



GUIDELINES FOR THE INCLUSION OF TRANSGENDER AND GENDER DIVERSE PEOPLE IN COMMUNITY ATHLETICS

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INTRODUCTION

Athletics Australia and its state and territory Member Associations are committed to providing a safe, enjoyable, and inclusive environment for all people, including those of diverse genders. Being inclusive within our sport, services, competitions and operations not only reflects our core values, but also the diversity of our sport's members, staff, volunteers and local community.

All people within the Australian Athletics community have a role to play in ensuring we foster an inclusive environment. Within our policy and guidelines, we use the acronym LGBTQ+ (lesbian, gay, bisexual, transgender/gender diverse and queer). We recognise that language is constantly evolving, and that one label or description may not be able to capture the breadth of the LGBTQ+ community. Our intention is to be as succinct as possible, but inclusive of everyone and we apologise for any unintended offence.

Research into the inclusion of people with diverse sexualities and genders in Australian sport found that:

- LGBTQ+ participants reported experiencing a higher degree of challenges in sport in relation to their gender identification and sexual identity.
- More participants in the LGBTQ+ community (39.7%) compared with heterosexual participants (15.7%) reported that they have felt unsafe or vulnerable in a sporting environment as a result of their gender identification or sexuality.¹
- Sport is considered hostile and unwelcoming to young people with diverse sexualities and genders.²
- Change rooms were common sites of stress, harassment and bullying for young people with diverse genders and sexualities.²
- There is no evidence to support the idea that trans women affirm their gender in order to compete in women's sports.
- Importantly, as this theme has identified, gendered norms, roles and stereotypes in sport create limitations, are exclusionary, and can have harmful consequences for both heterosexual and homosexual males, females, Transgender people and those who identify as gender Non-Binary.¹

Athletics Australia recognises that both intentional and unintentional phobic behaviours exist within sport, as well as society more broadly, which can create adverse and potentially significant consequences for some individuals and our communities. Athletics Australia will take steps to actively promote respectful, inclusive and collaborative behaviours within our sport at all times.

Finally, we recognise that trans and gender diverse participation in sport is a rapidly evolving area and as such, Athletics Australia will periodically review and update our policies and these Guidelines to reflect new information.

¹ Drummond, Murray & Elliott, Samuel & Drummond, Claire & Lewis, Lucy & Prichard, Ivanka & Bevan, Nadia & Pennesi, Jamie-Lee. (2019). Inclusive Sport Practices: A report for Inclusive Sport SA.

² Storr, R., Robinson, K., Davies, C., Nicholas, L., Collison, A. (2020). Game to Play?: Exploring the experiences and attitudes towards sport, exercise and physical activity amongst same sex attracted and Gender Diverse young people. Western Sydney University

