

Resource Supplement for Travel Guidelines to Help Protect Children in Sport

These guidelines are intended for use by sport organizations to help establish a common understanding of support considerations, tools, and resources for safe and inclusive travel, including overnight trips. It is recommended that sport organizations also access the resource [Travel Guidelines to Help Protect Children in Sport](#), made available by the Canadian Centre for Child Protection Inc.

GENDER AND INCLUSIVITY CONSIDERATIONS:

- Key considerations: the physical and emotional safety of all athletes is the number one priority. Allow the parent/guardian to provide any specific needs that a person may have with regards to rooming with anyone. A statement, from the sport organization or coach, about gender diversity and inclusivity would be useful, such as “Inclusion and safety of all athletes are taken seriously. We aim to ensure that people are roomed with those with whom they feel comfortable and safe. We welcome anyone to provide any details, specifications, as well as suggestions about whom they feel most comfortable. This is particularly important if they do not identify as the same gender as those with whom it is safe for them to share space.”
- Best inclusion practices benefit everyone. If anyone has any specific needs about who they shouldn’t room with, provide an opportunity for them to share this information. *Refer to the sample survey in this document.*
- People may have accessibility needs or special needs required to help ensure they get their best sleep. Arrangements should be based on needs of the athletes. *Refer to the sample survey in this document* to assist in identifying the needs of a person to help inform how to room people together (e.g., sleep time/schedule, darkness level in the room, schedule for games, issues that may come up with traveling, if siblings want to stay in the same room together, etc.).

KEY CONSIDERATIONS WHILE IN COMMUTE/TRAVELING:

- Safety considerations in gendered spaces are often specific to those who are gender diverse or express their gender in nonconforming ways. Gender nonconforming, trans, and nonbinary youth and adults are often subjected to discrimination and harassment based on their gender and/or gender expression, particularly in public spaces and in regards to access (or lack thereof) to bathrooms that best reflect their gender and/or which are safe for them to use. Gender identity and gender expression are prohibited grounds for discrimination — although each provincial and territorial human rights code may differ slightly in terms of how it is administered. *Refer to supporting content in this document to learn more about terminology and definitions.*
- Identification documents: It is crucial to understand that transphobic discrimination and harassment often occurs in contexts of traveling as a result of the security checks that may require presenting identification documents. Identification documents may not best reflect those who have transitioned and/or who may present differently and/or use different names. It is important to take proactive approaches to ensure that athletes feel supported while going through processes that require showing identification documents. Have conversations before traveling with those who have disclosed as being trans, nonbinary, or gender nonconforming to determine if they have any specific needs or how an adult chaperone or coach/staff might support them through the process. *Refer to supporting content in this document for an example related to ID for trans, nonbinary, or gender nonconforming persons.*

- **Access to gendered facilities:** Inquire ahead of time about whether there are gender neutral bathrooms and change rooms available (e.g., often single stall accessible bathrooms work) at the venues/hotels to which teams are traveling. This includes thinking about any other stops that the teams may make. If there are no gender neutral/universal facilities available, inquire about whether any accommodations can be made ahead of time. Do this as best practice, even if no one has requested such accommodations. Because not every gender nonconforming, trans, and/or nonbinary person is out, if you have not seen or heard of anyone being trans, nonbinary, or gender nonconforming does not mean the need for gender neutral spaces does not exist. Those who may express their gender outside of what is ‘expected’ of boys and girls can also experience transphobia and gender policing (i.e., the regulation of people’s presentation of gender through ideals of what a perceived boy or girl should look, behave, and sound like, as well as what they can or cannot do). *Refer to supporting content in this document to learn more about human rights code requirements.*
- **Proactive and responsive approaches:** If you have any trans, nonbinary, or gender nonconforming athletes on your team, begin conversations ahead of time about traveling, the supports they may need, and determine how often they would like to meet to discuss safety. Allow them to take the lead on how much support, if any, they would like when being on the road and going to any locations that are foreign to them. Ask how they can be supported if or when any incidents happen. *Refer to supporting content in this document on prompts for conversations for support.*
- **Safety Planning/Reporting:** Depending on the amount of support a trans, nonbinary, or gender nonconforming may need, it is crucial to talk about how to best approach situations wherein any transphobic harassment or incidents happen. The number one priority is the emotional, psychological, and physical safety of the person. Provide support as needed (ideally from information attained ahead of time). Understand how to address those situations by educating yourself about the environment/spaces your team is in and, if required, how to report incidents. Ensure that there is a protocol/process that enables athletes and any supporting adult to report incidents. Take measures which proactively enable your athletes to provide you with feedback and if anything were to happen, follow up to ensure that a sense of safety can be restored. Impacts on the athletes and their athletic performance can be tremendously negative if they do not feel safe — traveling often puts trans, nonbinary, or gender nonconforming people at a higher risk for any transphobic and/or homophobic behaviours from strangers which can cause increased levels of anxiety in addition to any experienced when traveling to foreign places.

