

Section:	Administration (AD)
Subject:	Institute and Non-Institute Services
Legislation:	<i>Fairness and Safety in Sport Act</i> , SA 2024, cF-2.5; <i>Fairness and Safety in Sport Regulation</i> , Alta. Reg. 124/2025; <i>Vital Statistics Act</i> , c.V-4.1, SA 2007.
Effective:	September 1, 2025
Revision:	

**APPROVED:**

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Chair, on Behalf of SAIT's Board of Governors

## POLICY

The policy of the Board of Governors is to promote fairness and safety in sport by addressing matters of eligibility to participate in a relevant sport, in compliance with the Government of Alberta's *Fairness and Safety in Sport Act* and accompanying *Regulation*.

## DEFINITIONS

**Amateur competitive**

A sport or sport discipline where:

- a) An athlete's primary focus for participation is on development, such as providing competitive experience, skill improvement and opportunities for active participation; and
- b) An athlete seeks personal or team excellence, measures performance against others and/or seeks opportunities for advancement.

**Applicant**

A current athlete, a parent or guardian of a current minor athlete or a current coach or team official who submits a confidential challenge regarding the eligibility of an athlete from that same team to participate in the relevant sport.

**Athlete**

A participant who is registered in and represents SAIT in a relevant sport.

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<b>Birth registration document</b>	A birth registration document as defined in Alberta's <i>Vital Statistics Act</i> or a similar document issued outside of Alberta that contains the following information respecting an athlete:  a) The athlete's full name;  b) The athlete's place and date of birth; and  c) The athlete's sex.
<b>Co-ed sports</b>	Any sport activity involving participants of all gender identities, irrespective of biological sex assigned at birth. Also referred to as mixed-gender or gender-inclusive sports.
<b>Confidential challenge</b>	A formal challenge regarding an athlete's eligibility to participate in a female-only designated league within a relevant sport.
<b>Female-only league</b>	A sport league, class or division intended to consist entirely of individuals whose sex at birth is assigned as female.
<b>Intramural sports</b>	A recreational participatory sport activity facilitated by SAIT, where participants compete exclusively against other registered intramural teams within SAIT.
<b>Minor</b>	A person under the age of eighteen years.
<b>Relevant sport</b>	An amateur competitive sport or sport discipline governed, regulated, coordinated, promoted or sponsored by SAIT.
<b>Sex at birth</b>	The sex of an individual that appears on the athlete's birth registration document.

## GOVERNING PRINCIPLES

1. The purpose of this policy is to promote fairness and safety in sport by addressing matters of eligibility to participate in a relevant sport, in compliance with the Government of Alberta's *Fairness and Safety in Sport Act* and its accompanying *Regulation*.

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2. This policy applies to athletes who are 12 years or older and who are participating in a female-only league, class or division of a relevant SAIT sport as listed in Schedule A, an Associated Document to [AD.2.17.1 Fairness and Safety in Sport procedure](#). It does not apply to participation in any co-ed or intramural sports activities or leagues at SAIT.
3. To participate in a female-only league, class or division of a relevant SAIT sport, an athlete must be of the female sex at birth.
4. SAIT recognizes its legal obligation to adhere to the *Fairness and Safety in Sport Act*, which limits participation to biologically female individuals in female-only sports leagues. In complying with this requirement, SAIT is also committed to maintaining an inclusive and respectful environment for all members of the SAIT community. This includes continued efforts to develop inclusive sports programming and opportunities for individuals of all gender identities.

## PROCEDURE

1. Before an athlete may participate in a relevant sport as defined above, the athlete (or their parent or guardian, if the athlete is a minor) must confirm in writing with SAIT that they have read procedure [AD.2.17.1 Fairness and Safety in Sport](#) and that they understand and meet the eligibility criteria set out in Governing Principle 4 of that procedure. SAIT's Athletics and Recreation Department manages this confirmation process. An athlete (or their parent or guardian) who fails to confirm their eligibility as per SAIT's processes is ineligible to participate in the relevant sport.
2. An applicant who has reasonable grounds to believe an athlete is ineligible under Governing Principle 3 of this policy may submit a confidential challenge to the director, athletics and recreation or designate, who will review that challenge. The process, criteria and timelines for submitting and reviewing the challenge are set out in procedure [AD.2.17.1 Fairness and Safety in Sport](#).
3. The director, athletics and recreation or designate will decide whether to dismiss the challenge as invalid or to proceed with verifying the athlete's eligibility. An applicant who is found to have made a challenge in bad faith may be subject to consequences as set out in procedure [HR.4.4.1 Corrective Action](#) (in the case of an employee applicant) or as set out in procedure [AC.3.4.4 Student Non-Academic Conduct](#) (in the case of a student applicant).
4. If the director, athletics and recreation or designate dismisses the challenge, the applicant may appeal that decision as per procedure [AD.2.17.1 Fairness and Safety in Sport](#).

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5. If the director, athletics and recreation or designate does not dismiss the challenge, the applicant and athlete will be notified that the challenge is proceeding. The athlete (or their parent or guardian) must provide a copy of their birth registration document to the director, athletics and recreation or designate, within the timelines set out in procedure [AD.2.17.1 Fairness and Safety in Sport](#). The athlete's failure to do so will render them ineligible to participate in a relevant SAIT sport.
6. The director, athletics and recreation or designate, will verify the athlete's eligibility and will notify the parties as per the processes set out in procedure [AD.2.17.1 Fairness and Safety in Sport](#).
  - a) If the verification determines that the athlete is ineligible, the athlete will be permanently ineligible for participation in a female-only league, class or division of a relevant SAIT sport.
  - b) If the verification determines that the athlete is eligible, the athlete will be permanently eligible for participation in a female-only league, class or division of a relevant SAIT sport. Note that if an athlete has been determined to be eligible to participate, any future challenges in relation to that athlete will be considered invalid.
7. SAIT will maintain the privacy and confidentiality of individuals involved in the challenge and verification process. Records related to the challenge, verification of eligibility and the decision will be maintained in accordance with SAIT's privacy and records management policies and procedures. SAIT will not retain copies of the athlete's birth registration document: these will be considered transitory records as per SAIT's record management procedures and will be securely destroyed once the verification of eligibility has been completed and documented.
8. SAIT will report to the government as required under the *Fairness and Safety in Sport Act* and the *Fairness and Safety in Sport Regulation*.

## DELEGATION OF AUTHORITY

SAIT's President and CEO may approve procedures that are consistent with and supplemental to this policy, including those that interpret or provide examples of expectations as described in this policy.

## POLICY/PROCEDURE REFERENCE

AD.2.17.1 [Fairness and Safety in Sport procedure](#)

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