

What Counts as Discrimination Based on Gender Identity and Gender Expression

This resource offers common examples of transphobic language and behaviours that have harmful impacts on trans and gender non-conforming members of our community. Though it is by no means an exhaustive list, it aims to aid hockey coaches, trainers, officials, administrators and volunteers in recognizing transphobia when they see or hear it so that they will be better prepared in their duty to hold all members of the hockey community accountable to upholding Hockey Canada's Ontario Branches anti-discrimination policies and to obeying Human Rights Law.

Explicitly Transphobic Terms/ Slurs

- “Tranny”, “He-she”, “She-male”, “he-woman”

Purposeful Refusal to Acknowledge Gender Identity

- Purposefully not using the gender pronoun that someone has requested
- Using dehumanizing pronouns such as “it” to refer to a trans person
- Purposefully refusing to use the trans person's self-identified name they have requested and insistence on referring to them with their birth-given name
- Asking someone what their “real” name is, and then referring to them using the name they were assigned at birth

Exclusion from Gendered Spaces Corresponding to Someone's Gender Identity

- Excluding, removing or banning someone from a gendered space that aligns with their gender identity; for example, “I'm only inviting girls to my party so you can't come.”
- Forcing a trans person to use a gender-neutral washroom or dressing room space, despite their request to use the option associated with their gender identity

Comments That Characterize a Trans Person as Sick or Diseased

- “I will not support a person who is indulging in their mental illness”
- “This person is unwell. They need help, not encouragement.”
- Any comment that implies that being transgender is something that is “contagious”; for example, parents or guardians requesting that their child not play on the same team as a trans player

Purposeful Portrayal of Gender Identity as a Choice

- “Why do you want to be a girl/boy/neither?”
- “Why would you want to mutilate your own body?”

Egale Canada Human Rights Trust is Canada's only national charity promoting LGBT human rights through research, education and community engagement.

- “Why would anyone choose to be something they are not?”
- “Well, I choose to be a giraffe today. Can I have my own ‘giraffe’ dressing room?”
- “You’re only pretending to be a [gender] so you can [action]!”
- “You’re just doing this for attention. You’ll change your mind”
- “I don’t believe in “transgenderism” or ‘being transgender””

Purposeful Reinforcement of Cisnormativity

Comments that impose strict understanding of gender identity as always “aligning” with birth-assigned sex in ways that are socially and culturally expected and prescribed. For example, assuming that it is inevitable that someone assigned male at birth will identify as a man and express themselves in a masculine way.

- “You’re not a ‘real’ girl/boy.”
- “Did you know that [name of person], is ‘really’ a boy?”
- “If you were born a man, and you look like a man, then you’re a man.”
- “If you have a penis then you belong in the boy’s dressing room.”
- “God doesn’t make mistakes. You can’t be born in the wrong body.”
 - “Wrong Body” as a concept, in and of itself can be considered transphobic language since it implies some bodies, and thereby some people are “right” and others are “wrong”
- Gender Policing; imposing gender roles/stereotypes based on someone’s assigned sex or gender identity. For example:
 - “You can’t wear that, you’re a boy”
 - “You’re skating like a bunch of girls!”
 - “If you’re a woman, then why don’t you wear skirts, dresses”
 - “If you’re a man then you need to toughen up!”

Teasing or Asking Personal and Invasive Questions about Genitals or Medical Transition

- Comments that inquire about a trans person’s genitals
- Comments that tease about “sex change” surgeries
- Asking someone if they are “pre-op” or “post-op”
- Asking a trans person if they look “all man” or “all-woman” when naked
- Telling a trans person that they *must* get surgery to “really” be [a girl/ boy]

Purposefully Attacking a Trans Person’s Ability to “Pass” as their Gender Identity

- “You’re just a boy/man in a dress”
- “You make an ugly woman”
- “You’re too pretty to be a boy

Forcing the Gender Binary onto Gender Non-Binary or Gender Non-Conforming Persons

- Comments that refuse to acknowledge that people exist outside the girl/boy, man/woman binary
- “Non-binary genders are not real, they’re just doing it as a political thing”
- “So, you’re nothing? You need to pick one or the other.”
- Arguing that gender neutral pronouns aren’t grammatically correct

Sexism and Transphobia

- Comments that put down trans people while reinforcing the sexist notion that men and masculinity are inherently superior to women and femininity
- “Why would any man want to emasculate himself by becoming a woman?”
- “Of course, she wants to be a man! Who would want to be a girl?”
- “He just wants to play on the girl’s team because then he’ll be a star player!”
- Comments or portrayals of “men dressed as women” as humorous rooted in the idea that a man who “reduces” himself femininity is a hilarious joke

Homophobia, Biphobia and Transphobia

- Comments that assume all trans or gender non-conforming people are gay or lesbian
- Bullying a person who is dating a trans person by calling them a homophobic slur

Physical/ Sexual Assault:

- Groping someone’s chest to check for ‘real breasts’
- Groping someone between the legs to check for ‘male genitals’
- Grabbing someone’s neck to check for an Adam’s Apple
- Flipping dresses, skirts, or pulling down someone’s pants
- Sexualizing or objectifying a trans woman by cat-calling or whistling at them