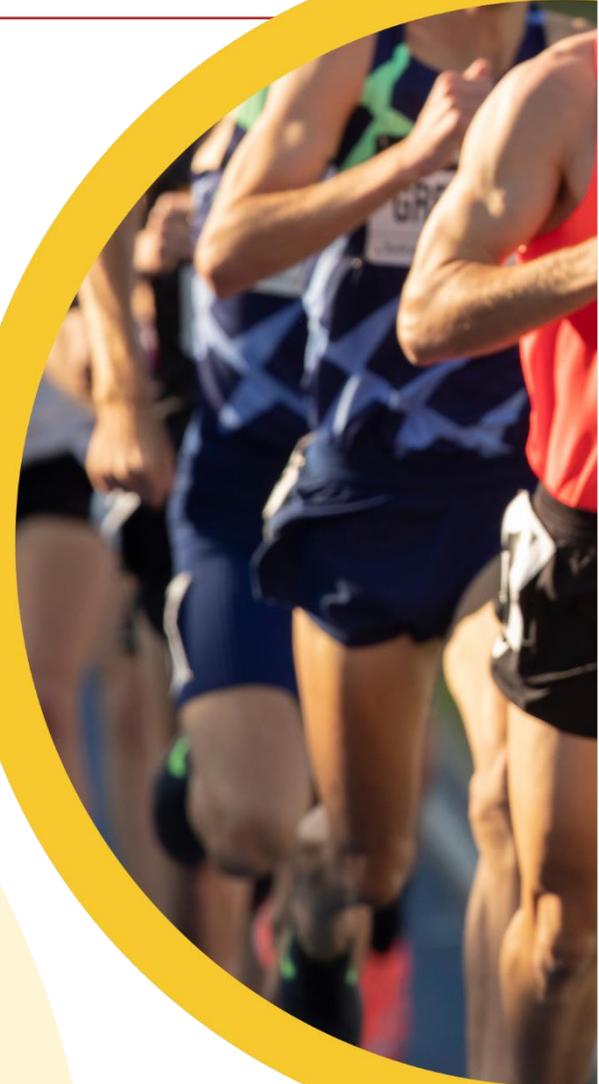
PURPOSE

Athletics Australia believes that all people should have the opportunity to participate in Athletics. As a sport, we are committed to promoting the inclusion of Transgender and Gender Diverse people in athletics. The purpose of these Guidelines (alongside our community resources) is to support the inclusion of Transgender and Gender Diverse participants at the community participation level of athletics in Australia and to assist the Australian athletics community in providing a safe and welcoming environment for everyone involved in the sport.

SCOPE AND APPLICATION

These guidelines apply to:

- All Board and committee members at every level of the sport (including clubs).
- All full-time, part-time, casual, temporary, and permanent staff; job candidates; student placements, apprentices, contractors and sub-contractors.
- All members and non-members including athletes, coaches, officials, club administrators, volunteers and spectators.
- How Athletics Australia and its Member Associations provide services to community and social members and its interactions with other members of the public.
- Aspects of participation in community and social sport team selection and participation, club membership and service delivery.
- On-site, off-site or after-hours work, work-related social functions and conferences relevant to the duties of employees or Participants.
- Staff treatment of other staff members, clients, customers and other members of the public encountered in the course of their Athletics Australia or Member Association duties.



The following information regarding Participant Eligibility should be read in conjunction with the *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy*, which is available on the Athletics Australia website.

PARTICIPANT ELIGIBILITY

Participants, regardless of age, can partake in any community-based Athletics event (any event that is not considered a 'World Athletics Categorised Competition' in Australia ³) in accordance with their Gender Identity, irrespective of the participant's legal Sex.

Athletics Australia and its Member Associations will indicate on their published competition calendar and event entry information which events are World Athletics Categorised Competitions. As a guide, World Athletics Categorised Competitions include, but are not limited to National and State Championship competitions, and, for the purposes of the *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy*, they exclude category F meets (e.g. weekly Interclub competition).

WORLD ATHLETICS CATEGORISED COMPETITIONS

At defined World Athletics Categorised Competitions ⁴ conducted in Australia, an Athlete must comply with the Eligibility Rules for the Competition set out by World Athletics, including the World Athletics Eligibility Regulations for Transgender Athletes. The specific eligibility conditions are set out in section 3 of the World Athletics policy and, in summary, include:

- Transgender male athletes who wish to participate in the male category are required to provide a written and signed declaration that their Gender Identity is male.
- Transgender female athletes who wish to participate in the female category are required to provide:
 - a written and signed declaration that their Gender Identity is female;
 - demonstrate that the concentration of testosterone in their serum has been less than 5 nmol/L continuously for a period of at least 12 months; and
 - keep their serum testosterone concentration below 5 nmol/L in order to maintain eligibility to compete in the female category.

Any Participant subject to these eligibility requirements should familiarise themselves with the full details of the requirements, including the required methods for the measurement of serum testosterone concentration. Please refer to the *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy* which can be found at www.athletics.com.au/info-hub/constitution-policies/.

³ Refer to Athletics Australia's *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy* for full details.

⁴ See definition at 10.12 in the *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy*.

ALL OTHER ATHLETICS COMPETITIONS

In competitions other than World Athletics Categorised Competitions, Participants, regardless of age, are able to participate in any single-sex event based on the gender with which they identify. This could include, for example, local Interclub competition or events conducted at a club.

At events that aren't World Athletics Categorised Competitions, the Participant's Gender Identity shall determine the gender category they participate in.

