



# Tweed Netball Association Inc.

## POLICY – Human Resources

### Policy Number XXX- **Member Protection Policy - Part E - Gender Identity**

#### Document Control

#### Version Control

Date	Version	Details	Author

#### Approval

Delegation required for approval: President

Approving officer:

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

#### Purpose and Background

The **Tweed Netball Association** Gender Identity Policy forms one part of the **Tweed Netball Association** Member Protection Policy and as such, should be read in conjunction with the Member Protection Policy.

**Tweed Netball Association** and persons identified in Member Protection Policy Clause 3 are to treat people who identify as transgender or transsexual fairly and with dignity and respect. This includes acting with sensitivity and respect where a person is undergoing gender transition. **Tweed Netball Association** will not tolerate any unlawful discrimination or harassment against a person who identifies as transgender or transsexual or who is thought to be transgender or transsexual.

Descriptions of some of the types of behavior that could be regarded as transgender or transsexual discrimination are provided in the Definitions section and (Clause 11) of the **Tweed Netball Association** Member Protection Policy.



# Tweed Netball Association Inc.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this Policy, please refer to the complaints handling procedure outline in the **Tweed Netball Association** Member Protection Policy- Part G (Complaint Handling Policy). This will explain what to do about the behaviour and how **Tweed Netball Association** and its Affiliates will deal with the problem.

## Policy Statement

**Tweed Netball Association** are committed to providing an inclusive sporting environment where transgender or transsexual people involved in netball activities are able to contribute and participate.

## Applicability

This policy applies to **Tweed Netball Association** and persons identified in Member Protection Policy Clause 3.

## Definitions

Refer to the definitions from **Tweed Netball Association** Member Protection Policy

## Legislative Requirements

*Anti-Discrimination Act 1991*

## Procedure

- 1.1 **Tweed Netball Association** recognise that the exclusion of transgender or transsexual people from participation in sporting events has significant implications for their health, well-being and involvement in community life. In general, **Tweed Netball Association** will facilitate transgender or transsexual persons participating in netball as the sex with which they identify.
- 1.2 **Tweed Netball Association** also recognise there is debate over whether a male to female transgender person obtains any physical advantage over other female participants. This debate is reflected in the divergent discrimination laws across the country. If issues of performance advantage arise, **Tweed Netball Association** will seek advice on the application of laws relating to particular circumstances.
- 1.3 **Tweed Netball Association** note that drug testing procedures and prohibitions also apply to people who identify as transgender or transsexual. A person receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption.

## Related Document



*Tweed Netball Association* Member Protection Policy.