



HOCKEY AUSTRALIA

GUIDELINES FOR THE INCLUSION OF TRANSGENDER & GENDER DIVERSE PEOPLE IN COMMUNITY HOCKEY

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1. BACKGROUND

1.1. INTRODUCTION

- 1.1.1 Hockey Australia (**HA**) recognises that the inclusion of Transgender and Gender Diverse people within sport can be a complex and emotive issue.
- 1.1.2 Recent studiesⁱ about the inclusion of people with diverse genders in Australian sport found:
- i. For some, sport is considered hostile to young people with diverse sexualities and genders.
 - ii. LGBTQ+ participants experience a higher degree of challenges in sport in relation to their gender identification and sexual identity.
- 1.1.3 More broadly, studies (ii) show the disproportionate effect on the health and wellbeing of Transgender and Gender Diverse people:
- i. 57.2 per cent of Transgender and Gender Diverse people aged 18 and over have been diagnosed with depression in their lifetime.
 - ii. 39.9 per cent of Transgender 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 per cent for the general population.
 - iii. 35 per cent of Transgender people aged 18 and over have attempted suicide in their lifetime, compared to 3.2 per cent of the general population.
- 1.1.4 HA recognises 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.
- 1.1.5 HA is committed to creating safe, fun, welcoming and inclusive environments for all Participants, including those of diverse sexualities and genders. Being an inclusive organisation not only reflects our core values but also the diversity of our local communities.
- 1.1.6 HA 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. HA is passionate about helping people lead happy, healthy and active lives.
- 1.1.7 There is a place in Hockey for everyone, exactly as you are.

1.2. OBJECTIVE

The objective of these Guidelines is to:

- (a) Affirm HA's commitment to supporting the inclusion of Transgender and Gender Diverse identifying people in hockey;
- (b) Create and promote safe, fun, welcoming and inclusive environments for Transgender and Gender Diverse people that eliminate discriminative behaviours; and
- (c) Affirm and promote gender-affirming practices within hockey.

2. JURISDICTION

2.1 These guidelines apply to:

- (a) Participants ; and
- (b) AHOs

2.2 The following is not within the scope of these Guidelines

- (a) Any Hockey Activity sanctioned by the Federation Internationale de Hockey (**FIH**), where FIH rules and regulations apply.

3. UNIFORMS

- 3.1 Uniforms can be an important part of sports participation in identifying with clubs, teammates and colleagues. Everyone should be able to participate in a uniform they feel most comfortable wearing.
- 3.2 AHOs can make uniform choice more inclusive by:
 - (a) Where practicable, eliminate the need for differences between men's and women's uniforms.
 - (b) If the above is not possible, allow Participants to select the uniform that aligns with their gender identity, as long as it complies with any relevant hockey attire rules.
 - (c) Providing Participants with a range of uniform styles and sizes to select from.

4. FACILITIES

- 4.1 A significant barrier to sports participation for Transgender and Gender Diverse people is the lack of access to appropriate facilities.
- 4.2 Research (iii) into the inclusion of people with diverse genders in Australian sport has also shown that change rooms are common sites to stress, harassment and bullying for young people with diverse genders and sexualities.
- 4.3 HA supports the right of Participants to use changing and bathroom facilities that best reflects their Gender Identity whilst recognising a strong preference for privacy within those facilities. This is in line with the *Sex Discrimination Act 1984* (Cth).
- 4.4 Where new facilities are built, or upgrades are taking place, HA and AHOs will advocate for options to create inclusive spaces with appropriate private spaces.
- 4.5 AHOs can make their facilities more inclusive of all people by:
 - (a) Changing signage on some facilities to unisex/gender-neutral;
 - (b) Modifying changerooms and bathrooms to create private spaces (e.g. higher doors, room dividers, shower curtains etc.); and
 - (c) Ensuring all changerooms have appropriate waste disposal.

5. LANGUAGE

- 5.1 Language used by AHOs and Participants should always be respectful and inclusive.
- 5.2 Participants should use correct pronouns (for example, by asking all Participants what pronouns they use when they register and using pronouns consistently across verbal and written communications).
- 5.3 Conventional pronouns are 'she/her' and 'he/him'. Some people use gender-neutral pronouns, such as 'they/them' or 'ze/zir'. The pronoun a person uses to describe themselves generally reflects their Gender identity.
- 5.4 HA acknowledges that language constantly changes, and while we have done our best to define key terms within these Guidelines, HA encourages Participants and AHOs to stay informed about other language and terminology relative to this space via Pride in Sport www.prideinsport.com.au/terminology.

