

TRANSGENDER POLICY

The purpose of Fernwood Women's Health Clubs is to "empower women to shine" and provide a "sanctuary for women to work out in a relaxed environment". Fernwood was founded as a place for women to feel safe, comfortable and relaxed while they are participating in exercise programs without the pressure and discomfort of doing so in a mixed gender environment.

Many of our members have experienced trauma through domestic violence or sexual abuse and a large percentage of Fernwood members have cultural values and practices prohibiting them from exercising in the presence of males who identify as females. It is for that reason that Fernwood must deny membership to any transgender woman pre or post gender reassignment surgery.

Fernwood understands that this policy is discriminatory against biological males who identify as female, however Fernwood would be discriminating against the many existing and future members who have no other alternative if Fernwood were to accept males who identify as females into our facilities.

Many of our staff also belong to cultures where exercising in the presence of men is prohibited, and Fernwood is the only place of employment available to them.

Fernwood employees will always be respectful, considerate and understanding in any conversations relating to transgender females. Fernwood employees will explain this is Fernwood Company Policy that is adhered to in all Fernwood Clubs.