- Participants identifying as a man are permitted to participate in the men's category.
- Participants identifying as a woman are permitted to participate in the women's category.
- Participants who do not identify as either a man or woman are permitted to participate in the category they feel most comfortable participating in.
- In mixed competition, the Participant's Gender Identity is respected, and the Participant is permitted to participate without any gender-based restrictions.

All Participants should ensure that they have read and understood the Breaches, Complaints, and Appeals process outlined in the *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy* and other relevant Athletics Australia policies, including the [Member Protection Policy](#).

PARTICIPATION OF NON-BINARY PEOPLE

Non-binary people are welcome and encouraged to participate in athletics competitions. Clubs and organisations are encouraged to provide opportunities for mixed or gender-neutral events where possible. From a competition standpoint, where it is not possible to conduct mixed or gender-neutral events, Non-Binary people can participate based on their Sex assigned at birth or under the gender category of male or female that most affirms their gender.

The exception to this is where the eligibility rules apply to a particular competition (i.e. applicable World Athletics Categorised Competitions), in which case a Participant must meet the eligibility criteria for the category that they wish to compete in.

CHANGES IN GENDER IDENTITY

We recognise that a Participant's Gender Identity may change between seasons. If there is a change, the Participant must, notify Athletics Australia's Inclusion Manager (or equivalent) prior to the commencement of the track and field Season or by 1 October, whichever comes first. The Athlete may only participate in their nominated male or female category for the duration of any given season.



PRIVACY AND CONFIDENTIALITY

Gender, Gender Identity and Sex are private matters. All Participants and Employees must treat information surrounding a person's gender, Gender Identity or Sex as private and confidential, even if it has not been explicitly stated to be private and confidential. Information shall only be disclosed if necessary and in accordance with the relevant laws. For further information, please refer to the *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy* and Athletics Australia's Privacy Policy which can be found at www.athletics.com.au/info-hub/constitution-policies/.

Information on gender, Gender Identity or Sex must only be collected when necessary to fulfil a legitimate aim of the organisation.

Complaints will be treated as private and confidential matters in accordance with the relevant Athletics Australia policies.

RESOLVING ISSUES AND COMPLAINTS HANDLING

Any suspected breaches of these Guidelines may be raised through the processes outlined in the Breaches, Complaints, and Appeals section of the *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy*. The complaint should be dealt with at the lowest possible level. For example, in the case of a complaint arising at the club level, the complaint should first be raised with the Member Protection Information Officer at the relevant club. Depending on the nature of the complaint, the club may elect to elevate the complaint to the relevant state or territory Member Association.

Contact details for organisations external to Athletics Australia can also be found in the Key Contacts section of these Guidelines.

DISCRIMINATION

The Australian Human Rights Commission states that Discrimination happens when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics. This is known as direct discrimination.

It is also considered discrimination when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share. This is known as indirect discrimination.

Some examples of discrimination include:

- Dead-naming someone (deliberately using incorrect names).
- Misgendering someone (using incorrect pronouns. For example, referring to someone who identifies as female and uses 'she/her' pronouns as 'he').
- Invasive, inappropriate questioning about a person's physical characteristics or their sex life.
- Any form of harassment or bullying, including ridiculing or ignoring someone because of their Gender Identity.
- Denying an employee training or promotion opportunities because of their Gender Identity.
- Denying access to benefits associated with club membership because of their Gender Identity.*

- Denying participation opportunities to a Participant on the basis of their Gender Identity.*
- Using someone's Gender Identity to discriminate against someone in team selections.*
- Changing the nature of someone's job or club responsibilities, such as taking them off customer service duties, because of their Gender Identity.

