



**Water Polo**  
AUSTRALIA

**GUIDELINES FOR THE INCLUSION OF  
TRANSGENDER AND GENDER DIVERSE  
PEOPLE IN COMMUNITY WATER POLO**

**V1 1 October 2020**

## 1. FORWARD

*Water Polo in Australia seeks to be a sport for all by creating a safe, accessible, and welcoming place for all members of our community.*

*We want our current and future participants to have a positive experience with Water Polo, that encourages them to share that with others and to remain part of our team for life. The bonds and friendships forged through sport, within teams and across teams are lifelong and people remain connected through a shared love of the sport.*

*Water Polo Australia is committed to providing a safe, fun and inclusive environment for all people, including the transgender and gender diverse community. Being an inclusive organisation not only reflects our core values, it also reflects the diversity of the Australian population.*

*We're passionate about helping people lead happy, healthy and active lives. Water Polo Australia celebrates the 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.*

*Richard McInnes,  
CEO Water Polo Australia*

## 2. INTRODUCTION

- 2.1. The Guidelines for the Inclusion of Transgender and Gender Diverse people in community water polo aim to empower and support WPA members and staff to create and deliver a safe, welcoming and inclusive environment, free of harassment and discrimination for gender diverse participants.
- 2.2. Water Polo Australia supports the participation of transgender and gender diverse people electing to participate in community water polo in accordance with their gender identity, irrespective of the sex they were assigned at birth and allows them to do so in a safe and inclusive environment.
- 2.3. These guidelines are relevant to community level competitions that are sanctioned and coordinated by Water Polo Australia including the Australian Youth Water Polo Championships, the National State Championships and the WPA Open Water Polo Championships (Country, Masters, Polo4s). For the Australian Water Polo League and any Elite or High Performance events as defined in the [National Competition Framework \(NCF\)](#), the WPA [National Selection Policy](#) and eligibility guidelines in the Competition Manual will take precedence when teams or squads are selected.
- 2.4. These guidelines will be reviewed annually and Water Polo Australia welcome feedback at any time that can contribute to ensuring these guidelines are fit for purpose.

### 3. BACKGROUND

- 3.1. Participation in physical activity contributes to the overall physical and psychological health of all individuals or all ages and social groups. Participation in sport is a human right.<sup>i</sup> We are all born free and equal in dignity and rights.<sup>ii</sup>
- 3.2. 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.
- 3.3. 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.
- 3.4. Recent studies<sup>iii</sup> around the inclusion of people with diverse genders in Australian sport reported:
  - a) Sport is considered hostile and unwelcoming to young people with diverse sexualities and genders.
  - b) Change rooms were common sites for stress, harassment and bullying for young people with diverse genders and sexualities.
  - c) Traditional male sports are seen as unwelcome and toxic spaces.
- 3.5. Water Polo Australia recognises that both intentional and unintentional prejudice-motivated exist within many aspects of Sport in Australia, and that this has adverse and potentially significant consequences for some individuals and for our game. Water Polo Australia will take steps to actively promote respectful, inclusive and collaborative behaviours within our sport at all times.
- 3.6. Sometimes these consequences mean that individuals who want to play the sport or be a sport volunteer or official, feel excluded and leave the sport 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 the sport but continue to be subjected to discrimination and harassment, thus reducing their enjoyment of the sport. None of these outcomes are acceptable.<sup>iv</sup>
- 3.7. Water Polo Australia recognises that the inclusion of transgender and gender diverse people within sport is a complex and emotive issue.
- 3.8. Water Polo Australia is affiliated with FINA (International Federation) through Swimming Australia's membership. Accordingly, in certain international competitions, Water Polo Australia must comply with the policies and regulations of the international governing body.

### 4. DEFINITIONS

- 4.1. Water Polo 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 topic via Pride in Sport - [www.prideinsport.com.au/terminology](http://www.prideinsport.com.au/terminology). Other related terms can be found in Section 18.