6. COLLECTION OF INFORMATION

- 6.1 Participant registration platforms must be gender inclusive and align with ACON's recommended gender indicators. For 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 | |
|---|--|
| <p>Which of the following best describes your current gender identity?</p> <p><input type="checkbox"/> Man or male</p> <p><input type="checkbox"/> Woman or female</p> <p><input type="checkbox"/> Non-binary</p> <p><input type="checkbox"/> I use a different term (please specify)</p> | <p>Please identify which gender-based competition you would like to participate in:</p> <p><input type="checkbox"/> Mens/boys competition</p> <p><input type="checkbox"/> Womens/girls competition</p> |

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

7. PARTICIPANT ELIGIBILITY

HA acknowledges that it could be problematic to draw a distinction between Community and Pathway & High Performance Programs as community sport is often the first step on the way 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 Activity specifically requires otherwise.

7.1. COMMUNITY

- 7.1.1 For all Community Hockey Activities, 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.
- 7.1.2 For mixed-gender competitions, Participants can participate in a manner that best reflects their gender identity. Rules for mixed-gender competitions will be applied based on Gender Identity.

7.2. PATHWAY & HIGH PERFORMANCE PROGRAMS

- 7.2.1 Participants of programs and events that may require more specific or detailed regulations:
- (a) HA High Performance Programs (Hockeyroos, Kookaburras);
 - (b) HA Pathway Programs (Jillaroos, Burras, Futures Squads);
 - (c) HA Under 18 National Championships (indoor and outdoor);
 - (d) HA Under 21 National Championships (indoor and outdoor);
 - (e) HA Open Indoor National Championships;
 - (f) Hockey One League;
 - (g) Other Hockey Activity on a case-by-case basis.
- 7.2.2 As per section 2 any Hockey Activity that is sanctioned by the FIH will be subject to FIH rules and regulations.
- 7.2.3 Any matters or disputes relating to the eligibility of Transgender and Gender Diverse people should be

referred to HA for determination on a case-by-case basis, utilising the Pathway & High Performance Flowchart (page 11).

8. DISCRIMINATION

- 8.1 HA is committed to ensuring that everyone involved with Hockey is protected from abuse, bullying, harassment, unlawful discrimination and vilification.
- 8.2 These Guidelines do not provide a definitive legal answer to all of these issues involving Sex or Gender Identity that may arise under anti-discrimination legislation. Organisations and individuals should seek independent legal advice if they have concerns regarding compliance with relevant anti-discrimination legislation.
- 8.3 Notwithstanding any relevant legislation, [HA's Member Protection Policy](#) sets out the expected standards or behaviour and the dispute resolution process for dealing with these matters.
- 8.4 Discrimination based on Sex or Gender Identity can include both direct and indirect discrimination and may be unlawful under Commonwealth and State legislation.
- 8.5 Direct discrimination occurs when a person is treated less favourably than another person on the ground of:
- (a) Sex or Gender Identity, or
 - (b) characteristics generally associated with a person of that Sex or Gender Identity in circumstances that are the same or not materially different.
- 8.6 An example of direct discrimination would be an AHO refusing a trans woman's application for membership because she is Transgender.
- 8.7 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.
- 8.8 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.

9. DISPUTE RESOLUTION

- 9.1 The HA Complaints, Dispute and Disciplinary Policy applies to any complaints, disputes or breaches of these Guidelines. The Policy is made available via HA's website at www.hockey.org.au/integrity, as amended and replaced from time to time.

10. PRIVACY & CONFIDENTIALITY

- 10.1 Personal Information about the Participants is collected, used and disclosed by HA in accordance with HA's Privacy Policy made available via HA's website at www.hockey.org.au/integrity, as amended and replaced from time to time.
- 10.2 Privacy is an important consideration when dealing with any personal or sensitive information that may be collected, held and used regarding a person's Gender Identity or transition or affirmation process.
- 10.3 Additionally, as it relates to these Guidelines, AHOs:
- (c) must ensure correct names and pronouns are used in conversations, databases, documents and correspondence;
 - (d) must not disclose the Gender Identity or Sex assigned at birth of a Participant without their express consent;

- (e) 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; and
- (f) can 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 a passport or birth certificate where those identity documents have a sex/gender marker inconsistent with a Participant's Gender Identity.

