

# Swim Canada and Ontario E-mail Campaign

NO to men in the women's change room nor in the female competition division!

## Confidentiality

Swim Canada, as per their website: Your contact with the independent third party is confidential, subject to certain legal limits. The independent third party is a certified workplace harassment resources/investigator. Swim Ontario, as per their website: If you chose to submit your information via this form, we can not promise that Swim Ontario will anonymize your information. If you prefer the Swim Ontario Dispute Resolution Officer keep your complaint and contact information anonymous, you can manually fill out their form at the link below.

## To submit your letter directly via Swim Ontario's form

<https://form.jotform.com/SwimOntario/report-a-complaint>

## Requirements for your email to be considered

As per most complaint offices, your contact information must be provided if you want to receive follow-up. Please complete this form in its entirety to avoid lost signatories. Swim Ontario: Swim Ontario is committed to providing a safe, ethical, and positive environment within its programs, activities, and events. All individuals and members registered with Swim Ontario are expected to conduct themselves in a manner consistent with the values of Swim Ontario, which include fairness, integrity, open communication, and mutual respect. Conduct that violates the Swim Ontario bylaws, policies, procedures, and comprehensive code of conduct and ethics may be subject to filing a formal complaint. This form submission will be sent to the Swim Ontario Dispute Resolution Officer - [complaints@swimontario.com](mailto:complaints@swimontario.com) Contact information must be provided for the complaint to go forward.

## Who we're sending this to

### **As per Swim Canada:**

INDEPENDENT THIRD PARTY: You may contact the Independent third party at [lise@wiserworkplaces.ca](mailto:lise@wiserworkplaces.ca). This person (L. Maclean) will guide you through the complaints process and/or explore other options. This Independent Official is empowered to supersede Swimming Canada staff and launch appropriate policies as required based on evidence or a situation reported. Your contact with the independent third party is confidential, subject to certain legal limits. The independent third party is a certified workplace harassment resources/investigator.

### **As per Swim Ontario:**

Swim Ontario is committed to providing a safe, ethical, and positive environment within its programs, activities and events. All individuals and members registered with Swim Ontario are expected to conduct themselves in a manner consistent with the values of Swim Ontario that include fairness, integrity, open communication and mutual respect. Conduct that violates the Swim Ontario bylaws, policies, procedures and comprehensive code of conduct and ethics may be subject to filing a formal complaint. This form submission will be sent to the Swim Ontario Dispute Resolution Officer - [complaints@swimontario.com](mailto:complaints@swimontario.com)

## The Letter:

To: SWIMMING CANADA NATIONAL

OFFICE 307 Gilmour St.

Ottawa (ON)

K2P 0P7

Phone: 613 260 1348

Fax: 613 260 0804

via

Lisa Maclean [lise@wiserworkplaces.ca](mailto:lise@wiserworkplaces.ca)

London, Ontario

Tel: (519) 900-6813

Tel: (613) 404-2000

and

Swimming Ontario, Swim Ontario Dispute Resolution Officer

[complaints@swimontario.com](mailto:complaints@swimontario.com)

Subject: Urgent Concerns Regarding the Inappropriate Access of Men to Women's Changing Rooms and Unfairness within the Female Sports Division

Dear Lisa and the sitting Swim Ontario Dispute Resolution Officer, I hope this letter finds you well.

I am writing to express my deep concern regarding a matter that poses a potential threat to the safety, well-being, and dignity of individuals within the swimming community.

Specifically, it has come to my attention that there have been incidents involving an adult man competing with girls, accessing women's changing rooms and engaging in indecent exposure to minors during swimming events.

First and foremost, it is essential to recognize that indecent exposure to minors is a criminal offense in Canada. The presence of a grown man exposing himself to young girls in a sex-segregated space such as a changing room can cause severe trauma, shame, and a violation of one's dignity.

