

Guidelines for the Inclusion of Transgender and Gender Diverse People in Community Hockey

FOREWORD

Truly inclusive sport cannot be accomplished by a few; it must be done in partnership. Everyone across the sport sector has a part to play in being more inclusive, and there are already many great examples in sport of things that everyone can do. But there is still a long way to go.

Although there have been significant changes in the general community towards people of diverse genders and sexualities, research shows significant work is still to be done, for sports to be completely inclusive.

Recent studiesⁱ around the inclusion of people with diverse genders in Australian sport reported:

- a) Sport is considered hostile and unwelcoming by some to young people with diverse sexualities and genders.
- b) Change rooms were common sites to stress, harassment and bullying for young people with diverse genders and sexualities.
- c) Traditional male sports are seen as unwelcome and toxic spaces by some.

Recent studiesⁱⁱ have shown the disproportionate effect on the health and wellbeing of trans and gender diverse people. **[Content Warning: Trans and gender diverse people may find the below information distressing]** This research shows:

- a) 39.9% of Trans and Gender Diverse people aged 18 and over have been diagnosed with an anxiety disorder in their lifetime compared to an average of 26.3% for the general population.
- b) 57.2% of Transgender and Gender Diverse people aged 18 and over have been diagnosed with depression in their lifetime
- c) 41% of Transgender people and people with a Non-Binary gender aged 18 years and over report thoughts of suicide or self-harm in the last 2 weeks.
- d) 35% of Transgender people aged 18 and over have attempted suicide in their lifetime, compared to 3.2% of the general population (4.4% females; 2.1% males) aged 16 and over having attempted suicide in their lifetime.
- e) Trans women are more likely to have thoughts of suicide than Trans men and people with a Non-Binary gender
- f) Trans people are more likely to experience depression than people with a Non-Binary gender, but people with a Non-Binary gender are more likely to experience anxiety than Trans people.

1. INTRODUCTION

Participation in sport is a human right.ⁱⁱⁱ We are all born free and equal in dignity and rights.

Hockey Australia is committed to providing a safe, fun and inclusive environment for all people, including those of diverse sexualities and genders. Being an inclusive organisation not only reflects our core values, it also reflects the diversity of our local communities.

We're passionate about helping people lead happy, healthy and active lives. Hockey Australia celebrates diversity of sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs, and life stage. There is a place in our sport for everyone, exactly as you are.

2. BACKGROUND

- 2.1 Hockey Australia recognise that both intentional and unintentional phobic behaviours exist within sport, recreation, services, programs, operations and facilities, which can create adverse and potentially significant consequences for some individuals and our communities. Hockey Australia will take steps to actively promote respectful, inclusive and collaborative behaviours within our sport at all times.
- 2.2 Sometimes these consequences mean that individuals who want to play Hockey or be a Hockey volunteer or official, feel excluded and leave Hockey or choose not to become involved with it. In other instances, players or other participants are forced to hide their true self. In some cases, individuals who experience phobic language or actions stay with Hockey but continue to be subjected to discrimination and harassment, thus reducing their enjoyment of Hockey. None of these outcomes is acceptable.^{iv}
- 2.3 Hockey Australia recognises that the inclusion of Trans and Gender Diverse people within sport is a complex and emotive issue.
- 2.4 Hockey Australia is a Member of the Federation Internationale de Hockey (FIH). Accordingly, in FIH sanctioned competitions, Hockey Australia must comply with the policies and regulations of the FIH.
- 2.5 The applicability of these guidelines to representative or elite domestic events, competitions or leagues is addressed in clause 8 of these guidelines.

3. SCOPE

- 3.1. These guidelines apply to Hockey Australia and all Australian Hockey Organisations who adopt them as their stated policy position.
- 3.2. These guidelines apply to the following individuals and entities;
 - a) Members;
 - b) Participants; and
 - c) Any other person, including individuals and bodies corporate, who has agreed to be bound by these guidelinesto the full extent that it is possible for Hockey Australia or an Australian Hockey Organisation to bind those persons and organisations.