* *The Sex Discrimination Act 1984 (Cth) prohibits unlawful discrimination on the basis of sex and gender identity. There is however a 'competitive sporting activity' exemption relating to strength, stamina or physique within the Act. Athletics Australia and its Member Associations are relying on this exemption under the Act to restrict competition eligibility of certain competitions with respect to the application of the World Athletics Eligibility Regulations for Transgender Athletes. This exemption is only intended to apply at certain levels of competition, as defined in the Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy. For further information regarding which competitions this applies to, please refer to the aforementioned policy and the Participant Eligibility section above.*

INCLUSION CONSIDERATIONS

BEST PRACTICE FOR USE OF TOILETS, CHANGE ROOMS, AND OTHER FACILITIES

A significant barrier to sports participation for Transgender and Gender Diverse people is the lack of access to appropriate facilities. Transgender and Gender Diverse people are also at risk of being victimised, assaulted or harassed in toilets and change rooms.⁵

All Participants, Employees and any other person associated with a club, squad or organisation are entitled to use toilets, change rooms and other facilities in accordance with their Gender Identity, subject to any relevant local laws. There is also a strong preference for privacy in using facilities, which is the case for many people regardless of whether or not they are part of the Transgender or Gender Diverse community. People who identify as Non-Binary may prefer to use unisex or gender-neutral facilities.

Clubs and organisations can make their facilities more inclusive of all people in several ways including:

- Changing signage on facilities to offer a unisex or gender-neutral facility, preferably without co-locating it with an accessible facility or family facility.
- Improving change room facilities with private changing and bathroom spaces (examples include, cubicle shower/change rooms, shower curtains, room dividers).
- Including sanitary bins in all facilities.

PARTICIPATION IN SINGLE SEX COMPETITIONS/TRAINING

Noting and acknowledging the binary nature of traditional athletics competition, clubs and organisations should aim to provide opportunities for mixed or gender-neutral events if and where possible. In these events, participation is not dictated by Gender Identity. In instances where only single sex competitions have been offered, Participants should be supported to participate in events in accordance with their Gender Identity and Non-Binary participants should be supported to partake in an event that they feel most comfortable in. This is of course also subject to the nature of the competition and the relevant eligibility requirements under the *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy*.

⁵ <https://williamsinstitute.law.ucla.edu/publications/gendered-restrooms-minority-stress/>

UNIFORMS

Uniforms can be an important part of sports participation (e.g. in identifying club/squad members). All Participants, Employees or any other person associated with a club or organisation should be able to participate in a uniform they feel most comfortable wearing. Uniform choice can be made more inclusive by:

- Removing the need for differences between men's and women's uniforms.
- If the above is not possible, allowing people to choose the uniform they feel most comfortable wearing.
- Providing a range of uniform styles to choose from.
- Providing a range of sizes to choose from.

COLLECTING INFORMATION (MEMBERSHIP AND REGISTRATION FORMS)

The collection of information on membership and registration forms will largely be controlled by Athletics Australia and its State and Territory Member Associations. Where information is collected outside of this, information collection processes can be made inclusive of Transgender and Gender Diverse people and respect the privacy of all athletics Participants by:

- Only collecting personal information if it is absolutely necessary for fulfilling a legitimate aim of the organisation.
- Providing the option for Participants to select from a number of gender options on registration forms (for example, an option for male, female, non-binary, prefer not to say).
- Asking for a preferred name on registration forms.
- Providing an opportunity to nominate which pronouns (for example – he/him/his, her/she/hers or they/them/theirs) someone uses on registration forms.
- Securely storing all personal information in relation to someone who is Transgender or Gender Diverse in accordance with all other private information and not disclosing information about someone's status or identity with others, unless necessary to fulfil a legitimate aim of the organisation, and in accordance with the relevant laws.

INCLUSIVE LANGUAGE

Inclusive language is a powerful tool for acknowledgement and respect for diversity in Sex, sexuality and Gender Identity. It ensures people are not left feeling isolated or disrespected in written and verbal communication.

