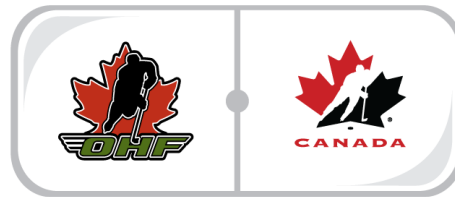


# ONTARIO HOCKEY FEDERATION

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## Memorandum

To: Alliance Hockey, GTHL, NOHA, OHA, OHL, OMHA, OWHA  
From: Phillip McKee – OHF Executive Director  
Date: October 7, 2016  
Re: Transgender Policy Implementation

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The Ontario Hockey Federation, along with Hockey Eastern Ontario and Hockey Northwestern Ontario, are working together with Hockey Canada and the Ontario Human Rights Commission to usher in a new era of transgender inclusion.

This process started in 2013, when a complaint to the Human Rights Tribunal of Ontario was filed against Hockey Canada alleging discrimination in services based on gender identity. Out of the settlement, Hockey Canada helped mediate a policy with its Ontario Members, which includes:

- A revised dressing room policy that specifies transgender players have access to the dressing room of the gender they identify with;
- A confidentiality policy that speaks to addressing players by the pronoun of the gender they identify with, as well as other confidentiality requirements;
- New eLearning modules which will be rolled out later this season for coaches and trainers.

The OHF is committed to the new policies and the implementation guides provided. Please find the required information on the [OHF website](#). The OHF, through its Member Partners, will inform associations when the eLearning modules are available.

If there are further questions regarding the implementation of the Transgender Dressing Room Policy or Confidentiality Statement, contact [Phillip McKee](#), OHF Executive Director.

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