

GENDER INCLUSION POLICY

Purpose

To outline the standards which allows individuals to participate in the Manitoba Games for the gender with which they identify. The Manitoba Games should embrace diversity and inclusion resulting in a positive sporting experience, free of discrimination and harassment, regardless of gender identity and expression.

This policy applies to general participation at the Manitoba Games, but not each team's selection process as directed by the Provincial Sport Organization (PSO).

Definitions

- **Gender:** The complex relationship between physical traits and one's internal sense of self as male, female, both, or neither and behaviours related to that perception. Biological sex and gender are different; gender is not inherently connected to one's physical anatomy.
- **Sex:** The classification of people as male, female, or intersex. Sex is typically assigned at birth and is based on an assessment of a person's reproductive system, hormones, chromosomes, and other physical characteristics.
- **Gender Identity:** A person's gender identity may be the same as or different from their birth-assigned sex. It is a person's sense of being a man, woman, both, neither, or anywhere along the gender spectrum.
- **Gender Expression:** The way an individual communicates their gender identity to others. This is done through behaviour, body language, voice, emphasis/de-emphasis of bodily characteristics, choice of clothing, hairstyle, and wearing make-up and/or accessories. The traits and behaviours associated with masculinity, femininity, and androgyny are culturally specific and change over time.
- **Sexual Orientation:** Describes an aspect of human sexuality and includes a variety of orientations. Gender identity is not related to sexual orientation and is not predictive of sexual orientation.
- **2SLGBTQIA+:** Intended as an inclusive umbrella acronym for Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual and sexual, and gender diverse individuals and communities.

- **Non-Binary:** An adjective describing a person who does not identify exclusively as male or female. Non-binary people may identify as being both a male and a female, somewhere in between, or as falling completely outside these categories.
- **Intersex:** A general terms used for a variety of conditions in which a person is born with a reproductive or sexual anatomy that does not fit typical definitions of female or male.
- **Transgender/Trans:** Both an adjective and an umbrella term that describes people with diverse gender identities and gender expressions that do not conform to cultural and stereotypical ideas about what it means to be a boy/man or girl/woman in society. It includes, but is not limited to, people who identify as transgender, transsexual, or gender non-conforming (including gender diverse and genderqueer individuals).
- **Two-Spirit:** An English-translated term from Indigenous language as the embodiment of the masculine and feminine spirit. A term and identity used by some Indigenous people, Two-Spirit can also describe the experiences of attraction and sexual orientation from Indigenous cultural perspectives and can also describe one's relationship with their spirituality.

Requirements

1. Individuals may participate in a competition, category, or event in the gender with which they identify.
2. Individuals are not required to have undergone any hormonal therapy or surgery in order to compete in the gender with which they identify.
3. Sport Manitoba and the Manitoba Games Host Societies will ensure that any personal information collected on Games participants is relevant to their participation in the event.
4. Sport Manitoba and the Manitoba Games Host Societies will not require a participant to disclose if they are transgender or gender diverse.
5. Sport Manitoba and the Manitoba Games Host Societies will not release information that will identify a participant as transgender or gender diverse without explicit permission from the participant.



6. All Manitoba Games communication, whether it be verbal, online, or printed, will use inclusive language and images where applicable.
7. Participants who identify as transgender or gender diverse will be provided safe access to and use of washroom facilities, change rooms, and other facilities in accordance with their gender identity.