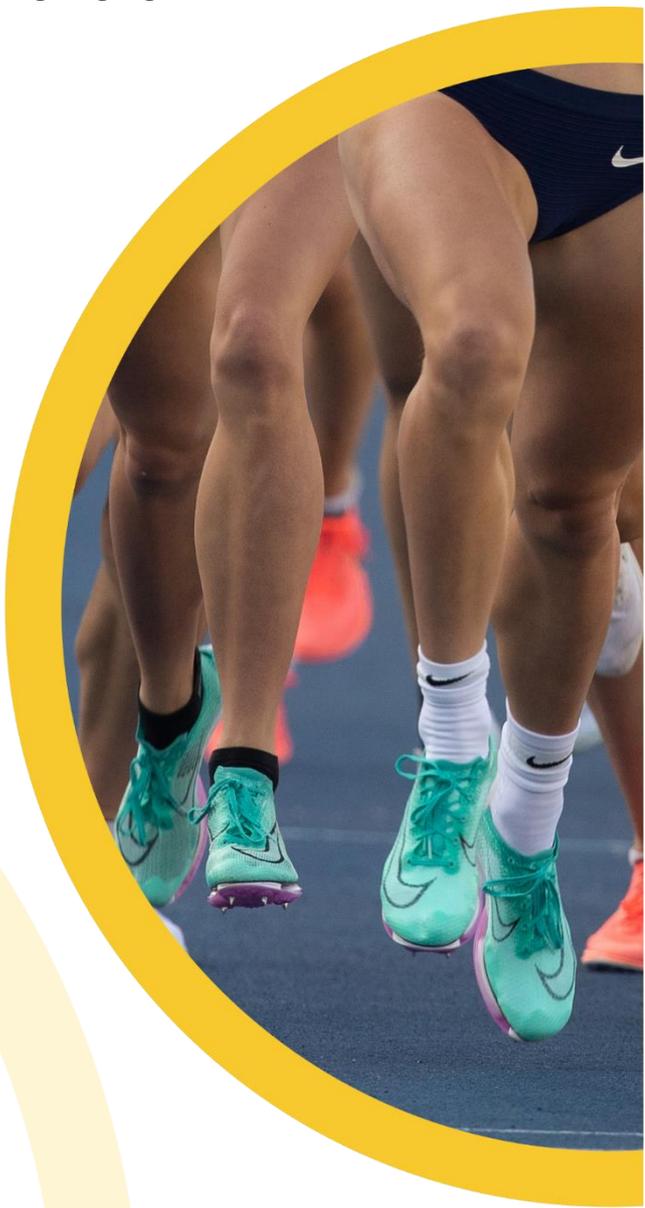
People often make assumptions about someone's Sex, sexuality or Gender Identity on the basis of their appearance or pre-existing societal expectations. Incorrect assumptions can be avoided by adjusting language to be more inclusive. If you make an incorrect assumption or use incorrect pronouns to address someone, simply apologise and continue the conversation. Examples of adjusting language to be more inclusive include:

- Person first – refer to the individual by their affirmed name.
- Avoid using gendered terms such as “husband” and “girlfriend” to refer to someone's relationship and use words such as “partner”.
- Avoid using gendered terms such as “mum and dad” and opt for “parents or carers” when referring to a child's parents.
- Learn the usual personal pronouns people use to identify themselves:
 - Identifying as a man: he/him/his
 - Identifying as a woman: she/her/hers
 - Identifying as neither a man or woman: they/them/theirs
- If you are unsure of someone's personal pronouns, you can politely ask which pronouns they would prefer to use.

CASE STUDIES, COMMON TERMS AND FAQs

A series of fact sheets including case studies, common terms and FAQs have been created that provide further information using the information contained in these Guidelines. These additional resources can be accessed via the Athletics Australia website or directly via: [Transgender and Gender Diverse people in sport resources](#).

Please also refer to the Inclusion of Transgender and Gender Diverse People in Athletics Competition policy which can be found at www.athletics.com.au/info-hub/constitution-policies/



CASE STUDIES

The following case studies have been taken from real life scenarios relating to Transgender and Gender Diverse inclusion in sport. Further case studies can be found on the Sport Australia website at: https://www.sportaus.gov.au/integrity_in_sport/transgender_and_gender_diverse_people_in_sport/case-studies

CASE STUDY 1: INDIRECT DISCRIMINATION IN THE PROVISION OF PARTICIPANT FACILITIES

Greenhill uses a ground owned by Westacre for weeknight training. Westacre only unlocks the men's changeroom block for Greenhill's use. A number of Greenhill's players identify as Transgender and Non-Binary and prefer to use the women's changeroom.