## 4.2. Sport Specific

- 4.2.1. **Australian Waterpolo League** is defined as a High Performance competition in the [National Competition Framework](#) and is not considered a Community Competition for the purposes of this document. The [WPA Selection Policy](#) and eligibility rules in the Competition Manual will take precedence.
- 4.2.2. **Elite Competition** is defined as any international competition that is coordinated and hosted by FINA.
- 4.2.3. **FINA** is the international federation recognised by the International Olympic Committee for administering international competition in water sports, including water polo.
- 4.2.4. **IOC** is the governing body of the National Olympic Committees (NOCs), and is the authority responsible for organising the modern Summer and Winter Olympic Games.
- 4.2.5. **Sanctioned** is a term used to describe a national level competition that is coordinated and owned by Water Polo Australia, listed in the [National Competition Framework](#).
- 4.2.6. **WPA sanctioned community competitions** is defined as competitions within the WPA [National Competition Framework](#) that are classified as either Competitive Participation or Performance. These include the Australian Youth Water Polo Championships, WPA Open Championships (Country, Masters and Polo4's Divisions), and the National State Championships.

## 4.3. Bodies, gender and gender identities

- 4.3.1. **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 gender identity might be male, female or non-binary, regardless of what was presumed for them at birth.
- 4.3.2. **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.
- 4.3.3. **Cisgender / cis** is a term used to describe people who identify their gender as the same as what was presumed for them at birth (male or female). 'Cis' is a Latin term meaning 'on the same side as'.

- 4.3.4. **LGBTQ** (or variations of it) is an acronym for lesbian, gay, bisexual, transgender, queer/questioning. 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.
- 4.3.5. **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.
- 4.3.6. **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.
- 4.3.7. **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.
- 4.3.8. **Transgender** (commonly abbreviated to 'trans') is a general term used to describe a person whose gender identity is different to the sex they were assumed 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.
- 4.3.9. **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.

## 5. SCOPE

- 5.1. These Guidelines apply to the following WPA sanctioned community competitions:
- i) Australian Youth Water Polo Championships
  - ii) WPA Open Championships (Country, Masters, Polo4's Divisions)
  - iii) National State Championships
- 5.2. These Guidelines apply to the following participants at WPA sanctioned community competitions:
- i) Players
  - ii) Coaches and Managers
  - iii) Referees and Technical Delegates
  - iv) Unpaid Staff (Volunteers)
  - v) Staff
  - vi) Spectators
- 5.3. It is the duty of each person and organisation to which these Guidelines apply to comply with the Guidelines and, so far as is lawfully possible, to require any other sport-related entity or participant who or which is not directly bound by these Guidelines but who or which is participating in the sport in any capacity in Australia, to comply with these Guidelines.
- 5.4. Water Polo Australia acknowledges that it could be problematic to draw distinction between community and elite Water Polo 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 Water Polo within Water Polo Australia sanctioned community competitions.
- 5.5. Please note that detailed definitions of Commonly Used Terms can be found in Section 18 of this document.

## 6. OBJECTIVES

- 6.1. To affirm our commitment to supporting the inclusion of transgender and gender diverse identifying people in Water Polo in Australia.
- 6.2. To ensure we foster a safe, welcoming environment for gender-diverse people by eliminating discriminative behaviour within our facilities, programs and services.
- 6.3. To assert our support of trans-affirming practices in our programs, operations and competitions.
- 6.4. To promote a safe, inclusive and welcoming environment that engages and keeps transgender and gender diverse participants involved with the Water Polo.

## 7. UNIFORMS

- 7.1. Individuals may wear the uniform that is comfortable for them, of their choosing as it aligns with their gender identity.

- 7.2. Notwithstanding Section 7.1 (above), when participating in WPA Sanctioned Competitions, the individual's uniform should abide by the wider Water Polo and venue attire rules aligning with their gender identity, with designs and colours being as consistent as possible with that of their respective team.
- 7.3. For social, training or events that do not require a team uniform, individuals are encouraged wear suitable swimming attire that is comfortable for them.
- 7.4. Individuals requiring uniforms (for example, staff, officials, non-paid staff) are to be provided with an appropriate range of uniform styles and sizes to select from, suitable for different body types and shapes by the entity entering the team in the competition, as they would for other members of the team

