve gender equity at the administrative level by ensuring diverse gender representation in staff and senior leadership.
 - 6.1. Consistent with [Section 3 of its Bylaws](#), OCUA will require diverse gender representation on its Board of Directors.
 - 6.2. OCUA will consider applying equal opportunity hiring practices when posting for and hiring new staff members.
 - 6.3. OCUA will respect the principle of pay equity (i.e., equal pay for work of equal value).
7. OCUA will promote gender equity in its communications with members, external partners and the public.
 - 7.1. OCUA will strive to use gender-neutral and inclusive language when developing new policies and publications, including marketing materials.
 - 7.2. OCUA will promote the achievements of its members of all gender identities.
 - 7.3. OCUA will work with partners in the ultimate community to advance the gender equity conversation and to advocate for gender equity when working with external stakeholders.

Automatic review period

8. The OCUA Board of Directors and Executive Director will review the *Policy on Gender Identity and Gender Equity* every two years to ensure it continues to advance the organization's goals.