- 3.3. It is the duty of each person and organisation to which these guidelines apply to comply with and, so far as is lawfully possible, to require any other Hockey-related entity or participant who or which is not directly bound by these guidelines but who or which is participating in Hockey in any capacity in Australia, to comply with these guidelines.
- 3.4. Hockey Australia acknowledges that it could be problematic to draw distinction between Community and Elite Hockey competitions as community sport is often the first step on the pathway to elite sport. Notwithstanding this, these guidelines have been developed to apply to all Transgender and Gender Diverse participants seeking to compete in Hockey unless the event, league or competition specifically requires otherwise.

4. OBJECTIVES

- 4.1. To affirm our commitment to supporting the inclusion of Transgender and Gender Diverse identifying people in Hockey.
- 4.2. To ensure we foster a safe, welcoming environment for Gender Diverse people by eliminating discriminative behaviour within Hockey facilities, programs and services.
- 4.3. To affirm our support of gender affirming practices in our programs, operations and competitions.
- 4.4. To promote a safe, inclusive and welcoming environment that engages and keeps participants with diverse genders and sexualities involved with Hockey.

5. UNIFORMS

- 5.1. Individuals may wear the uniform of their choosing as it aligns with their gender identity, so long as it abides by wider Hockey attire rules.
- 5.2. Individuals requiring uniforms (for example, athletes, officials and coaches) are to be provided with an appropriate range of uniform styles and sizes to select from.
- 5.3. If gendered uniforms are necessary, the individual may choose which uniform they would prefer to wear.

6. FACILITIES

- 6.1. Hockey Australia recognises the existing difficulties faced in having adequate changeroom and shower facilities.
- 6.2. Hockey Australia supports the right of people to use changing and bathroom facilities which best reflects their Gender Identity, whilst recognising a strong preference for privacy within those facilities.
- 6.3. Within Hockey Australia and Australian Hockey Organisation managed facilities, people have the right to use changing and bathroom facilities which best reflects their Gender Identity.
- 6.4. Where new facilities are built or upgrades are taking place, Hockey Australia and Australian Hockey Organisations will advocate for options to create inclusive spaces with appropriate private spaces. Examples would include:
 - a) Changing signage on some facilities to unisex/gender neutral;

- b) Modifying changerooms and bathrooms to create private spaces (higher doors, room dividers, shower curtains etc); and
- c) Ensuring all changerooms have appropriate waste disposal.

7. COMMUNITY COMPETITIONS

- 7.1. For all Community Hockey competitions (i.e. non representative competitions delivered and managed by local clubs or associations) an individual can participate in the competition which best reflects their Gender Identity. This is in accordance with the Sex Discrimination Act 1984 (Cth), which explains that it is unlawful to discriminate against a person on the basis of sexual orientation, Gender Identity and intersex status. Clubs and associations should have in place well-established practices of grading and the selection of players to:
- a) Address any relevant disparity of players
 - b) Protect the health and safety of participants; and
 - c) Provide fair and meaningful competitions.
- 7.2. Such practices should be applied consistently across all players when considering varying skill levels.
- 7.3. For the purpose of clarity, Community Hockey competitions applies to any competition, league or event outside of an FIH sanctioned event or an elite or sub-elite competition as specified in clause 8.
- 7.4. For mixed-gender competitions, people can participate in a manner which best reflects their gender identity. Rules for mixed-gender competitions will be applied based on Gender Identity.
- 7.5. Participant/Member registration platforms must be gender inclusive and align with ACON's recommended gender indicators. Example: When registering to become a member, an individual will be prompted with a two-part question based on current Gender Identity and sex assigned/assumed at birth, as outlined below:

GENDER	
Which of the following best describes your current gender identity?	Please identify which gender-based competition you would like to participate in:
<input type="checkbox"/> Male	<input type="checkbox"/> Mens/boys competition
<input type="checkbox"/> Female	<input type="checkbox"/> Womens/girls competition
<input type="checkbox"/> Non-binary/gender fluid	
<input type="checkbox"/> Different identity <input type="text"/>	

- 7.6. Where a third-party registration platform is used, Hockey Australia will advocate for changes to provide gender inclusive registration options, and where appropriate allow for a manual registration using the appropriate gender indicators.

8. ELITE AND SUB-ELITE COMPETITIONS

- 8.1. We recognise that international Hockey is conducted under the rules and regulations of the FIH, and all FIH sanctioned matches and events must be played in accordance with FIH policy even where that may depart from these guidelines.
- 8.2. Transgender and Gender Diverse individuals are welcome and included in all Community Hockey competitions (as per *Clause 7 – Community Competitions* of this document).