## 8. FACILITIES

- 8.1. Water Polo Australia recognises the existing difficulties faced in having adequate changeroom and shower facilities.
- 8.2. Water Polo Australia supports the right of people to use changing and bathroom facilities which best reflects their gender identity.
- 8.3. Where possible, Water Polo Australia will encourage venue operators to modify changerooms and bathrooms to create private spaces (for example, taller doors, room dividers, shower curtains) and to update signage to 'all gender'.
- 8.4. Where new facilities are to be built or upgrades are taking place, Water Polo Australia will advocate for options to create inclusive spaces

## 9. COMMUNITY COMPETITIONS

- 9.1. For Water Polo Australia sanctioned community competitions, 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.
- 9.2. For mixed-gender competitions, individuals can participate in a manner which best reflects their gender identity. Rules for mixed-gender competitions will be applied based on gender identity.
- 9.3. An individual is required to nominate their gender identity at the time of registration, demonstrating a commitment that their gender identity is consistent across other aspects of everyday life.
- 9.4. At Water Polo Australia's discretion, individuals may be required to provide a supporting statement from an adult who has known the player for at least 12 months that states that the application is being made in good faith and the application is supported. Alternatively, a statutory declaration may be required.

- 9.5. WPA's individual member registration platforms (through The MemberPool) will 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 question based on current gender identity as outlined below:

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Which of the following best describes your current gender identity?

- Male
- Female
- Non-binary/gender fluid
- Different identity:

- 9.6. All individuals who express their interest, trial or nominate to compete in a team or competition should be able to select the desired division they wish to participate in that aligns with their gender identity.

## 10.HIGH PERFORMANCE OR ELITE COMPETITIONS

- 10.1. In due course, in conjunction with the IOC and FINA, Water Polo Australia intend to develop a Transgender and Gender Diverse Policy for Elite Water Polo.

## 11.PRIVACY & CONFIDENTIALITY

- 11.1. Collection of personal information will be handled with confidentiality and consistent with the WPA Privacy Policy.
- 11.2. 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, the consent of a parent/guardian.in line with the WPA Privacy Policy.
- 11.3. Any personal information collected by Water Polo Australia or affiliated entities must only be disclosed if necessary and in accordance with the law and the WPA Privacy Policy.
- 11.4. Water Polo Australia and member entities must:
- 11.4.1. securely store personal information, in line with privacy legislation;
  - 11.4.2. not disclose the Gender Identity of a participant without the express consent of the individual; and
  - 11.4.3. ensure correct names and pronouns are used in conversations, databases, documents and correspondence.
- 11.5. Water Polo 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 are inconsistent with a participant's Gender Identity;
- 11.6. Water Polo Australia and affiliated entities 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.



- 11.7. Water Polo Australia and affiliated entities shall protect the privacy of players. This is particularly important when dealing with any personal or sensitive information that the Affiliated Entity, Club or Stakeholder may hold regarding a person's Gender Identity, or gender affirmation process.
- 11.8. Water Polo Australia and affiliated entities 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.
- 11.9. Further information is available from the Office of the Australian Information Commissioner at [www.oaic.gov.au/privacy-law](http://www.oaic.gov.au/privacy-law)

## 12. RELATED POLICIES

- 12.1. While each piece of governance may not clearly articulate it, every Water Polo Australia policy is inclusive of people with diverse genders and sexualities, including their families (where applicable).
- 12.2. Other Water Polo Australia policies that are relevant to this policy include;
  - 12.2.1. Water Polo Australia Anti-Doping Policy
  - 12.2.2. Water Polo Australia Privacy Policy
  - 12.2.3. Water Polo Australia Member Protection Policy

## 13. DISCRIMINATION

- 13.1. 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.
- 13.2. 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.
- 13.3. 'Direct discrimination' occurs when a person is treated less favourably than another person on the ground of:
  - 13.3.1. sex or gender identity, or
  - 13.3.2. a characteristic generally associated with a person of that sex or gender identity in circumstances that are the same or not materially different.
- 13.4. An example of direct discrimination would be a sporting organisation refusing a transgender woman's application for membership because of her transgender status.
- 13.5. '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.

- 13.6. 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.