Not providing access to the women's changeroom disadvantages the Transgender and Non-Binary members of the Greenhill team. They either leave work early so they can get changed at home or get changed in the carpark.

Despite a number of requests, Westacre repeatedly refuses to unlock the women's changeroom.

When pressed on the issue they say that Greenhill competes in the men's competition and should therefore, 'only need access to the men's change room'. Westacre's management also mentions that they cannot be expected to open the women's change room because that would mean extra cleaning for their staff.

The decision not to unlock the women's changeroom may amount to unlawful indirect discrimination on the basis of Gender Identity.

CASE STUDY 2: HOW POLICIES AND PEOPLE CREATE INCLUSION

Sara is a young Transgender woman who is very talented at Long Jump. She is looking for a new club to join. She has affirmed her gender socially and presents as female but has not affirmed her gender through medical interventions. Sara is eager to join a club that accepts her as a woman and allows her to compete in the women's competition.

She goes online to try and find the inclusion policies of some clubs in her area. She finds a club whose policy specifically mentions that Transgender Participants are welcome and are encouraged to participate for the club in the gender category with which they identify.

She also reads that the club has an inclusion officer she can speak to if she has any questions about joining. Sara calls the inclusion officer to ask about the culture of the club. The inclusion officer is very approachable and tells Sara that in their experience the club is very welcoming. Sara is relieved and registers with the club.

CASE STUDY 3: HOW NON-GENDERED UNIFORMS CAN ENHANCE INCLUSION

Alfie is a Transgender man who is part of a running club. The singlet that most of the men compete in does not fit properly over his hips, but he would feel embarrassed requesting the women's singlet.

Fortunately, his club has a few different styles with various cuts, to fit the range of body shapes of its members. The colours and logo are the same across all variations of the uniform.

The club has also chosen not to label any of the styles as being specifically intended for males or females. This allows Alfie to mix and match styles so he can find a uniform that fits his body best and eliminates any embarrassment of having to request a gender specific item.

Participants can mix and match styles and cuts to find a uniform that fits their body best and enables them to run comfortably. The design options for the uniform ensures that all Participants still present as a team.

COMMON QUESTIONS

WHAT ABOUT TESTOSTERONE?

Testosterone is a hormone produced by the body. Males generally produce higher levels of testosterone than females and it is associated with greater strength and muscle mass. While testosterone can contribute to someone's performance, there are many other factors that will often play a more significant role in making someone a good performer in a particular event. Physical factors (for example, fitness or age), mental factors (for example, decision making ability or ability to commit to training for a long period of time) and social factors (for example, sporting experience, living proximity to high quality training venues or ability to afford high quality coaching) can all contribute to someone's performance.

NO TWO TRANSITIONS/AFFIRMATIONS ARE THE SAME

The process of transitioning or affirming one's gender can involve a combination of social, medical or other steps. Each person's Transition or Affirmation is different. Transitions or affirmations do not always include hormone treatment or other medical interventions such as surgery.

DO PEOPLE TRANSITION TO GAIN A COMPETITIVE ADVANTAGE?

Transition or gender Affirmation can be a complex, long-term and difficult process that can often have significant impacts on someone's identity and wellbeing. As such it is a deeply personal decision and not something that is done on a whim. As is the case for all athletes, Transgender and Gender Diverse people participate in sport for the physical, mental and social health benefits that participation in sport can bring.

CAN I ASK SOMEONE IF THEY ARE TRANSGENDER OR GENDER DIVERSE?

Asking someone if they are Transgender or Gender Diverse may be offensive and their Transition or affirmation status is private information. The way in which someone has transitioned or affirmed their gender should not affect how they participate as these Guidelines outline that a person is permitted to participate in accordance with their Gender Identity (subject to the eligibility requirements for certain competitions – see

Participant Eligibility above for me information). Someone who has transitioned or affirmed their gender may choose to disclose this information to you. This is a sign of trust and of them being comfortable around you.

OTHER DOCUMENTS

MEMBER PROTECTION POLICY

This policy outlines protections against discrimination or harassment on the basis of many characteristics including gender, Gender Identity, Sex and sexuality. Athletics Australia's Member Protection Policy is available on the Athletics Australia website.