However, some competitions, leagues and events may require more specific or detailed regulations.

- 8.3. Competitions, leagues or events that would not be subject to these guidelines, may include events for those seeking representative selection to national teams that compete in FIH sanctioned competitions.
- 8.4. Hockey Australia and Australian Hockey Organisations will specify and publish on their website any competitions, leagues or events to whom these guidelines do not apply, along with details of any variations to these guidelines in the governing of these competitions, leagues or events.

9. PRIVACY & CONFIDENTIALITY

- 9.1. Collection of personal information is in accordance with the Hockey Australia Privacy Policy.
- 9.2. All personal information will be handled with confidentiality and be conducted in an inclusive manner.
- 9.3. Personal information should only be collected from participants if absolutely necessary and with the individual's consent, or where the individual is under the age of 18, their parent's consent.
- 9.4. Any personal information collected by Hockey Australia or an Australian Hockey Organisation must only be disclosed if necessary and in accordance with the law.
- 9.5. Hockey Australia and Australian Hockey Organisations must:
 - a) securely store personal information, in line with privacy legislation;
 - b) not disclose the Gender Identity or sex assigned at birth of a participant without the express consent of the individual; and
 - c) ensure correct names and pronouns are used in conversations, databases, documents and correspondence.
- 9.6. Hockey Australia will accept a legal declaration to verify name and gender (e.g. by way of a statutory declaration), where required, in place of identity documents such as passport or birth certificate where those identity documents have a sex/gender marker inconsistent with a participant's Gender Identity;
- 9.7. Hockey Australia and Australian Hockey Organisations should be aware that, depending on the circumstances, requesting additional information from Transgender and Gender Diverse people may be unlawful. This includes, but is not limited to, requesting a medical or physical examination, or requesting medical or physical details for the purposes of gender identification.
- 9.8. Hockey Australia and Australian Hockey Organisations shall protect the privacy of players. This is particularly important when dealing with any personal or sensitive information that may be held regarding a person's Gender Identity, or transition or affirmation process.
- 9.9. Hockey Australia and Australian Hockey Organisations should consider the provisions of the *Privacy Act 1988 (Cth)*, the Australian Privacy Principles (APPs), and the relevant legislation and regulations of the States and Territories.

- 9.10. Further information is available from the Office of the Australian Information Commissioner at www.oaic.gov.au/privacy-law

10. RELATED POLICIES

- 10.1. While each piece of governance may not clearly articulate it, every Hockey Australia policy is inclusive of people with diverse genders and sexualities, including their families (where applicable).
- 10.2. Other Hockey Australia policies that are relevant to this policy include, but are not limited to;
- a) Hockey Australia Anti-Doping Policy
 - b) Hockey Australia Privacy Policy
 - c) Hockey Australia Member Protection Policy
 - d) Hockey Australia Safe Hockey Policy
 - e) Hockey Australia Complaints and Disputes Policy

11. DISCRIMINATION

- 11.1. These Guidelines do not provide a definitive legal answer to all of the issues of discrimination, harassment or victimisation involving sex or Gender Identity that may arise under the Act. Organisations and individuals should seek their own independent legal advice if they have concerns regarding their compliance with the Act or with relevant state or territory anti-discrimination legislation.
- 11.2. Discrimination on the basis of sex or gender identity can include both direct and indirect discrimination and may be unlawful under Commonwealth and State legislation.
- 11.3. 'Direct discrimination' occurs when a person is treated less favourably than another person on the ground of:
- a) sex or gender identity, or
 - b) a characteristic generally associated with a person of that sex or gender identity in circumstances that are the same or not materially different.
- 11.4. An example of direct discrimination would be a sporting organisation refusing a trans woman's application for membership because she is Transgender.
- 11.5. 'Indirect discrimination' can be less obvious. Indirect discrimination occurs when a condition, requirement or practice that applies to everyone, disadvantages persons of a particular sex or gender identity, and the condition, requirement or practice is not reasonable in the circumstances.
- 11.6. Further guidance on Federal and State and Territory laws and exemptions is available through the Australian Human Rights Commission and any State or Territory Human Rights Authority.

