

PARENT AND PLAYER

Preseason Chat on Gender Identity and Expression

U13 and above



Note to Coaches

- The key points are:
- Respect
- Inclusiveness
- Confidentiality

For all players regardless of gender and expression of gender.



AGENDA

1. What is Gender Identity and Expression
2. Inclusiveness and Respect
3. Proper Language
4. Rights and Responsibilities
5. Accommodations
6. Confidentiality



INCLUSIVENESS & RESPECT

- Hockey Eastern Ontario and ORMHA 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 safety, respect and dignity in ORMHA activities.
- 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 in any number of ways

If you see or experience discrimination in the rink, dressing room or on the ice, make sure you tell your coach, parent.



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 ORMHA 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 ORMHA with respect
2. Ask for assistance and support to the best of their ability from the ORMHA when experiencing discrimination or when requiring a related accommodation.



ACCOMMODATIONS

- Special arrangements are called “accommodations”. Accommodations allow people to participate in ORMHA related activities in a respectful and confidential way.



ACCOMMODATIONS

- Players make a request to the ORMHA that they would like an accommodation within the Dressing Room Policy.
- ORMHA considers the request in confidence with the individual seeking the accommodation.



CONFIDENTIALITY

- Once the ORMHA 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 will be treated with respect and the information handled confidentially. A player they may bring a friend or relative with them for support if they wish.
- Confidentiality means that information will not be shared.



QUESTIONS