WEBSITES CONTAINING SUPPORTING INFORMATION

TOPIC / THEME	NOTES	LINK
2SLGBTQ Terminology Definitions	Link to search for updated terms and definitions	https://www.queerundefined.com/
	Printable glossary from Egale Canada	https://egale.ca/wp-content/uploads/2017/03/Egales-Glossary-of-Terms.pdf
Overview of Human Rights Code by Province and Territory	From Canadian Centre for Diversity and Inclusion — important to understand how these are administered	https://ccdi.ca/media/1414/20171102-publications-overview-of-hr-codes-by-province-final-en.pdf
Creating Inclusive Environments for Trans Participants in Canadian Sport — Policy and Practice Template for Sport Organization	From Canadian Centre for Ethics in Sports	https://cces.ca/sites/default/files/content/docs/pdf/creating_inclusive_environments_for_trans_participants_in_canadian_sport_practice_and_policy_template_final_e.pdf
Creating Inclusive Environments for Trans Participants in Canadian Sport	From Canadian Centre for Ethics in Sports	https://cces.ca/sites/default/files/content/docs/pdf/cces-transinclusionpolicyguidance-e.pdf
Canadian Human Rights Bill C-16	Understanding of Canadian Human Rights on Gender Identity and Expression as Protected Grounds	https://egale.ca/billc16/
Ontario — Gender and sex information on government IDs and forms	How to make gender changes on IDs as well as statistics/information from their consultation	https://www.ontario.ca/page/consultation-gender-and-sex-information-government-ids-and-forms
Gender and sexual diversity glossary	From the Government of Canada's Translation Bureau	https://www.btb.termiumplus.gc.ca/publications/diversite-diversity-eng.html

OBTAINING FEEDBACK FROM TRANS, NONBINARY, OR GENDER NONCONFORMING ATHLETES

Getting feedback is a great way to ensure that all needs are being met. Keep the lines of communications as open as possible, in order to effectively build rapport and trust.

Example of communication tools/ideas:

- **Anonymous question box:** Carry a question/comment box with you to obtain feedback at the end of each travel day by handing out sheets of paper and pen/pencil. Ask everyone to draw how they feel and/or provide any feedback they have about their experience that day (names are optional).
- **Social media:** If athletes are active on social media, an organization may want to consider a platform where the coach can create a professional account, which has oversight by the organization, in which athletes can communicate concerns. If anything comes up, they can notify through the account. It should be openly communicated with athletes and parents that the organization oversees the account (has access and reviews communication, has all passwords, and that there is transparency). If anything gets shared that requires reporting, it will get reported.
- **Check-ins:** Consider providing check-in times by identifying at least two staff to champion this support. These can be as brief as 15 minutes where the staff champions give athletes a timed space to chat and talk. Having this practice can help build rapport and trust with athletes. This way, athletes can feel safe with their coach/support staff and everyone would be used to this practice, should anyone choose to come out.

KEY CONSIDERATIONS AND PROMPTING QUESTIONS TO PROVIDE SUPPORT

- **Responding to coming out:** If anyone chooses to disclose any information about their gender identity and/or sexual orientation, that information is confidential. Even if they are under 18.

Recommended best practices:

- Respond by thanking them for sharing openly with you — it often takes a lot of courage for anyone to come out. It shows that they trust you.
- Instead of deciding for them where that information goes, ask them what they would like you to do with the information. Provide some examples for them to make an informed decision.

Example: “Thank you, Taylor, for sharing this information. What would you like me to do with the information? I care about you and understand that this is important to you. What can I do and what else do I need to know to best support you?”

ONLY ask for more information that will be relevant to how you can support them. Do not expect them to educate you on everything.

Example: “In order for me to best support you, can you tell me more about what genderqueer means to you? I would like to understand in relation to what needs you might have on the team, especially when we are traveling.”

- **Proactive Approach**

Ask participants/athletes:

- Sometimes you cannot control accessing certain public spaces that may not have a gender neutral bathroom/change room. It is important to ask ahead of time about how you can accommodate the participant/athlete.

Example: “What would you need if anything were to happen while traveling, for example, you require a gender neutral bathroom, but the venue we are at doesn’t have any? What can I do to help support you before, in the moment, and after? Are there any ways in which we can accommodate your needs ahead of time?”

- **Responsive Approach**

If any program participants/athletes disclose that something had happened to them, consider the following:

- Their immediate needs — thank them for letting you know and ask them what their needs are and how you can support them best.
- Ask them for consent if you will be sharing the information with anyone. It is important that they know why and where the information is going.
- Do not respond by defending other people about their potential positive intentions.

Example: “Thank you so much for sharing this with me, it must’ve taken a lot. What are your immediate needs? What can I do to help support you? In order to make sure you get the best supports, can I share this information with [insert superior/parents], if not, where would you like this information to go so you can get the supports you need?”

SAMPLE TEMPLATE QUESTIONS FOR ROOMING SURVEYⁱ

Q1: Does the participant have a preferred roommate?

Yes (Provide name: _____)

→ What's your relationship with this person? _____

No

Q2: What does the participant need to get a good night's sleep?

A dim light on

Complete darkness

Q3: What does the participant need to wake-up?

One alarm

Multiple alarms ahead of time

Multiple alarms and someone to help

Q4: What is the preferred time for the participant to shower?

Morning

Night before bed

No preference

Q5: Does the participant have any rituals the night before a game that would impact your roommate?

Yes (Please specify: _____)

No

Q6: What is the participant's usual sleep time?

8-9 PM

9-10 PM

10-11 PM

11+ PM

Q7: Is there anything that the coaching staff and chaperones need to know about the participant in order to ensure that they feel safe and comfortable in their hotel room? (i.e. need to room with someone of the same gender due to religious reasons, need to room with someone specific because they feel safer with them, need to room with a sibling/related family member, etc.)

ⁱ Keep rooming survey confidential and destroy when no longer needed.