12. RELATED LEGISLATION

- 12.1. **Federal/Commonwealth Legislation:** The following laws operate at a federal level and the Australian Human Rights Commission has statutory responsibilities under them.
- a) *Sex Discrimination Act 1984* (Cth)
 - b) *Privacy Act 1988* (Cth)

12.2. **State/Territory Legislation:** The following laws operate at a state and territory level, with state and territory equal opportunity and anti-discrimination agencies having statutory responsibilities under them.

- a) Australian Capital Territory – *Discrimination Act 1991*
- b) New South Wales – *Anti-Discrimination Act 1977*
- c) Northern Territory – *Anti-Discrimination Act 1996*
- d) Queensland – *Anti-Discrimination Act 1991*
- e) South Australia – *Equal Opportunity Act 1984*
- f) Tasmania – *Anti-Discrimination Act 1998*
- g) Victoria – *Equal Opportunity Act 2010*
- h) Western Australia – *Equal Opportunity Act 1984*.

13. GRIEVANCE PROCEDURES

13.1. Any complaint or breach of this policy shall be dealt with in accordance with the Hockey Australia Complaints and Dispute Policy.

13.2. The Australian Human Rights Commission or State or Territory Human Rights Commission may also assist individuals in relation to any complaints of discrimination, harassment and/or victimisation under Federal or State and Territory laws.

14. SUPPORT SERVICES

14.1. Hockey Australia recommends using the following LGBTQ specific providers:

- a) **ACON** provides counselling as well as social work support to help people resolve complex or ongoing violence and harassment matters.
Freecall: 1800 063 060
Web: www.acon.org.au/mental-health/#lgbti-counselling
- b) **QLife** provides anonymous and free LGBTI peer support and referral for people wanting to talk about sexuality, identity, gender, bodies, feelings or relationships.
Freecall: 1800 184 527
Web: www qlife.org.au/get-help
- c) **Lifeline** provides 24-hour crisis support and suicide prevention services to all Australians experiencing a personal crisis.
Phone: 13 11 14
Web: www.lifeline.org.au/gethelp

15. ADDITIONAL RESOURCES AND SUPPORT

TransHub (www.transhub.org.au)

This platform is an initiative from ACON Health, Australia's largest LGBTQ health organisation specialising in community health, inclusion and HIV responses for people of diverse sexualities and genders.

Pride in Sport Australia (www.prideinsport.com.au)

Pride in Sport is the only sporting inclusion program specifically designed to assist sporting organisations at all levels with the inclusion of LGBTQ employees, athletes, coaches, volunteers and spectators.

Australian Human Rights Commission (www.humanrights.gov.au)

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

Trans Pride Australia (www.transprideaustralia.org.au)

Trans Pride Australia Inc is a social and support group for trans and gender diverse people and their loved ones in Australia.

QLife (www qlife.org.au)

QLife provides anonymous and free LGBTQ peer support and referral for people in Australia wanting to talk about sexuality, identity, gender, bodies, feelings or relationships.

Minus 18 (www.minus18.org.au)

Minus18 aims to improve the health and wellbeing of, and provide a safe environment for, same-sex attracted and gender diverse young people in Australia, seeking to empower them to feel comfortable and confident in their sense of identity and assisting them to grow as happy, healthy individuals well into the future.

Switchboard (www.switchboard.org.au/get-help/)

This service is for LGBTIQ+ identifying people and those who have questions or concerns about LGBTIQ+ issues. They also welcome contact from people who may not be LGBTIQ+ but who want to talk about someone else they care about. This includes families, friends, teachers and co workers of LGBTIQ+ people.

16. LANGUAGE AND DEFINITIONS^v

16.1. Language

- a) Language should be respectful and inclusive. Members, Participants and others involved in our game are encouraged to use correct pronouns (for example, by asking all participants within the Australian Hockey Organisation what pronouns they use when they register, and using pronouns consistently across verbal and written communications).
- b) Conventional pronouns are 'she/her/hers' and 'he/him/his'. Some people prefer to use gender neutral pronouns, such as 'they/them/their/ze'. The pronoun a person uses to describe themselves generally reflects their Gender identity
- c) Hockey Australia acknowledges that language constantly changes, and while we have done our best to define key terms within these Guidelines, we encourage members to stay informed with other language and terminology relative to this space via Pride in Sport - www.prideinsport.com.au/terminology

