



POLICY

Policy Name	FAIRNESS AND SAFETY IN SPORT			New
Policy Number	SD 6.0	Category	Academic	
Policy Authority	Dean of Student Services/Registrar	Approval Date	September 3, 2025	
Executive Sponsor	Vice-President, Academic and Provost	Next Review Date	September 3, 2026	
Approved By	President and CEO	Frequency of Review	Annual	

1. POLICY STATEMENT

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* and *Fairness in Safety in Sport Regulation*.

2. SCOPE

This policy applies to participants aged 12 and older in MHC female-only sports leagues as identified in Appendix A.

3. DEFINITIONS

- **Affected Athlete:** an athlete whose eligibility to participate has been challenged under this policy.
- **Amateur Competitive:** an MHC female-only sports league where:
 - (a) an athlete's primary focus for participation is on development, such as providing competitive experiences, 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.
- **Athlete:** a participant registered in a relevant MHC female-only sports league.
- **Birth Registration Document:** 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
 - (a) full name of the athlete;
 - (b) date and place where the birth of the athlete occurred; and
 - (c) the sex of the athlete at birth.
- **Challenge:** a formal challenge to the eligibility of an athlete to participate in a MHC female-only sports league.
- **Female-Only Sports League:** a sports league intended to consist entirely of individuals whose sex at birth is female.
- **Sex at Birth:** the sex of an individual that appears on the athlete's birth registration document.

4. Athlete Eligibility

4.1 To participate in a MHC female-only sports league, an athlete must be of the female sex at birth.

5. Confirmation of Athlete Eligibility

5.1 Before an athlete can participate in a MHC female-only sports league listed in Attachment A, they (or their parent or guardian if the athlete is under 18 years of age) must provide written confirmation of the following:

- (a) they have read this policy,
- (b) they understand the eligibility requirement, and
- (c) they meet the eligibility requirement.

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 to MHC will render the athlete ineligible to participate.

6. Challenge to the Eligibility Requirements of an Athlete

6.1 A challenge may be submitted by an athlete, head coach, or team official from the same team as the athlete being challenged, if there are reasonable grounds to believe that an athlete is ineligible under section 4 of this policy.

6.2 A challenge must be made in writing and sent to the Dean of Student Services/Registrar and must include:

- (a) the name of the applicant submitting the challenge and their eligibility to bring the challenge forward;
- (b) the name of the athlete being challenged, their team, and sport; and
- (c) information that supports the belief that the affected athlete does not meet the eligibility criteria set out in Section 4 of this policy.

6.3 Upon receipt of the challenge to an athlete's eligibility, MHC will confirm receipt and notify the Minister of Tourism and Sport within 3 business days, without personal identifying information.

7. Dismissal of a Challenge

7.1 MHC may immediately dismiss the challenge, if in the opinion of MHC, reasonable grounds do not exist for the challenge.

7.2 Reasonable grounds for dismissal include but is not limited to:

- (a) previous unfounded challenges under this policy;
- (b) MHC has previously resolved a challenge for the same athlete;
- (c) not enough information has been provided to proceed as a valid challenge; or
- (d) the challenge is deemed to have been made in bad faith.

7.3 Upon dismissal of the challenge, MHC will notify the applicant.

7.4 Considerations to determine if a challenge was made in bad faith includes but is not limited to:

- (a) the applicant's prior history;
- (b) a pattern of inappropriate behaviour or numerous unfounded challenges under this policy.

7.5 Applicants found to have made a bad faith challenge may be subject to sanctions.

7.6 Sanctions for an applicant include but are not limited to:

- (a) a written warning;

- (b) a determination that the applicant has violated MHC's Code of Conduct where applicable.

7.7 MHC will notify the Minister of Tourism and Sport of the dismissal, without identifying personal information, within 30 business days of the challenge.

8. Proceeding with a Challenge

8.1 If MHC does not dismiss the challenge under 7 of this policy the applicant and the athlete whose eligibility is the subject of the challenge will be notified that the challenge is moving forward.

8.1.1 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 MHC with a copy of the athlete's birth registration document.

8.1.2 The athlete will be reimbursed for the cost of retrieving a birth registration document upon proof of the expense incurred.

8.2 It is anticipated that challenges be resolved within 30 business days. The athlete is eligible to compete during the challenge process.

8.3 If the challenge is not upheld and the athlete is deemed to be eligible, MHC will notify the athlete whose eligibility has been challenged. The athlete will be permanently eligible for participation in a MHC female-only sports league.

8.4 If the challenge is upheld and the athlete is determined to be ineligible, MHC will notify the athlete whose eligibility has been challenged. The athlete will be permanently ineligible for participation in a MHC female-only sports league.

8.5 Failure to provide the birth registration document as defined in the Vital Statistics Act or similar document issued outside of Alberta will render the athlete ineligible to participate in a MHC female-only sports league.

8.6 Upon a determination under this policy, within 30 business days, MHC will notify the Minister of Tourism and Sport of the decision, without personal identifying information.

9. Protection of Personal Information

9.1 All information and data relating to the athlete will be treated as sensitive personal information and will be protected under the Alberta Protection of Privacy Act and college privacy policies and procedures. Such information and data will not be used for any purpose other than to determine athlete eligibility. The college will not maintain a record of the affected athlete's birth registration document.

10. Assistance with this Policy

10.1 MHC is committed to the participation of all athletes in accordance with athlete eligibility requirements set out in this policy. Any individuals seeking information on the application of this policy should contact the Dean of Student Services/Registrar for assistance.

10.2 Individuals seeking information on the application of the Government of Alberta's Act and Regulation may contact the Ministry of Tourism and Sport as SPAR@gov.ab.ca for assistance.

Original Copy Signed

Kevin Shufflebotham
President and CEO

Date: September 3, 2025

Original Copy Signed

Nancy Brown
Vice-President, Academic and Provost

Date: September 3, 2025

Additional Information	Location
Fairness in Safety and Sport Act	www.Alberta.ca
Fairness in Safety and Sport Regulation	www.Alberta.ca
Appendix A	MHC website/Policy and Procedure SharePoint