11. RELATED POLICIES



- 11.1 While each piece of governance may not explicitly articulate it, every HA policy is inclusive of people with diverse genders and sexualities, including their families (where applicable).
- 11.2 Other HA policies that are relevant to these Guidelines include, but are not limited to:
 - (a) [HA National Integrity Framework](#), including its constituent policies;
 - (b) [HA Safe Hockey Policies and Procedures](#); and
 - (c) [HA Privacy Policy](#);


12. RELEVANT LEGISLATION

- 12.1 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); and
 - (b) Privacy Act 1988 (Cth)
- 12.2 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; and
 - (h) Western Australia – Equal Opportunity Act 1984.

13. SUPPORT SERVICES

HA recommends using the following LGBTQ-specific providers:

| Provider | Description | Contact |
|---|--|---|
|  | Provides counselling as well as social work support to help people resolve complex or ongoing violence and harassment matters | W: www.acon.org.au/mental-health/#lgbti-counselling P: 1800 063 060 (Freecall) |
|  | Provides anonymous and free LGBTI peer support and referral for people wanting to talk about sexuality, identity, gender, bodies, feelings or relationships. | W: www.qlife.org.au/get-help P: 1800 184 527 (Freecall) |

| Provider | Description | Contact |
|---|--|--|
|  | Provides 24-hour crisis support and suicide prevention services to all Australians experiencing a personal crisis. | W: www.lifeline.org.au/gethelp P: 13 11 14 |

14. ADDITIONAL RESOURCES

| Provider | Description | Website |
|---|--|--|
|  | Transhub 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. | www.transhub.org.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. | www.prideinsport.com.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. | www.humanrights.gov.au |
|  | Trans Pride Australia is a social and support group for trans and gender diverse people and their loved ones in Australia. | www.transprideaustralia.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. | www qlife.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. | www.minus18.org.au |
|  | Switchboard is a service 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. | www.switchboard.org.au/get-help |

15. ACKNOWLEDGEMENTS

- 15.1 HA would acknowledge and thank Pride in Sport, ACON Health, TransHub, Member Associations, members of the LGBTQ community, medical experts, athletes and administrators across Australia who have participated in consultations that informed the development of this work.
- 15.2 HA 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.

16. DEFINITIONS

Activity means a Hockey contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition sanctioned or organised by an AHO.

Australian Hockey Organisation (AHO), which means and includes:

- (a) **Hockey Australia (HA)** means Hockey Australia, the recognised National Sporting Organisation (**NSO**) and peak body for the sport of hockey in Australia.
- (b) **Member Associations (MA)** which means each member of HA recognised under clause 6.1 of the HA Constitution;
- (c) **Regional Associations** which means regional or metropolitan Hockey associations which are members of, or affiliated to a MA;
- (d) **Clubs**, which means any club that enters a Team to participate in an Activity and includes a MA;
- (a) Any other organisation that has agreed to be bound by these Guidelines.

Cisgender (cis) describes a person whose identity aligns with the sex they were assigned at birth.

FIH means the International Hockey Federation.

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.

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).

Hockey means the sport of Hockey and includes field hockey and indoor hockey, and modified versions of these forms of hockey as governed by the HA and FIH from time to time.

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:

- neither wholly female nor wholly male
- a combination of female and male, or
- 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.

LGBTQ (or variations of it) is 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.

Misgendering means 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.

Participant means:

- (a) **Athletes** who are registered with or entitled to participate in an AHO Activity;
- (b) **Coaches** in a professional or voluntary capacity appointed to train an Athlete or Team in an AHO Activity;
- (c) **Administrators** who have a role in the administration or operation of an AHO, including owners, directors, committee members or other persons;
- (d) **Officials** including referees, umpires, technical officials, or other officials in a professional or voluntary capacity appointed by an AHO or any league, competition, series, club or team sanctioned by an AHO; and
- (e) **Support Personnel** who are appointed in a professional or voluntary capacity by an AHO or any league, competition, series, Club or Team sanctioned by an AHO, including sports science sports medicine personnel, team managers, agents, selectors, and team staff members.

Pronouns are a grammatical means of referring to a person or persons. Conventional pronouns are "she/her/hers" and "he/him/his". Some people 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.

