

**SCHEDULE 9
EQUITY AND INCLUSION**

1. TVRA supports equitable access to opportunities for participation in athletics for all students in a manner that affirms their identities and is founded on mutual respect and full recognition of rights protected by the Ontario Human Rights Code.
2. In accordance with the Code, and with the OFSAA Gender Equity Policy and Procedures, TVRA recognizes the right of all Student Athletes to participate on a team that aligns with their gender identity, regardless of their assigned sex at birth.
3. TVRA recognizes that accommodations may be required to allow for the full participation of all student athletes in a manner that respects and affirms their identities. Accommodation may involve, for example, modification of uniform requirements outlined in the Rules of Play for a particular sport, provided compliance with safety guidelines as determined by OPHEA is maintained. The most appropriate accommodation is one that most:
 - Respects dignity (including autonomy, comfort and confidentiality),
 - Responds to a person's individualized needs, and
 - Allows for full integration and full participation.