

# **Netball SA guidelines for the inclusion of transgender and gender diverse people**

# Table of Contents

<b>1. Aim</b>	<b>3</b>
<b>2. Purpose</b>	<b>3</b>
<b>3. Scope</b>	<b>3</b>
<b>4. Definitions</b>	<b>4</b>
<b>5. Abbreviations</b>	<b>5</b>
<b>6. Player eligibility</b>	<b>5</b>
<b>7. Participant eligibility</b>	<b>5</b>
<b>8. Playing in single sex competitions</b>	<b>6</b>
<b>9. Competition Rules</b>	<b>6</b>
<b>10. Privacy and confidentiality</b>	<b>6</b>
<b>11. Key information</b>	<b>6</b>
<i>Best Practice for use of toilets, change rooms and other facilities</i>	6
<i>Participation in single sex competitions</i>	7
<i>Uniforms</i>	7
<i>Collecting information (membership forms)</i>	7
<i>Inclusive language</i>	8
<b>12. Relevant documents</b>	<b>8</b>
Member Protection Policy	8
<i>Guidelines for the inclusion of transgender and gender diverse people in sport</i>	8
<b>13. Case Studies</b>	<b>8</b>
<i>How policies and people create inclusion</i>	8
<i>How non-gendered uniforms can enhance inclusion</i>	9
<i>How registration forms create inclusion</i>	9
<i>How mixed competitions enhance inclusion</i>	10

## 1. Aim

- 1.1 Netball SA (NSA) is committed to providing a safe, supportive, and welcoming environment for staff, players, coaches, officials, spectators and members of the public associated with NSA.
- 1.2 NSA recognise and respect all gender identities and believe that everyone has the right to participate in a safe, respectful, and welcoming environment.

## 2. Purpose

- 2.1 These guidelines aim to set a standard for the inclusion of transgender and gender diverse people within netball in South Australia that allow them to participate as their true and authentic selves. As such, NSA is committed to supporting people to participate in the gender category they identify with, or feel most comfortable participating in, regardless of their sex assigned at birth.

## 3. Scope

These guidelines apply to:

- 3.1 NSA Board members
- 3.2 All NSA staff, including managers and supervisors; full-time, part-time, or casual, temporary, or permanent staff; job candidates; student placements, contractors, and sub-contractors.
- 3.3 All NSA members associated with affiliated netball associations, leagues, clubs, administrators, coaches, umpires, volunteers, players, and spectators participating in community netball competitions.
- 3.4 NSA acknowledges the need to distinguish between community netball and elite netball as community sport is often the first step on a pathway to elite sport. Many of NSA's pathway competitions and programs align with the national pathway, therefore in exceptional or extenuating circumstances, NSA may act reasonably and alter, vary, or waive the requirements set out in these guidelines.  
  
*A NSA Pathway Competition is any netball program or match played as part of:*
  - *Rising Sisters*
  - *Adelaide Thunderbirds Talent Academy*
- 3.5 For the avoidance of any doubt, athletes participating in the Premier League and members of the Southern Force team do not fall within the scope of these guidelines and should refer to the Netball Australia Inclusion of Transgender and Gender Diverse Athletes in Australian Elite Netball Competitions Policy.
- 3.6 Transgender and Gender Diverse Athletes who seek to participate in Australian Elite Netball Competitions should refer to the [Netball Australia Inclusion of Transgender and Gender Diverse Athletes in Australian Elite Netball Competitions Policy](#).

*An Australian Elite Netball Competition is any netball match played as part of the:*

- *Australian 21/Under, 19/Under and 17/Under Team and Squad (and other Team and Squads as determined by Netball Australia);*
- *Australian Fast5 Team (or its successor);*
- *Australian Netball Diamonds Squad and Team;*
- *Australian Netball Championships (or its successor);*
- *National Netball Championships (including 19/Under and 17/Under and other championships as determined by Netball Australia);*
- *Netball Centre of Excellence (including Australian Development squad or equivalent, 21/Under squad, 19/Under squad, 17/Under squad, Talls squad and other programs or squads as determined by Netball Australia); and Suncorp Super Netball (or its successor).*

## 4. Definitions

**Gender identity:** The way in which a person feels their gender, how they express or present this to others and how they want to be treated by others. A person's gender identity could be male, female, neither, a combination, and can also change over time.

**Sex:** Biological, anatomical or any other physical sex characteristics. Sex exists on a spectrum of traits that include conventional 'male' and 'female' characteristics.

