



# Fairness and Safety in Sport Model Policy

Fairness and Safety in Sport Regulation





# Contents

Fairness and Safety in Sport Model Policy ..... 1

    About the Model Policy ..... 1

    Definitions..... 1

    Purpose ..... 2

    Application..... 2

    Athlete Eligibility ..... 2

    Confirmation of Athlete Eligibility ..... 2

    Confidential Challenge to Athlete Eligibility..... 3

    Verification of Athlete Eligibility ..... 3

    Resolution ..... 4

    Invalid Challenge..... 4

    Appeals ..... 5

    Protection of Personal Information..... 5

    Assistance with this Policy ..... 5

# Fairness and Safety in Sport Model Policy

Effective September 1, 2025

## **About the Model Policy**

This Model Policy is a guideline designed to support in-scope entities in the development of their own athlete eligibility policies as required under the *Fairness and Safety in Sport Act* (the Act) and Fairness and Safety in Sport Regulation (the Regulation). This Model Policy is issued pursuant to section 5 of the Act. Annotations are provided throughout the policy to provide further assistance to in-scope entities in addition to what is set out in the Act and the Regulation. The Model Policy is intended as an example only. In-scope entities may meet the requirements of the Act and Regulation in other ways, including through amendments to one or more existing policies or procedures.

This Model Policy does not constitute legal advice, and the Act and the Regulation should be consulted for all purposes of interpreting and applying the law. In the event of any discrepancy between the Model Policy and the legislation, the legislation is considered correct. This Model Policy may be changed or modified as required.

Please consult the [Government website](#) for the latest Model Policy and guidelines.

## **Definitions**

1 In this policy,

- (a) “amateur competitive” means a sport or sport discipline where:
  - (i) an athlete’s primary focus for participation is on development, such as providing competitive experience, skill improvement, and opportunities for active participation; and
  - (ii) an athlete seeks personal or team excellence, measures performance against others and/or seeks opportunities for advancement.
- (b) “applicant” means one of the following individuals who submits a confidential challenge to an athlete’s eligibility to participate in a relevant sport:
  - (i) athlete;
  - (ii) parent or guardian of an athlete if the athlete is under 18 years of age;
  - (iii) team manager of athlete; and
  - (iv) coach of athlete.
- (c) “athlete” means a participant registered in a relevant sport.

- (d) “birth registration document” means a birth registration document as defined in the *Vital Statistics Act* or a similar document issued outside of Alberta that contains the following information respecting an athlete:
  - (i) full name of the athlete;
  - (ii) date and place where the birth of the athlete occurred; and
  - (iii) the sex of the athlete.
- (e) “relevant sport” means an amateur competitive sport or sport discipline governed, regulated, coordinated, promoted or sponsored by the [name of in-scope entity].
- (f) “sex at birth” means the sex of an individual that appears on the athlete’s birth registration document.

---

#### Annotation s. 1(b)

The listing of applicants is only an example of who may submit a challenge. In-scope entities can adjust this section, as required.

#### Annotation s. 1(c)

This includes participants who reside outside of Alberta and are registered with a relevant sport in Alberta.

---

### Purpose

- 2 The purpose of this policy is the promotion of fairness and safety in sport, by addressing matters of eligibility to participate in a relevant sport in accordance with the Government of Alberta’s *Fairness and Safety in Sport Act* (the Act) and Fairness and Safety in Sport Regulation (the Regulation).

---

#### Annotation s. 2

The exact wording required for the policy purpose is stated above and in section 3(2)(a) the Regulation.

---

### Application

- 3 This policy only applies to participation in a relevant sport by athletes who are ages 12 and older.

### Athlete Eligibility

- 4 To participate in a female-only league, class or division of a relevant sport, an athlete must be of the female sex at birth.

### Confirmation of Athlete Eligibility

- 5(1) Before an athlete may participate in a relevant sport, an athlete (or their parent or guardian if the athlete is under 18 years of age) must confirm in writing through the registration process with [name of in-scope entity], that they understand and meet the eligibility criteria set out in section 4 of this policy.
- 5(2) Failure of an athlete (or their parent or guardian if the athlete is under 18 years of age) to confirm their eligibility in writing with the [name of in-scope entity] will render the athlete ineligible to participate.

## Confidential Challenge to Athlete Eligibility

- 6(1) A confidential challenge may be submitted by an applicant if there are reasonable grounds to believe that an athlete is ineligible under section 4 of this policy.
- 6(2) A confidential challenge must be made in writing and sent to the [name of in-scope entity] at [insert email address].
- 6(3) A confidential challenge to an athlete's eligibility must include:
  - (a) the name of the applicant;
  - (b) the name of the athlete, their club/team and sport; and
  - (c) information that supports the grounds for the challenge.

---

### Annotation s. 6(1)

Refer to the definitions of an applicant (s. 1(b)) and athlete (s. 1(c)) to determine the eligibility of a challenge.

### Annotation s. 6(3)

The requirements of a confidential challenge are not listed in the regulation. These are examples of information that would reasonably be required. Adjustments to this section are permitted.