## 14. RELATED LEGISLATION

- 14.1. **Federal/Commonwealth Legislation:** The following laws operate at a federal level and the Australian Human Rights Commission has statutory responsibilities under them.
- 14.1.1. [Sex Discrimination Act 1984 \(Cth\)](#)
  - 14.1.2. [Privacy Act 1988 \(Cth\)](#)
- 14.2. **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.
- 14.2.1. Australian Capital Territory – [Discrimination Act 1991](#)
  - 14.2.2. New South Wales – [Anti-Discrimination Act 1977](#)
  - 14.2.3. Northern Territory – [Anti-Discrimination Act 1996](#)
  - 14.2.4. Queensland – [Anti-Discrimination Act 1991](#)
  - 14.2.5. South Australia – [Equal Opportunity Act 1984](#)
  - 14.2.6. Tasmania – [Anti-Discrimination Act 1998](#)
  - 14.2.7. Victoria – [Equal Opportunity Act 2010](#)
  - 14.2.8. Western Australia – [Equal Opportunity Act 1984](#).

## 15. GRIEVANCE PROCEDURES

- 15.1. Any complaint or breach of these guidelines shall be dealt with in accordance with the Water Polo Australia Member Protection Policy
- 15.2. 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.

## 16. SUPPORT SERVICES

- 16.1. Water Polo Australia's internal support services include:
- Isabella Andersson  
National Competitions Manager  
Water Polo Australia  
NSWIS Building  
Level 2, 6B Figtree Drive, Sydney Olympic Park NSW 2127  
[Isabella.andersson@waterpoloaustralia.com.au](mailto:Isabella.andersson@waterpoloaustralia.com.au)  
02 9763 0600
- 16.2. For external support, Water Polo Australia recommends using the following LGBTQ specific providers:
- 16.2.1. **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](http://www.acon.org.au/mental-health/#lgbti-counselling)

16.2.2. **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](http://www qlife.org.au/get-help)

16.2.3. **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](http://www.lifeline.org.au/gethelp)

## 17.ADDITIONAL RESOURCES AND SUPPORT

**TransHub** ([www.transhub.org.au](http://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](http://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](http://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](http://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](http://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.

## 18.DEFINITIONS CONT.ʋ

18.1. Water Polo 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](http://www.prideinsport.com.au/terminology)

18.2. **Bodies, gender and gender identities**

18.2.1. **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.

18.2.2. **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')

18.2.3. **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.

18.2.4. **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.

18.2.5. **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.

### 18.3. **Societal attitudes/issues**

18.3.1. An **ally**, cis 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 Cisgendered gay man may identify as an ally to transgender individuals).

18.3.2. **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."

18.3.3. **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.

18.3.4. **Heteronormativity** (also known as cisnormativity) 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).

18.3.5. **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 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.

18.3.6. **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.

18.3.7. **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.

## 19.BACKGROUND CONT.

- 19.1. As at 1<sup>st</sup> September 2020, recent studies<sup>vi</sup> on the disproportionate health and wellbeing of trans and gender diverse people 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) 3.2% of people (4.4% females; 2.1% males) aged 16 and over have attempted suicide in their lifetime; 0.4% of general population (0.5% females; 0.3% males) in the last 12 months[viii]
  - e) 35% of Transgender people aged 18 and over[3] 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.

- f) Trans women are more likely to have thoughts of suicide than Trans men and people with a Non-Binary gender
- g) 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.

## 20.ACKNOWLEDGEMENTS

- 20.1. The *'Guidelines for the Inclusion of Transgender and Gender Diverse People in Community Water Polo'* have been prepared in consultation with a number of stakeholders.
- 20.2. Pride in Sport, ACON Health, TransHub, State entities, members of the LGBTQ community, medical experts, athletes and National and State Executives 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.
- 20.3. 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.

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<sup>i</sup> 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.

<sup>ii</sup> Universal Declaration of Human Rights, GA Res 217A (III), UN GAOR, 3rd sess, 183rd plen mtg, UN Doc A/810 (10 December 1948) art 1.

<sup>iii</sup> 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

<sup>iv</sup> Bingham Cup Sydney, (2014). *Anti-Homophobia & Inclusion Framework for Australian Sport*.

<sup>v</sup> Pride in Sport (2020), Terminology. ACON Health Ltd.

<sup>vi</sup> National LGBTI Health Alliance (2020). *Snapshot of the Mental Health and suicide prevention statistics for LGBTI people*. Pyrmont NSW Australia.