

VAUGHAN GYMNASTICS LGBTQ2 LEADING PRACTICE

THE PROCESS

Client Supports and Messaging

- One staff will be the key support contact for LGBTQ2 individuals.
- Designate programs and facilities as LGBTQ2-welcoming environments.
- Actively promote zero tolerance towards bullying, rejection of diversity or rejection of expressions of gender identity, including judgements and slurs related to the use of washrooms based on expressed gender identity.
- Support the shared use of all spaces based on self-expressed / lived gender identity.

Facilities and Accommodation

- Designate at least one single unit washroom in every facility as a “universal use washroom / change facility” for use by anyone in the LGBTQ2 community, and others who would prefer this option.
- Support the use of all washrooms based on expressed and lived gender identity.
- Ensure that the designated washroom is not in an isolated area within the facility that could expose users to risk of harm.

Administration

- Ensure that any documented references to participant gender reflect the gender identity expressed by the participant.
- Keep all information containing or referencing the personal and gender identity of all participants confidential and secure at all times. This includes attendance lists and registration files.

Staff Training

Ensure all staff are aware of, and versed in, the details of this policy. Reinforce leader responsibilities related to the following concepts and positions:

-Ours is a culture that welcomes everyone and treats everyone equally, with dignity and respect.

-Participants must feel safe - physically, emotionally and sexually.

-All personal information, both written and verbal, as well as all administrative records, must be kept confidential.

-Participants are free to choose - gender identity, gender expression, pronouns, name choice, and appearance.

-All participants must be free from exposure to discriminatory actions. LGBTQ2 participants must feel safe and welcomed by all while using the facility and programs.

-There is a choice of either an accessible, all-gender washroom and change facilities, or use of existing facilities based on gender identity and expression. The determination of which washroom any individual uses will be based on their individual comfort level.

Common types of discriminatory or abusive behaviour that must not be tolerated

-Insisting that transgendered people conform to the “traditional norms” of the gender identified on their birth certificate.

-Withholding services or benefits that are given to others

-Inappropriate sexual comments or jokes or insults referencing the individual’s self-identity.

-”Outing” or threatening to “out” trans individuals to others.

-Threats of physical violence, inappropriate touching, sexual abuse.

-Posting photographs or other personal information in any public places or online to perpetuate abuse and discrimination.

-Making comments that ridicule or demean the way an individual dresses, acts or presents themselves, based on their lived gender.

Evidence we are following this process

-inclusion of members of the LBGTQ2 in our programs and facilities is a seamless, respectful process.

-a universal-use washroom is available for use in each facility.

-staff in all service delivery areas and supports are trained, sensitive to needs, familiar with all legal obligations, and all other aspects of this policy.

-our corporate culture is one of inclusion and accommodation.

-records management processes are handled with sensitivity and complete confidentiality.

-a key contact person has been designated to coordinate all aspects of each integration.

-Transgender participants are happy and feel safe and included, with access to their preferred washroom and change facilities without issue.

Communications

-All leaders, supervisors, facility planning and maintenance staff, registration staff, media relations personnel, administration and management staff must be aware of this policy. Sensitivity training as well as training regarding legal obligations.

-Key point personnel and issue-reporting processes will all be included in training for all staff.

-Members of the Board of Directors will be conversant in the policy, and trained regarding sensitivity and confidential handling of information and enquiries.

-The public will be informed through the Vaughan Gymnastics website, and appropriate program / service promotions.