

Summary - Policy for the Inclusion of Transgender & Gender Diverse People in Community Netball



Background

Netball Queensland (NQ) is driven by its purpose to enrich lives through netball and is committed to removing barriers to participation. NQ celebrates diversity and commits to building safe, supportive, inclusive and fun environments for people, including people of all genders and sexualities. We firmly believe there is a place in our sport for everyone, exactly as you are, on or off the court. For more information about NQ's zero-tolerance for any form of bullying, harassment, discrimination and vilification see [NQ's Position on Diversity & Inclusion](#).

NQ's [Policy for the Inclusion of Transgender and Gender Diverse People in Community Netball](#) (The Policy) was developed in consultation with [Pride in Sport](#) and informed by the lessons and successes in netball and other sports who have introduced similar policies in the preceding years.

Purpose

The Policy has been developed to set a standard for safety and inclusion of transgender and gender diverse people in NQ community competitions, and in NQ Affiliate competitions where the Policy is adopted, supporting them to affirm their gender and participate as their authentic selves. NQ aims to enable people to participate in the gender category with which they identify, or in which they feel most comfortable participating, regardless of their sex assigned at birth.

Guiding principles

Everyone in Australia has a fundamental human right to: equality; safety, respect and freedom from discrimination and harassment in all facets of life, including sport; and privacy.

We know from the research, and from listening to the stories of transgender and gender diverse individuals, that they often feel excluded from participating in sport because their affirmed gender – which may be different from their legally assigned sex at birth – is not recognised within the policies and structures of sport.

For transgender athletes, as for all athletes, sport is about the physical, social and mental health benefits of participation. We know the benefits of inclusion within sport are significant, long-lasting, and potentially life changing, and as the state's governing body NQ has a responsibility to prevent, mitigate and address transphobia to promote safe and welcoming spaces for everyone.

NQ recognises there is debate over whether some transgender athletes have physical advantages, however sport, particularly community sport, is about more than just strength. Factors such as fitness, training, age and experience also play a part in making someone a good athlete.

Scope

The Policy applies to all NQ Affiliates and Members playing and participating in the following NQ community competitions:

- a. State Age (Junior & Senior)
- b. Country Carnival
- c. Vicki Wilson Championship and Boys' Open
- d. NQ Social Competition at Nissan Arena

The Policy also applies to all NQ Members playing and participating in NQ Affiliate competitions, where the Affiliate has adopted The Policy.

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Player Eligibility

Players must nominate their gender identity at the time of registration. If Other is chosen, information on gender or gender identity will only be collected when necessary to operate the competition.

The Player's gender identity shall determine the category they participate in, and as such:

- Players identifying as male are welcomed and encouraged to participate in the male gender category.
- Players identifying as female are welcomed and encouraged to participate in the female category.
- Players who do not identify as male or female, including Players who identify as non-binary and Players who are gender diverse, are welcomed and encouraged to participate in the gender category in which they feel most comfortable.

To assist in the game management of a mixed competition in accordance with gender regulation, the competition organisers will liaise with coaches and officials to prioritise inclusion and safety while maintaining the integrity of the game rules. NQ acknowledges challenges may arise in the introduction of a process in the first instance and will work with coaches and officials to test and implement inclusion strategies. NQ is committed to building the capacity of its paid and volunteer workforce to navigate these situations.

Case studies to support the implementation of The Policy can be found online [here](#).

Implementation and roll-out

The Policy came into effect for all NQ competitions on **1 January 2024**, and all NQ Affiliates are encouraged and will be supported to apply the policy to their respective competitions from **1 July 2024**. Between January-June 2024 NQ will deliver relevant information sessions, affording NQ Affiliates the opportunity to plan for the practical application of The Policy.

NQ recognises research, insights and opportunities for the inclusion of transgender and gender diverse participants in sport is evolving and commits to continuous learning in this space to identify when amendments to The Policy are required. As such NQ will review The Policy every 12 months.

More information

For more information, including the full policy document and resources to assist you in implementation, including inclusive language guides and NQ's Inclusive Uniforms policy, visit our website:

<https://qld.netball.com.au/pride-sport>

Contact

If you have any questions about how this policy relates to you or to your association or club, or require assistance in understanding its application, or if you are a transgender or gender diverse person seeking support and advice, please contact NQ's Head of Diversity & Inclusion Autumn Pierce for a confidential conversation on 0466 038 056 or autumn.pierce@netballq.org.au.