**As per the Criminal Code of Canada:**

- 173 (1): “Everyone who willfully does an indecent act in a public place in the presence of one or more persons, or in any place with intent to insult or offend any person, is guilty of an indictable offence and is liable to imprisonment for a term of not more than two years.”
- 173 (2): “An Indecent Exposure charge under Section 173(2) of the Code means that the person charged is accused of exposing their genital organs to a person under the age of 16. Because this offence involves a minor, it is more serious than an Indecent Act charge.”

This not only jeopardizes the safety of minors but also contradicts the principles of safeguarding and ethical conduct within the sports community. While I understand the importance of promoting inclusivity and ensuring equal opportunities for all individuals, it is crucial to acknowledge the scientifically documented differences between men and women that significantly impact sports performance. Fairness in sports is a matter of historical reference, with an innumerable amount of data to support sex-segregated sports divisions.

Numerous studies have demonstrated variations in lung size, limb length, and muscle mass, among other factors, which contribute to the inherent physical disparities between males and females in competitive sports.

For your reference, please find the following citations supporting this assertion:

Males who suppress testosterone and use feminizing hormones do not mitigate male biological advantage. The latest study published in the British Journal of Sports Medicine indicates males retain significant strength and cardio-pulmonary benefits even 14 years after transition treatments (on avg, 20% advantage).

Feminizing hormones do not mitigate male biological advantage. See this peer reviewed medical journal article below analyzing all 13 available studies at the time of publication. (Dr. Emma Hilton, PhD, Dr. Tommy Lundberg, PhD)

- [https://www.researchgate.net/publication/346774077\\_Transgender\\_Women\\_in\\_the\\_Female\\_Category\\_of\\_Sport\\_Perspectives\\_on\\_Testosterone\\_Suppression\\_and\\_Performance\\_Advantage](https://www.researchgate.net/publication/346774077_Transgender_Women_in_the_Female_Category_of_Sport_Perspectives_on_Testosterone_Suppression_and_Performance_Advantage) <https://pubmed.ncbi.nlm.nih.gov/28173793/>
- <https://pubmed.ncbi.nlm.nih.gov/25559153/>

Moreover, numerous studies on male-pattern behavior emphasize that regardless of attire, certain behavioral traits remain consistent. Placing a grown man in a locker room with young girls may expose them to potential risks, given the patterns of behavior associated with male individuals.

These studies provide valuable insights into the importance of maintaining sex-segregated spaces to ensure the safety and well-being of all participants.

## Summary of findings:

This Swedish cohort study by Dhejne et al. (2011) followed a population of individuals who had undergone surgical and legal sex reassignment involving hormonal and surgical treatment between 1973 and 2003 (324 in total) and compared them to a matched control group of their birth sex. It is crucial to emphasise that this study looks only at those who have undergone hormonal and surgical transition.

- <https://committees.parliament.uk/writtenevidence/18973/pdf/> Furthermore: [According to World Aquatics, if a male transitions after puberty, he is not permitted to swim with females:](https://resources.fina.org/fina/document/2023/03/27/dbc3381c-91e9-4ea4-a743-84c8b06debef/Policy-on-Eligibility-for-the-Men-s-and-Women-s-Competition-Categories-Version-on-2023.03.24.pdf)  
<https://resources.fina.org/fina/document/2023/03/27/dbc3381c-91e9-4ea4-a743-84c8b06debef/Policy-on-Eligibility-for-the-Men-s-and-Women-s-Competition-Categories-Version-on-2023.03.24.pdf>

I urge Swimming Canada and Swimming Ontario to thoroughly investigate and address these concerns promptly. Implementing robust policies and security measures that prioritize the safety of all athletes, particularly minors, is crucial to maintaining the integrity of the sport.

I appreciate your attention to this matter and look forward to hearing about the steps taken to address and prevent such incidents in the future. Please do not hesitate to contact me if further information or collaboration is required. Thank you for your commitment to ensuring a safe and inclusive environment for all participants in the swimming community.

Patiently awaiting a reply,

[full name]

[signature]

[email]

[phone number]