**Transgender (or trans):** When a person's sex assigned at birth sex does not match their gender identity.

**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.

**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.

**Non-binary:** When a person's gender identity does not fit within the binary of male and female genders.

**Gender diverse:** Is an umbrella term that includes all the different ways gender can be experienced and perceived.

**Cis-gender:** When a person's assigned sex at birth matches their gender identity.

**Affirmation (or transition):** A person's process of developing and assuming a gender expression to match their gender identity. Everyone's affirmation or transition is different, and it is best not to assume how one affirms their gender or transitions. Transition/affirmation can include:

**Social affirmation:** coming out to one's family, friends, and/or co-workers.

**Legal affirmation:** changing one's name and/or sex on legal documents.

**Medical affirmation:** hormone therapy and possibly (though not always) some form of surgery.

## 5. Abbreviations

**“Players”**: People who play the sport relevant to the organisation or club.

**“Participants”**: People who are involved in the sport relevant to the organisation or club, which include, but is not limited to: players, coaches, officials, club administrators, volunteers, and spectators.

**“Employees/Workers”**: People who are employed with NSA, which may include: managers, supervisors, full-time staff, part-time staff, casual staff, temporary staff, student placements, apprentices, contractors, sub-contractors.

## 6. Player eligibility

6.1 Players are allowed to participate in any netball event in accordance with their gender identity. This is irrespective of the Player’s legal sex classification. NSA recognise that gender affirmation can be diverse, and that each person’s gender affirmation journey is diverse. As such, medical or surgical intervention is not required, and Players will not be asked to undergo medical examination for the purposes of gender verification.

6.2 The Player’s gender identity shall determine the category they participate in:

- Players identifying as male are allowed to participate in the male category.
- Players identifying as female are allowed to participate in the female category.
- Players who do not identify as neither male nor female are allowed to participate in the category they feel most comfortable participating in.
- In mixed competition, the Player’s gender identity is respected, and the Player is allowed to participate without any gender-based restrictions.

## 7. Participant eligibility

7.1 Participants are allowed to participate in any netball event in accordance with their gender identity. This is irrespective of the Participant’s legal sex classification. NSA recognise that gender affirmation can be diverse and that each person’s gender affirmation journey is diverse. As such, medical or surgical intervention is not required, and Participant’s will not be asked to undergo medical examination for the purposes of gender verification.

Participants in any Netball SA event must be always respected:

- Participants identifying as male must be treated as male;
- Participants identifying as female must be treated as female;
- Participants identifying as neither male or female must be treated in accordance with their gender identity (for example, if the Participant is non-binary, they must be treated as neither male nor female).

## 8. Playing in single sex competitions

- 8.1 Affiliates are encouraged to provide some gender-neutral (mixed) teams, whereby participation is not limited based on gender identity, giving participants the option to play netball.
- 8.2 NSA supports the participation of transgender and gender diverse people in single sex competitions as appropriate to their identified gender. Non-binary players can elect which team they consider most appropriate to join.
- 8.3 Competitions are encouraged to have appropriate regulations relating to participants identity changes during the season.

## 9. Competition Rules

- 9.1 Gender-neutral (mixed) competitions should apply the following rules relating to on court participation.
- Maximum 3 players identifying as male.
  - Up to 4 players identifying as female or non-binary.

## 10. Privacy and confidentiality

- 10.1 Gender, gender identity and sex are private matters. All Players, 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 absolutely necessary in accordance with the law, in particular privacy legislation.
- 10.2 Any issues heard through disputes tribunal, complaints handling processes, or any other mediation process must be treated as private and confidential in accordance with usual privacy and confidentiality steps outlined in the Netball Australia Member Protection Policy.
- 10.3 Information on gender, gender identity or sex must only be collected when absolutely necessary for a legitimate aim of the organisation. Legal declarations such as a statutory declaration to verify characteristics such as name, age and gender can be accepted in place of identity documents like passports and birth certificates.

## 11. Key information

### *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 [high risk of being victimised, assaulted or harassed](#) in toilets and change rooms.

All Players, Participants, Employees, and any other person associated with a club or organisation is entitled to use toilets, change rooms and other facilities in accordance with their gender identity. There is also a strong preference for privacy in using facilities, which is

the case for many people regardless of whether they are part of the transgender or gender diverse community or not. 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*

Clubs or organisations should aim to provide mixed or gender-neutral teams where possible. In these teams, participation is not dictated by gender identity. In instances where only single sex competitions have been offered, Players should be supported to participate in teams in accordance with their gender identity and non-binary players should be supported to play in a team they feel most comfortable in.

### *Uniforms*

Uniforms can be an important part of sports participation (for example, in identifying team members). All Players, 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.
- Providing a range of uniform styles to choose from.
- Providing a range of sizes to choose from.

