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## MEMORANDUM

**To:** PTO'S

**From:** Mary DeGrasse

**Date:** July 21, 2016

**Subject:** Religious Attire

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### Preamble

In recent months, clarification has been requested with regards to GCG policy on religious attire in a gymnastics setting.

As a guiding principal and as outlined in Gymnastics Canada's Policy and Procedures, "GCG is committed to providing a safe environment where all individuals are treated with respect and dignity, and free of harassment on the basis of race, national or ethnic origin, colour, religion, sex, sexual orientation, age, marital status, family status, or disability".

Gymnastics Canada has consulted with experts and legal counsel and provides the following guide:

### Competitive Gymnastics

Current FIG Code of Points and applicable human rights legislation, shall preside over all competitive actives in Canada. Please refer to the appropriate FIG/GCG policy and procedures for all competitive related scenarios.

### Recreational / GFA and other Gymnastics related activities

Canada is a culturally diverse country and as such gymnastics club operators must be conscious and aware of how their decisions may impact participants.

Gymnastics Canada and all of its member Provincial, Territorial Organizations understand and promote safety in the club environment first and foremost.

We encourage that all participants in a gymnastics environment to wear attire that is appropriate for the activity in which they are participating.

Coaches and club operators are required to comply with applicable human rights legislation and are encouraged to apply reasonable judgement when developing and enforcing practices related to participant attire.

If a club encounters a situation where they believe that participant safety may be at risk due to their attire, the club is encouraged to discuss the safety concerns with the participant or guardian in an attempt to find a reasonable solution, which may include modified participant activity. If a reasonable resolution cannot be achieved, the club should consult legal counsel.

For clarification related to coaching education and safety please reference the following documents;

- **Active Start Gymnastics ( Foundations)**, pg. 34 A12 Management Checklist, Class Management
- **Gymnastics Foundations (Theory)**, pg. 22 Human Risks, pg. 56 A5 Key questions to consider when planning, Make Ethical Decisions pg. 32, A2 NCCP Code of Ethics, A5 Sport as a discrimination free zone and A5 Sport as an inclusive zone.