



Transgender and Non-binary Inclusion Policy

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1. GOAL

1.1 Cycling Canada (CC) is committed to providing opportunities for every Participant in the sport of cycling to realize personal excellence. CC strives to involve all individuals in a respectful and inclusive environment that values each individual's Gender identity. CC wishes to ensure that all Participants have access to programming and events in which they feel comfortable and safe.

2. PRINCIPLES

2.1 CC believes that everyone, regardless of their Gender identity, expression, and/or Sex should be able to participate in our sport safely and without prejudice.

3. FIELD OF APPLICATION

3.1 This CC Policy applies to CC, all Members of CC and their individual Participants.

3.2 This CC Policy does not apply to Transgender and Non-binary Athletes who pursue participation in UCI-recognized race categories at competitions registered and sanctioned under the Union Cycliste International ("UCI") calendar conducted in Canada or by CC, which are required to adhere to UCI's regulations ("UCI Events"). Athletes holding a UCI license and racing in UCI-recognized race categories at UCI Events, held under UCI regulations, will need to satisfy the current UCI policy on Transgender Athlete participation, as in force at the time of the UCI Event. This is irrespective of their eligibility within the Domestic programming and event categories being hosted within the UCI Event.

4. DEFINITIONS

4.1 **Athlete:** refers to any individual registered as a member with one of CC's Members.

4.2 **Domestic programming and event categories:** any programming and/ or competition governed, regulated, and sanctioned by CC and / or one of CC's Members, including categories which are not registered by the UCI for purpose of awarding international ranking points.

4.3 **Member:** The Members of CC are the provincial and territorial associations recognized by the Board which have met the prescribed financial and administrative obligations, as indicated in the CC By-laws.

4.4 **Gender:** the socially constructed roles, behaviors, activities, and attributes that a society assigns to masculinity or femininity.

4.5 **Gender identity:** each person's internal and individual experience of Gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the Gender spectrum. A person's Gender identity may be aligned with or different from their birth-assigned Sex.

4.6 **Non-binary:** a Gender identity that is between or beyond the binary Gender of woman or man. This includes a variety of terms, such as agender, (i.e., no sense of Gender), bi- or polygender (i.e., having two or more Genders at once), genderfluid (i.e., shift between two or more Gender identities), and / or genderqueer.

4.7 **Participant:** A Participant is any individual, in good standing with a Member, who participates in any one of the cycling sports, or who acts as a coach, official, volunteer, support personnel, or committee member with CC or with a Member.

4.8 **Self-identification:** the act of personally identifying oneself as belonging to a specific group of people or as having a specific identity.

4.9 **Sex:** the anatomical classification of people as male, female or intersex, usually assigned at birth.

4.10 **Trans or Transgender:** an umbrella term referring to people whose Gender identity differs from their birth-assigned Sex. It includes but is not limited to people who are trans woman (i.e., Gender identity is a woman and male assigned at birth), trans man (i.e., Gender identity is a man and female assigned at birth), transsexual, and / or Non-binary. *Note:* Some Non-binary people do not consider themselves to be Transgender. Respect the self-definition someone provides.

4.11 **UCI-recognized race categories:** Any category within a sanctioned event which has been specifically recognized by the UCI for the purpose of awarding international ranking points.

5. POLICY STATEMENT

5.1 Transgender and Non-binary Athletes participating in Domestic programming and event categories can participate in the race category of their Gender identity or of their choosing, without need for surgery, hormones, and/ or disclosure. CC is committed to implementing this CC Policy in a fair and equitable manner.

5.2 Transgender and Non-binary Athletes participating in UCI-recognized race categories, in Canada and internationally, must adhere to the UCI eligibility regulations for Transgender Athletes.

5.3 CC is committed to providing a sport and work environment that is safe, welcoming, inclusive and respectful. CC has a zero-tolerance stance on Discrimination and Harassment as outlined in CC's Equity, Access and Eliminating Harassment Policy.

6. POLICY ACTIONS FOR INCLUSION

6.1 As per section 3.1, this CC Policy applies to all Members and their individual Participants. CC expects all Members to implement this CC Policy, or a consistent policy, at the provincial/territorial level.

6.2 CC will provide all Members with a Self-identification statement to implement within their province/territory's registration system.

6.3 CC will provide an implementation guide to the Members to assist with operationalizing this CC Policy within their province/territory.

6.4 CC will strive to provide inclusive Domestic programming and event categories, including options for Non-binary registration and race categories, in partnership with the Members.

7. REVIEW AND APPROVAL

7.1 Original policy development leads: Vanessa Desjardins, Louizandre Dauphin, Matthew Jeffries, Mathieu Boucher, Lara Check, Denise Ramsden