### *Collecting information (membership forms)*

Information collection processes can be modified to be more inclusive of transgender and gender diverse people and respect the privacy of all sports participants.

Information collection can be made more inclusive by:

- Only collecting personal information if it is absolutely necessary for fulfilling a legitimate aim of the organisation.
- Accepting legal declarations (such as a statutory declaration) in place of identity documents (such as a passport or birth certificate) to verify characteristics such as age, name or gender.
- Providing the option for participants to select an alternative gender option on registration forms (for example, an option for 'male', 'female', 'non-binary').
- Asking for a 'preferred name' on registration forms.
- Providing an opportunity to nominate which pronouns someone uses on registration forms.
- Securely storing all personal information with regards 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 absolutely necessary to fulfil a legitimate aim of the organisation.

## *Inclusive language*

Inclusive language is a powerful tool for acknowledgement and respecting 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, quickly 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 guardians' when referring to a child's parents;
- Learn the usual personal pronouns people use to identify themselves:
  - o Identifying as male: he/him/his
  - o Identifying as female: she/her/hers
  - o Identifying as neither male or female: they/them/theirs
- If you are unsure of someone's personal pronouns, you can politely ask which pronouns they use.

## **12. Relevant documents**

**Member Protection Policy:** This Netball Australia [Member Protection Policy](#) outlines protections against discrimination or harassment on the basis of many characteristics including gender, gender identity, sex and sexuality.

**Guidelines for the inclusion of transgender and gender diverse people in sport:** These guidelines have been used to inform the creation of the Netball SA guidelines for inclusion of transgender and gender diverse people and provide detailed information on ways clubs can be inclusive and fully comply with legal discrimination protections outlined in the *Sex Discrimination Act 1984*. Access the guidelines here: [Guidelines for the inclusion of transgender and gender diverse people in sport](#).

## **13. Case Studies**

### *How policies and people create inclusion*

1. Sara is a young trans woman who is very talented at netball. 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 play in the women's competition.

She goes online to try and find the inclusion policies of some netball clubs in her area. She finds a club whose policy specifically mentions that transgender players are welcome and are encouraged to play 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 to play.

### *How non-gendered uniforms can enhance inclusion*

1. Ally is a trans woman who is part of a netball club. The singlet that most of the women compete in does not fit properly, but she would feel embarrassed requesting the man's singlet.

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

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

### *How registration forms create inclusion*

1. Molly identifies as non-binary and is wanting to join a mixed social netball competition. As they are new to netball, they Google netball teams near them.

When comparing possible clubs, Molly notices that one of the netball clubs, Canterbury Netball Club, has an option to nominate preferred pro-nouns whilst other clubs don't. In addition to this, Molly also notices that the Canterbury Netball Club has the option to select "non-binary" as a gender option whereas neighbouring clubs only have "male" or "female" to select.

Molly feels the ability to nominate preferred pro-nouns plus having the option to select "non-binary" as a gender option is a sign that Canterbury Netball Club understands gender diversity and decides to join the Canterbury Netball Club.

2. John identifies as non-binary and has a young daughter that wants to play netball with friends at the Northern Shores Netball Club. John has spoken to the other parents who have advised that the Northern Shores Netball Club is welcoming and inclusive.

John goes online to register their daughter to the Northern Shores Netball Club prior to training that night however, see's that the registration form requires contact details for a mother and a father. Initially, this makes them feel uncomfortable and question whether they will be accepted as part of the club.

Remembering that the other parents have advised that the Northern Shores Netball Club is inclusive, John decides to have a conversation with the club President to discuss the registration form and how they initially felt.

The club President appreciates them having the conversation and advises that the club simply didn't think of how this could make someone feel. The club President contacts the Recording Officer immediately to ensure the registration form is

changed to requiring “Parent/Guardian contact details” along with a full review of terminology used within the club’s registration form.

### *How mixed competitions enhance inclusion*

1. The Red Hill Netball Association Committee has recently participated in Active Inclusion SA training.

From this, the Committee meets to discuss opportunities they have to ensure their competition is inclusive and it is identified that the Association competition only caters to female participants. It is unanimously agreed that the Association will open team nominations for both a female competition and a mixed competition ahead of the upcoming winter season.

The Committee also identifies that for the mixed competition to be successful, they need to ensure clubs and their members are educated on inclusion and diversity. The Red Hill Netball Association engages Active Inclusion SA to provide an education session for their affiliated clubs and members.

Kara identifies as non-binary and is looking for a netball competition to play in. They see via social media that the Red Hill Netball Association provides a mixed competition that states in the rules that participation is not limited based on gender identity. They also see that all the clubs within this competition have mixed teams therefore, Kara decides to join a club within this competition.