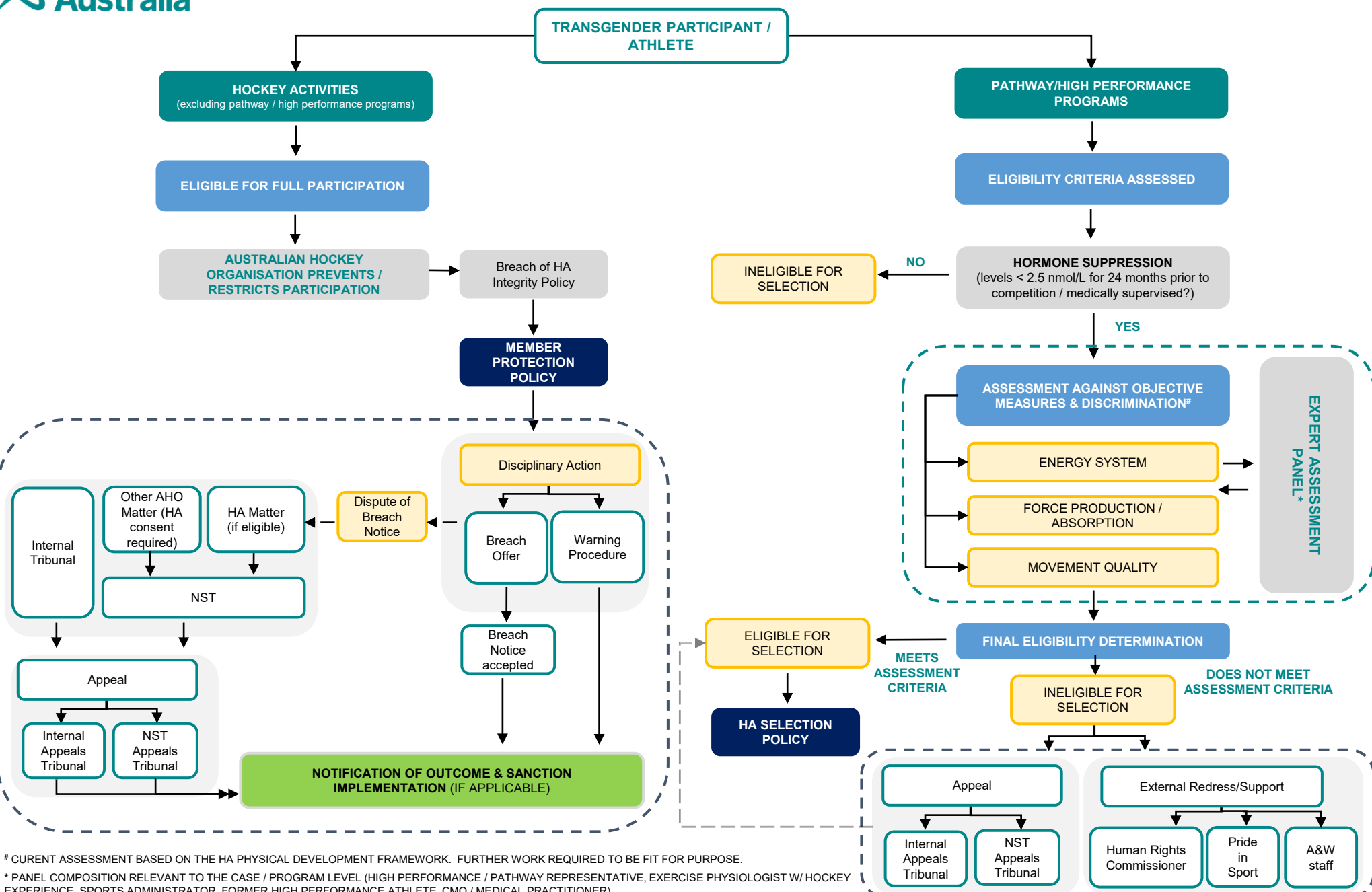
Transphobia encompasses a range of negative attitudes, feelings or actions toward Transgender people or transness in general. Transphobia can include fear, aversion, hatred, violence, anger, or discomfort felt or expressed towards people who do not conform to social gender expectations. It is often expressed 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.

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 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

TRANSGENDER & GENDER DIVERSE GUIDELINES WORKFLOW



CURRENT ASSESSMENT BASED ON THE HA PHYSICAL DEVELOPMENT FRAMEWORK. FURTHER WORK REQUIRED TO BE FIT FOR PURPOSE.

* PANEL COMPOSITION RELEVANT TO THE CASE / PROGRAM LEVEL (HIGH PERFORMANCE / PATHWAY REPRESENTATIVE, EXERCISE PHYSIOLOGIST W/ HOCKEY EXPERIENCE, SPORTS ADMINISTRATOR, FORMER HIGH PERFORMANCE ATHLETE, CMO / MEDICAL PRACTITIONER).