---

## Verification of Athlete Eligibility

- 7(1) Upon receipt of a confidential challenge to an athlete's eligibility under section 4 of this policy, the [name of in-scope entity] will confirm receipt and notify the Minister of Tourism and Sport, without personal identifying information, within 3 business days.
- 7(2) [Name of in-scope entity] may dismiss the challenge if, in the opinion of the [name of in-scope entity] reasonable grounds do not exist for the challenge. Upon dismissal of the challenge, the applicant will be notified by the [name of in-scope entity] and may be subject to sanctions under section 9 of this policy. The [name of in-scope entity] will notify the Minister of Tourism and Sport of the dismissal, without personal identifying information, within 30 business days of the challenge.
- 7(3) If the [name of in-scope entity] does not dismiss the challenge under section 7(2) of this policy:
  - (a) the applicant and the athlete whose eligibility is the subject of the challenge will be notified that the challenge is moving forward; and
  - (b) the athlete's whose eligibility is the subject of the challenge (or their parent or guardian if the athlete is under the age of 18) will be required to provide [name of in-scope entity] with a copy of the athlete's birth registration document.
- 7(4) Failure to provide the birth registration document as defined in the *Vital Statistics Act* or similar document issued outside of Alberta to the [name of in-scope entity] will render the athlete ineligible to participate in a relevant sport.

---

## Annotation s. 7

An athlete is eligible to compete throughout the verification process, unless otherwise stated in this policy.

---

### Resolution

- 8(1) Once the birth registration document is received, the [name of in-scope entity] will verify the athlete's eligibility under section 4 of this policy.
- 8(2) If the challenge is upheld and the athlete is determined to be ineligible, the [name of in-scope entity] will notify the applicant and athlete whose eligibility has been challenged. The athlete will be permanently ineligible for participation in a female-only league, class or division of a relevant sport.
- 8(3) If the challenge is dismissed and the athlete is determined to be eligible, the [name of in-scope entity] will notify the applicant and the athlete whose eligibility has been challenged. The athlete will be permanently eligible for participation in a female-only league, class or division of a relevant sport.
- 8(4) Upon a determination under section 8(2) or 8(3) of this policy, the [name of in-scope entity] will notify the Minister of Tourism and Sport of the decision, without personal identifying information, within 30 business days of the challenge.

### Invalid Challenge

- 9(1) Pursuant to section 7(2) of this policy, the [name of in-scope entity] may determine that reasonable grounds do not exist for a challenge, including but not limited to where:
  - (a) The [name of in-scope entity] has previously resolved a challenge for the same athlete;
  - (b) Not enough information has been provided to proceed as a valid challenge; or
  - (c) The challenge is deemed to have been made in bad faith.
- 9(2) Factors relevant to determining whether a challenge, dismissed under section 7(2) of this policy, was made in bad faith and merits appropriate sanctions for the applicant include, without limitation:
  - (a) The applicant's prior history;
  - (b) A pattern of inappropriate behavior or numerous unfounded challenges under this policy; and
  - (c) The ages of the athletes involved.
- 9(3) Sanctions for an applicant may include, without limitation:
  - (a) A written warning; and
  - (b) A determination that the applicant has violated the [name of in-scope entity]'s Code of Conduct, where applicable.

---

## Annotation s. 9

Section 9 is optional as part of a policy for in-scope entities.

#### **Annotation s. 9(1)**

The reasonable grounds listed in this section are examples. An in-scope entity may choose to include additional or other reasonable grounds to determine if a challenge is invalid.

#### **Annotation s. 9(2)**

The factors listed in this section are examples. An in-scope entity may choose to include additional or other factors to determine if a challenge is invalid.

#### **Annotation s. 9(3)**

The sanctions listed in this section are examples. An in-scope entity may choose to include additional or other sanctions. The intent is for an in-scope entity to provide transparency regarding sanctions to an applicant and/or reference their appropriate policies.

---

### **Appeals**

- 10 The applicant may appeal to the board of the in-scope entity a dismissal of a challenge under section 7(2) of this policy.
- 

#### **Annotation s. 10**

An in-scope entity should ensure that the appropriate appeals policy of their organization is referenced here, if applicable.

In-scope entities may wish to include timing to appeal decisions and appropriate contact information.

---

### **Protection of Personal Information**

- 11 All information and data relating to the athlete will be treated as sensitive personal information and will be processed as such in accordance with applicable data protection and privacy laws. Such information and data will not be used for any purpose other than to determine athlete eligibility.

### **Assistance with this Policy**

- 12(1) The [name of in-scope entity] is committed to the participation of all athletes in accordance with the athlete eligibility requirements set out in this policy. Any individuals seeking information on the application of this policy should contact [insert email address] for assistance.
- 12(2) Any individuals seeking information on the application of the Government of Alberta's Act and Regulation may contact the Ministry of Tourism and Sport at SPAR@gov.ab.ca for assistance.
- 

#### **Annotation s. 12(1)**

An in-scope entity should identify one contact responsible for answering questions regarding this policy.

---