16.2. Definitions

- a) **Australian Hockey Organisation** means each of:
 - I. **Member Associations**, being the governing body of hockey in each Australian State and Territory known as Hockey ACT, Hockey New South Wales, Hockey NT, Hockey Queensland, Hockey SA, Hockey Tasmania, Hockey Victoria and Hockey WA;
 - II. **Regional Associations**, being those regional or metropolitan Hockey associations which are members of, or affiliated to, a Member Association;

- III. **Affiliated Clubs**, being those Hockey clubs which are a member of or affiliated to a Regional Association and/or Member Association.
- b) **Competition** means a hockey contest, event or activity measuring performance against an opponent, oneself or the environment either on a one-off basis or as part of a series or league that is sanctioned by HA or an Australian Hockey Organisation.
- c) **Event** means a one-off Competition, or series of individual Competitions conducted by HA or an Australian Hockey Organisation (for example international matches, national championships, or domestic leagues).
- d) **Member** means a member of HA admitted in any category of membership in accordance with clause 6 of the Hockey Australia Constitution.
- e) **Participant** means Athletes, Athlete and Team Support Personnel, Administrators and Officials participating in or engaged with the delivery of Competitions and Events, Directors, Employees and Volunteers.

16.3. **Bodies, gender and gender identities**

- a) **Brotherboy** is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people who have a male spirit and take on male roles within the community. Brotherboys have a strong sense of their cultural identity.
- b) **Gender Diverse** is 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.
- c) **Gender Dysphoria** is the discomfort a person feels with how their body is perceived and allocated a gender by other people. The experience may occur when a person feels their biological or physical sex doesn't match their sense of their own gender. This feeling, that there is a mismatch, can trigger a range of responses. Some people experience serious distress, anxiety and emotional pain, which can affect their mental health. Others experience only low-level distress — or none at all. For this reason, gender dysphoria is no longer considered a mental illness. (Not to be confused with 'Body Dysmorphia')
- d) **Gender Identity** is defined in the Act 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).
- e) **Cisgender / cis** is a term used to describe people who identify their gender as the same as what was assigned to them at birth (male or female). 'Cis' is a Latin term meaning 'on the same side as'.
- f) **Deadname** is a term used by some trans people to describe the name they were given and known by prior to affirming their gender and/or coming out.
- g) **Intersex** (Intersex status) is a protected attribute under the Act. Under the Act 'intersex status' means the status of having physical, hormonal or genetic features that are:
 - I. neither wholly female nor wholly male
 - II. a combination of female and male, or
 - III. neither female nor male.

The term 'intersex' does not describe a person's gender identity (man, woman, neither or both). A person with an intersex variation may identify as a man, woman, neither or both.

- h) **LGBTQI** (or variations of it) is an acronym for lesbian, gay, bisexual, transgender, queer/questioning and intersex. It is used to refer collectively to these communities. The 'LGB' refers to sexuality/sexual identity; the 'T' refers to gender identity; and the 'I' refers to people who have an intersex variation. 'Q' can refer to either gender identity or sexuality.
- i) **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 genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else.
- j) **Pronouns** are 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, such as 'they/them/their'. The pronoun a person uses to describe themselves generally reflects their gender identity.
- k) **Sex** refers to a person's biological sex or sex characteristics. These may be genetic, hormonal, or anatomical. Unlike 'gender identity', 'sex' is not defined in the Act.
- l) **Sistergirl** is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people that have a female spirit and take on female roles within the community. Including looking after children and family. Many Sistergirls live a traditional lifestyle and have strong cultural backgrounds.
- m) **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. Trans people may position 'being trans' as a history or experience, rather than an identity, and consider their gender identity as simply being female, male or a non-binary identity. Some trans people connect strongly with their trans experience, whereas others do not. Processes of gender affirmation may or may not be part of a trans or gender diverse person's life.
- n) **Transition / Gender Affirmation** means the personal process or processes a trans or gender diverse person determines is right for them in order to live as their defined gender and so that society recognises this. Transition may involve social, medical/surgical and/or legal steps that affirm a person's gender. Affirming gender doesn't mean changing gender, 'having a sex change' or 'becoming a man or a woman', and transition isn't the same as being trans. A trans or gender diverse person who hasn't medically or legally affirmed their gender is no less the man, woman or non-binary person they've always been.
 - I. **Social transition** is the process by which a person changes their gender expression to better match their gender identity. This may include changing their name, pronouns, and appearance.
 - II. **Medical transition** is the process by which a person changes their physical sex characteristics to align with their gender identity. This may include hormone therapy, surgery or both.
 - III. **Legal transition** is the process by which a person changes their identity documents, name, or both, to reflect their gender identity. This may include changing their gender marker on a passport or birth certificate or changing their name on a driver's licence or bank card.

