



Sexual Orientation and Gender Identification Acceptance Plan

Adopted by the LAHA Board August 2018

The goal of the plan is to recognize, protect and include all players, regardless of one's real or perceived sexual or gender orientation, appearance, capacity, disability, ethnicity or religion. We value differences while aiming to respect and preserve the dignity of all our players by providing equitable treatment for all.

The purpose of this plan is to provide inclusive opportunities for all players by identifying inappropriate behaviors and actions in order to prevent discrimination and harassment. Any communication or behavior (which may include but is not limited to assault, bullying or harassment) that deliberately degrades, denigrates, labels, stereotypes, incites hatred, prejudice and discrimination towards players on the basis of one's real or perceived sexual or gender orientation, appearance, capacity, disability, ethnicity or religion, or for any other reason, will not be tolerated. This also includes making gestures, publishing or displaying anything that would indicate an intention to discriminate against an individual or group, or expose them to contempt or ridicule.

Best Practices:

1. **Common language:** Every party involved will be well-informed and equipped with appropriate and respectful language. Any set of terms should acknowledge that language is ever evolving and that the individual is always the expert on how they may identify and on what language or terms they consider respectful and inclusive of themselves.
2. **Safety/Anti-Harassment** – Proactive and reactive measures that ensure all players are protected from bullying, discrimination, harassment and violence based on their sexual orientation and gender identity or expression.
3. **Self-Identification** – Players have the right to self-identification, which includes the name by which they wish to be addressed and their preferred pronouns that correspond to their gender identity.
4. **Gender Integrated and Inclusive Activities** – LAHA's house program focuses on integrated and inclusive activities. Should gender specific programs exist, players will have the option to be included in the group

that corresponds to their gender identity or, in the case of gender non-conforming players, the group they would like to participate in. Please note: with regard to National team play, USA Hockey currently requires players to participate as the gender they are registered under with USA Hockey. Please see www.usahockey.com for further details.

- 5. Coaches Training** – Coaches will be given support and training to handle discrimination, as well as information to be able to support individual needs of their players.
- 6. Facilities** - Individuals may choose to use washrooms and change rooms that match their gender identity, including non-gendered single-stall washrooms and change rooms.