

ONTARIO HOCKEY FEDERATION

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Memo

To: Members

From: Phillip McKee - OHF Executive Director

Date: 8/23/2018

Re: Communication on Gender Identity and Expression

Association President and Administrators

In follow-up, to many questions about the contents and requirements of the August 1, 2018 Communication on Gender Identity and Expression, attached you will find a tool that can be used for the basis of the discussions on expectations surrounding the Dressing Room Policy and Gender Identity. The attached PowerPoint can be utilized in the Pre-Season Chat, either as talking points or a formal presentation, however it should **not** be publicly displayed on websites, Facebook or any other on-line locations. In addition, the OHF is working to produce a video containing the content of the Pre-Season Chat over the coming weeks that can be utilized by Coaches in place of or in support of a session lead by the Coach.

We understand that some individuals may not have confidence or a comfort level in the content of the discussions. To be clear, the discussion is to be centered on respecting each other. We want to ensure our Administrators and Coaches understand that there is not an expectation to be perfect in their application and terminology surrounding gender identity. What is to be emphasized by our Administrators and Coaches is that it is a requirement to be respectful of all participants, regardless of their race, religion, sex, gender and the other grounds included in the Ontario Human Rights code. This is important as coaches are the front line individuals handling a situation surrounding Dressing Room Accommodations. The Pre-Season Chat will establish that level of inclusiveness and respect that is required and will be carried over into those situations.

Our responsibility within the settlement is to deliver the Pre-Season Chat to parents and players focusing on the inclusiveness and respect of all individuals and providing explanation of the Dressing Room Policy as it relates to Gender Identity. If for whatever reason a parent/player is not willing to attend, it is not our responsibility to force them to do so. Our responsibility is to continue to model the inclusiveness and respect that all individuals are entitled to.

If there is any requirement of further support or guidance in preparing your association or coaches to deliver the Pre-Season Chats, you have our support and that of the Ontario Hockey Federation.