16.4. Societal attitudes/issues

- a) An **ally**, straight ally, or heterosexual ally is typically a heterosexual and cisgender person who supports equal civil rights, gender equality, LGBTQ+ social movements, and challenges homophobia, biphobia, and transphobia. Not everyone who meets this

definition identifies as an “ally”. An ally acknowledges that LGBTQ+ people face discrimination and thus are socially disadvantaged. They aim to use their position as heterosexual and cisgender individuals in a society focused on heteronormativity to counter discrimination against LGBTQ+ people. An ally can also be someone who identifies within the LGBTQ+ community and supports an aspect of that community in which they don’t identify with (e.g. a Cisgender gay man may identify as an ally to transgender individuals).

- b) **Biphobia** is abuse towards someone who is attracted to more than one gender, and even includes when that person’s identity is erased. This can be in the form of telling someone that their sexuality is “just a phase”, or even telling them to “pick a side.”
- c) **Cissexism** is where something is based on a discriminatory social or structural view that positions (either intentionally or otherwise) the trans experience as either not existing or as something to be pathologised. Cissexism believes that gender identity is determined at birth and is a fixed and innate identity that is based on sex characteristics (or ‘biology’) and that only binary (male or female) identities are valid and real.
- d) **Heteronormativity** (also known as cishnormativity) the view that heterosexual relationships are the only natural, normal and legitimate expressions of sexuality and relationships, and that other sexualities or gender identities are unnatural and a threat to society (GLHV, 2016).
- e) **Homophobia** refers to negative beliefs, prejudices and stereotypes that exist about people who are not heterosexual. Verbal homophobia is the most common form. Things like name-calling, rumours and abusive words (‘fag’ or ‘dyke’). Phrases like “that’s so gay” which compare sexuality to words like ‘crap’ can have a negative impact. Homophobia also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their sexuality.
- f) **Misgendering** is an occurrence where a person is described or addressed using language that does not match their gender identity. This can include the incorrect use of pronouns (she/he/they), familial titles (father, sister, uncle) and, at times, other words that traditionally have gendered applications (pretty, handsome, etc.). It is best to ask a person, at a relevant moment, what words they like to use.
- g) **Transphobia** refers to negative beliefs, prejudices and stereotypes that exist about transgender/trans and gender diverse people. You may have heard transphobic language like ‘tr*nny’, or seen restrictions on the way that people are allowed to express their gender. Things like which uniform you’re allowed to wear or toilets you can use. Transphobia can also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their gender.

17. ACKNOWLEDGEMENTS

- 17.1. The *‘Guidelines for the Inclusion of Transgender and Gender Diverse People in Community Hockey’* have been prepared in consultation with a number of stakeholders.
- 17.2. Pride in Sport, ACON Health, TransHub, State entities, members of the LGBTQ community, medical experts, athletes and administrators across Australia have participated in consultations which informed the development of this work. We thank and acknowledge those who participated in this process.
- 17.3. We also acknowledge the *‘Guidelines for the inclusion of Transgender and gender diverse people in sport’* developed by the Australian Human Rights Commission, in partnership with Sport Australia and the Coalition of Major Professional and Participation Sports. Many of the concepts and terms used throughout these Guidelines have been adopted from this work.

ⁱ 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

ⁱⁱ National LGBTI Health Alliance (2020). *Snapshot of the Mental Health and suicide prevention statistics for LGBTI people*. Pyrmont NSW Australia.

ⁱⁱⁱ United Nations Educational, Scientific and Cultural Organization, International Charter of Physical Education, Physical Activity and Sport (21 November 1978) art 1; Universal Declaration of Human Rights, GA Res 217A (III), UN GAOR, 3rd sess, 183rd plen mtg, UN Doc A/810 (10 December 1948) art 24; International Olympic Committee, Olympic Charter (entered into force 9 October 2018) 11.

^{iv} Bingham Cup Sydney, (2014). *Anti-Homophobia & Inclusion Framework for Australian Sport*.

^v Pride in Sport (2020), Terminology. ACON Health Ltd.