Sport Australia: Guidelines for the Inclusion of Transgender and Gender Diverse People in Sport

These guidelines have been used to inform the creation of the Athletics Australia guidelines for inclusion of Transgender and Gender Diverse people. They provide detailed information on ways in which clubs can be inclusive and fully comply with legal discrimination protections outlined in the Sex Discrimination Act 1984. These guidelines and other resources can be accessed via the Sport Australia website or directly via the link below.

[Guidelines for the inclusion of Transgender and Gender Diverse people in sport.](#)

PRIVACY POLICY

The protection of personal information is important to Athletics Australia and its Member Associations. We are committed to respecting the right to privacy and the protection of personal information. This document sets out how Athletics Australia may collect, hold and use personal information. By providing your personal information to Athletics Australia, you consent to its use, storage and disclosure in accordance with our Privacy Policy.

To read our Privacy Policy, please visit www.athletics.com.au/info-hub/constitution-policies/

Inclusion of Transgender and Gender Diverse People in Athletics Competition

This policy sets out athlete eligibility in relation to various levels of competition in Australia athletics. To read this policy, please visit www.athletics.com.au/info-hub/constitution-policies/



DEFINITIONS

Language use and understanding certain terminology is an important component of creating safe, welcoming and inclusive environments. We recognise that language and terminology relating to gender diversity and sexuality may be unfamiliar and/or confusing to many people involved in athletics. Therefore, we have provided the following list of commonly used terms that will assist those involved in the sport to have open conversations that will help create a welcoming environment for Transgender or Gender Diverse people.⁶ We've also added some key terms that relate to our Inclusion of Transgender and Gender Diverse People in Athletics Competition policy.

Athlete(s): refers to Participants who are registered and financial member of an Athletics Australia Member Association.

Employees/Workers: people who are employed with Athletics Australia and/or its Member Associations which may include managers, supervisors, full-time staff, part-time staff, casual staff, temporary staff, student placements, apprentices, contractors, and sub-contractors.

Gender Diverse: an umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/Transgender, genderqueer, Non-Binary, gender non-conforming and many more.

Gender Identity: is defined in the Sex Discrimination Act 1984 (Cth) as 'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth'. For example, a person's birth certificate may include a marker which indicates that the person's designated Sex is female when that person identifies as a man (in other words, their Gender Identity is that of a man).

LGBTQ (or variations of it): An acronym for lesbian, gay, bisexual, Transgender and queer/questioning people. It is used to refer collectively to these communities. The 'LGB' refers to sexuality/sexual identity; the 'T' refers to Gender Identity. 'Q' can refer to either Gender Identity or sexuality.

Member Association: means any state or territory Member organisation of Athletics Australia as per clause 7.1 of the Athletics Australia Limited constitution.

Misgendering: referring to (someone, especially a Transgender person) using a word, especially a pronoun or form of address, that does not correctly reflect the gender with which they identify.

Non-Binary: is a term used to describe a person who does not identify exclusively as either a man or a woman. Genders that sit outside of the female and male binary are often called non-binary. A person might identify solely as non-binary or relate to non-binary as an umbrella term and consider themselves gender fluid, gender queer, trans masculine, trans feminine, agender, bigender, or something else.

Participants/Members: a Participant includes anyone who participates in, and or attends, an event, activity or program of Athletics Australia or its affiliates, including people who may not be a member. This includes athletes, coaches, officials, volunteers, club administrators, management, Board members, volunteers, and spectators.

⁶ Note that not all of the terms that are defined are utilised in these Guidelines or the associated Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy.

Pronouns: a grammatical means of referring to a person or persons. Conventional pronouns are “she/her/hers” and “he/him/his”. Some people prefer to use gender neutral pronouns, which include, but may not be limited to “they/them/their”.

Sex: refers to a person’s biological sex or sex characteristics. These may be genetic, hormonal, or anatomical. Whilst typically based upon the sex characteristics observed and recorded at birth, a person's Sex may differ from their Sex recorded at birth.

