



## **POLICY – Human Resources**

### **Policy Number 03-021- Member Protection Policy - *Part E - Gender Identity***

#### **Document Control**

#### **Version Control**

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#### **Approval**

Delegation required for approval: Chief Executive Officer

Name: Anna Carroll      Position: Chief Executive Officer

A handwritten signature in black ink that reads "A Carroll".

Signature:

Date: 19<sup>th</sup> May 2014

#### **Purpose and Background**

The Netball Queensland Gender Identity Policy forms one part of the Netball Queensland Member Protection Policy and as such, should be read in conjunction with the Member Protection Policy.

Netball Queensland and persons identified in Member Protection Policy Clause 3 are to treat people who identify as transgender or transsexual fairly and with dignity and respect. This includes acting with sensitivity and respect where a person is undergoing gender transition. Netball Queensland will not tolerate any unlawful discrimination or harassment against a person who identifies as transgender or transsexual or who is thought to be transgender or transsexual.

Descriptions of some of the types of behavior that could be regarded as transgender or transsexual discrimination are provided in the Definitions section and (Clause 11) of the Netball Queensland Member Protection Policy.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this Policy, please refer to the complaints handling procedure outline in the Netball Queensland Member Protection Policy- Part G (Complaint Handling Policy). This will explain what to do about the behaviour and how Netball Queensland and its Affiliates will deal with the problem.

### **Policy Statement**

Netball Queensland are committed to providing an inclusive sporting environment where transgender or transsexual people involved in netball activities are able to contribute and participate.

### **Applicability**

This policy applies to Netball Queensland and persons identified in Member Protection Policy Clause 3.

### **Definitions**

Refer to the definitions from Netball Queensland Member Protection Policy

### **Legislative Requirements**

*Anti-Discrimination Act 1991*

### **Procedure**

- 1.1 Netball Queensland recognise that the exclusion of transgender or transsexual people from participation in sporting events has significant implications for their health, well-being and involvement in community life. In general, Netball Queensland will facilitate transgender or transsexual persons participating in netball as the sex with which they identify.
- 1.2 Netball Queensland also recognise there is debate over whether a male to female transgender person obtains any physical advantage over other female participants. This debate is reflected in the divergent discrimination laws across the country. If issues of performance advantage arise, Netball Queensland will seek advice on the application of laws relating to particular circumstances.
- 1.3 Netball Queensland note that drug testing procedures and prohibitions also apply to people who identify as transgender or transsexual. A person receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption.

### **Related Document**

Netball Queensland Member Protection Policy.