

Organization:	Fit Active Beautiful Foundation	Policy No.	CE02-04
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Policy Title:	Gender Equity Policy	Effective Date:	May 19, 2026

**FIT ACTIVE BEAUTIFUL FOUNDATION
GENDER EQUITY POLICY**

PURPOSE

This Gender Equity Policy affirms Fit Active Beautiful Foundation’s (“FAB”) commitment to promoting and maintaining an inclusive, equitable, respectful, and safe environment for FAB Participants. We are dedicated to addressing and dismantling systemic barriers that hinder gender equality, particularly in our work supporting youth and their communities.

DEFINITIONS

These definitions are not for the purpose of labeling FAB Participants but rather to assist in understanding this policy. FAB Participants may or may not use these terms to describe themselves.

Cisgender - A person whose gender identity aligns with their biological sex (e.g. a person who is biologically female and identifies as female).

Gender Expression - How a person expresses gender, such as their behaviour, their clothing, their hairstyle, activities they participate in, etc. This expression can be masculine, feminine, androgynous or anywhere in between.

Gender Identity - A person’s deeply felt sense of being male, female, both, neither, or anywhere along the gender spectrum. One’s gender identity may be the same or different from their sex and may change over the course of one’s lifetime.

Non-binary - A person whose gender identity does not align with a binary understanding of gender such as man or woman. It is a gender identity which may include man and woman, androgynous, fluid, multiple, no gender, or a different gender outside of the “woman—man” spectrum.

Sex - Sex refers to the biological attributes (i.e., chromosomes, hormones, and reproductive organs) and is often classified as male or female.

Sexual Orientation - A description of how a person experiences sexual and romantic attraction. Sexual orientations can include asexual (not experiencing sexual attraction), heterosexual (experiencing attraction to another sex), lesbian and gay (experiencing attraction to the same sex), bisexual (experiencing attraction to more than one sex) and more. It's important to remember that all of us have both a sexual orientation and a gender identity. Knowing a person's gender identity does not give you any information about their sexual orientation.

Transgender - A person whose gender identity is different from their biological sex assigned at birth (e.g. someone who is born biologically male and identifies as a female).

Transgender Girl - A person whose biological sex assigned at birth is male, but whose gender identity is female. She may be transitioning or have already transitioned into being a female.

Transition - The process where a person goes from living and identifying as one gender to living and identifying as another.

Two Spirit - A culturally specific identity used by some Indigenous people to indicate a person whose gender identity, spiritual identity and/or sexual orientation comprises both male and female spirits.

FAB Participant – An individual who participates in FAB programming and who identifies with the lived experience of being a girl, including cisgender girls, transgender girls, and some non-binary, two-spirit, and gender-queer youth. FAB's programming is intended to provide a supportive and empowering environment centered on girls' experiences and development. Individuals who identify as male are not eligible to participate in FAB programming.

FAB recognizes that gender identity can be personal, evolving, and complex, particularly for youth. Eligibility and participation questions may be considered on an individual basis, taking into account the best interests of the participant, the purpose of the program, participant well-being and safety, and FAB's organizational mandate.

FAB Member - Any individual, including a FAB Participant, coach, volunteer, employee or board member who participates in or supports FAB programming.

SCOPE

This policy applies to all individuals associated with FAB, including employees, board members, volunteers, coaches and participants.

RESPONSIBILITIES

The Board is responsible for oversight of this policy, including ensuring appropriate governance, training and accountability mechanisms are in place.

All FAB directors and officers are responsible for the following:

- participating in gender equity or similar training; and
- ensuring compliance with this policy.

The FAB Secretary is responsible for ensuring this policy is reviewed and approved by the Board at least every two years, or more frequently as required.

The FAB Executive Director is responsible for the following:

- overseeing that gender equity training is provided to FAB coaches; and
- investigating any incidents or allegations of discrimination, bullying or harassment in a prompt and confidential manner; and
- ensuring that incidents are documented and addressed in an appropriate manner.

All FAB Members are responsible for treating everyone with respect and reporting any incidents of discrimination, bullying or harassment.

PROCEDURES

FAB 5K Challenge Program Participation

Any youth who identifies as female and / or has female biological attributes is welcome to fully participate as a FAB Participant in the FAB 5K Challenge Program.

FAB is committed to inclusive participation while maintaining alignment with its mission to support girls.

Training

FAB coaches will receive regular gender equity training appropriate to their role, which may include review and discussion of this policy and related guidelines.

FAB board members will receive periodic training or resources related to gender equity, inclusion and belonging.

Reporting and Response

All concerns, incidents or complaints related to gender identity, discrimination, bullying or harassment must be:

- taken seriously and addressed promptly;
- documented where appropriate; and
- escalated in accordance with FAB's Harassment and Bullying Policy and incident reporting procedures.

The Executive Director is responsible for ensuring appropriate follow-up, including investigation, resolution, and communication as required.

RELATED DOCUMENTS

This policy should be read in conjunction with the following FAB policies and procedures:

- Coach Code of Conduct Policy
- Anti-Bullying and Harassment Policy
- Health and Safety Policy
- Health and Safety Procedures
- Gender Equity Procedures

REVIEW AND REVISIONS

The Gender Equity Policy shall be reviewed by the Board at least every two years, or more frequently as required. Any amendments must be approved by the Board.

passion for
helping young girls become strong women