Transgender (commonly abbreviated to ‘trans’): is a general term used to describe a person whose Gender Identity is different to the Sex they were assigned at birth. Being Transgender is about how an individual describes their own gender. It is not necessarily about their biological characteristics.

Transition or Affirmation refers to the social, medical or legal steps that a Transgender person takes to affirm their Gender Identity. A transition or affirmation may or may not involve medical treatment, including surgeries or hormone therapy. People can transition as children or as adults. Each transition is different.

Trans man/Trans masc: Trans men generally describes someone assigned female at birth who identifies as a man. This individual may or may not actively identify as trans.

Transphobia: this encompasses a range of negative attitudes, feelings or actions toward Transgender people or transness in general. Transphobia can include fear, aversion, hatred, violence, anger, or discomfort felt or expressed towards people who do not conform to social gender expectations. It is often expressed alongside homophobic views and hence is often considered an aspect of homophobia. Transphobia is a type of prejudice and discrimination, similar to racism and sexism.

Trans woman/Trans fem: Trans woman generally describes someone assigned male at birth who identifies as a woman. This individual may or may not actively identify as trans.

World Athletics Categorised Competition: any stadium or out of stadia competition that is categorised by World Athletics under clause 1.3 of the World Ranking Rules (www.worldathletics.org/world-ranking-rules/basics) where the Eligibility Rules for Competition apply. This includes category E National Permit Meets (and above) conducted in Australia, but excludes category F competitions for the purposes of the *Inclusion of Transgender and Gender Diverse People in Athletics Competition Policy*.



KEY CONTACTS

ATHLETICS AUSTRALIA

Athletics Australia has zero-tolerance for anyone that engages in or displays homophobic/transphobic/biphobic/interphobic specific bullying, harassment and/or vilification within the sport. We are open to supporting the Athletics Community to become a safe and welcoming place for all.



W: www.athletics.com.au/get-involved-athletics/pride-in-athletics/

E: athletics@athletics.org.au

PROUD 2 PLAY

Proud 2 Play is a peak body for LGBTQ+ inclusion in sport. Proud 2 Play work at all levels of the sporting community providing education, policy advice, running inclusive events, conducting research, and forming partnerships.

W: www.proud2play.org.au

E: info@proud2play.org.au

SPORT AUSTRALIA

Sport Australia promotes and supports the development of a cohesive national sport sector that creates opportunities for all Australians to participate and excel in sport and physical activity.

W: www.sportaus.gov.au

P: (02) 6214 1111

AUSTRALIAN HUMAN RIGHTS COMMISSION

The Australian Human Rights Commission is an independent statutory organisation, established by an Act of Federal Parliament to protect and promote human rights in Australia and internationally.

W: www.humanrights.gov.au

P: (02) 9284 9600

PRIDE IN SPORT

Pride in Sport is Australia's National Sporting inclusion program which helps sporting organisations and clubs with benchmarking the inclusion of LGBTQ+ employees, participants, volunteers and spectators. This means improving all aspects of LGBTQ+ inclusion, achieving best practice as benchmarked by the Pride in Sport Index and creating better health outcomes for LGBTQ+ participants and fans through creating inclusive spaces which remove homophobia, stigma and discrimination.

W: <http://www.prideinsport.com.au/>

E: BNewell@acon.org.au

TRANSCEND AUSTRALIA

Transcend Australia is a grassroots support network and was the first parent led peer support network for the families of Transgender children in Australia. Transcend has connected hundreds of families to medical, legal and educational support services as well as parent/carer communities around Australia. They have worked alongside other community organisations to promote and support programs which help trans and Gender Diverse children reach their full potential. Among these organisations are the Royal Children's Hospital Gender Service, Justice Connect, Safe Schools Coalition and the Victorian Government LGBTIQ Reference Group.

W: www.transcendaus.org



ATHLETICS AUSTRALIA STATE/TERRITORY MEMBER ASSOCIATION CONTACTS



Athletics Victoria
Ph: 03 8646 4500
E: info@athsvic.org.au
W: www.athsvic.org.au



Athletics NT
Ph: 08 8945 1979
E: info@ntathletics.org.au
W: www.ntathletics.org.au



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