



2019 Trans and Gender Diverse Inclusion Policy

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More information

If you have a query about this policy or need more information please contact info@worlddodgeballfederation.com

Policy owner

The World Dodgeball Federation is responsible for this Trans and Gender Diverse Inclusion Policy and the Trans and Gender Diverse Inclusion Policy Procedures. The World Dodgeball Federation is responsible for reviewing and evaluating the effectiveness of the policy and procedures on an annual basis.

1 Scope

This policy applies to:

- Board members and directors;
- All staff, including managers and supervisors; full-time, part-time or casual, temporary or permanent staff; job candidates; student placements, apprentices, contractors and subcontractors;
- How the World Dodgeball Federation provides services to clients and how it interacts with other members of the public;
- Aspects of participation in sport including team selection and participation, club membership, and service delivery (such as providing coaching services to individuals);
- On-site, off-site or after-hours work; work-related social functions; conferences – wherever and whenever staff may be as a result of their World Dodgeball Federation duties;
- Staff treatment of other staff, of clients, customers and other members of the public encountered in the course of their World Dodgeball Federation duties;
- Volunteers, who are protected from sexual harassment under the Canadian Equal Opportunity Policy

2 Aims

The World Dodgeball Federation is committed to providing a safe, supportive and respectful environment for staff and players, customers, clients, and members of the public regardless of their gender identity.

All World Dodgeball Federation staff are required to treat others with dignity, courtesy and respect.

World Dodgeball Federation is committed to providing an inclusive environment for all staff and players. World Dodgeball Federation values diversity among its staff and will not tolerate discrimination against employees or players based on their gender identity.

3 Rights and responsibilities

It is against the law to discriminate against someone based on their gender identity. While gender identity is commonly defined broadly (see 'Definitions' below), the Equal Opportunity Act defines 'gender identity' as a person of one sex identifying as a member of the other sex on a genuine basis by assuming characteristics of the other sex, or by living or seeking to live as a member of the other sex.¹

It is also against the law to discriminate against a person on the basis of sex. You should consider a person's sex to be what they say it is, whether or not it aligns with their sex as recorded at birth.

All incidents of discrimination – no matter how large or small or who is involved – require employers and managers to respond quickly and appropriately.

¹ In the Equal Opportunity Act, gender identity also refers to a person of indeterminate sex identifying as a member of a particular sex. 'Indeterminate sex' is not defined in the Act or case law and it is yet to be clarified which attribute protects people of indeterminate sex who do not identify as a member of a particular sex.

A complaint of discrimination can be made using World Dodgeball Federation's *Dispute resolution policy and procedure*.

4 Definitions

Sex refers to a person's biological sex traits. Sex has historically been understood as either 'female' or 'male', but we now know there are many variations.

Gender identity refers to a person's internal sense of self and how they identify, understand or perceive their gender.

A trans (short for transgender) person is someone whose gender identity does not exclusively align with their sex as recorded at birth.

Some trans people are female, some are male, some are non-binary (outside the female/male binary), and some are agender (don't identify with any gender). Gender diverse refers to this wide range of gender identities.

5 Key things to know

There's more to sporting ability than strength and testosterone

Testosterone can increase a person's strength, but sport is about more than just strength. Fitness, training, age and experience often play a bigger part in making someone a good player. Recent studies have shown no significant link between testosterone and performance for elite female athletes.²

No one 'changes gender' to reap rewards in sport

Transitioning or affirming gender is a deeply personal decision and is not something done on a whim. There is no evidence at the international level of boys or men 'changing gender' to reap rewards in women's sport.

Trans and gender diverse people use toilets as toilets and change rooms as change rooms.

There is no evidence to support the notion that trans and gender diverse people use toilets, change rooms or other facilities to assault or harass others. Trans and gender diverse people are generally at high risk of being victimised, assaulted or harassed in toilets and change rooms.³

No two transitions/affirmations are the same

Many trans and gender diverse people go through a process of socially, medically or otherwise transitioning or affirming their gender. This process is different for everyone and doesn't necessarily include hormone treatment or surgery.

6 Examples of discrimination based on gender identity

- Deliberately using incorrect names (deadnaming) or pronouns (misgendering – for example, using 'he' instead of 'she');
- Invasive, inappropriate questioning about a person's physical characteristics or their sex life (this may also constitute sexual harassment);

² See, for example, S Bermon et al, 'Serum androgen levels in elite female athletes' (2014) 99(11) *The Journal of Clinical Endocrinology & Metabolism*, 4328.

³ See, for example, J L Herman, 'Gendered restrooms and minority stress: The public regulation of gender and its impact on transgender people's lives' (2013) 19(1) *Journal of Public Management & Social Policy*, 65.

- Any form of harassment or bullying, including ridiculing or ignoring someone because of their gender identity;
- Denying an employee training or promotion opportunities because of their gender identity;
- Denying access to benefits associated with club membership because of someone's gender identity.
- A coach denying participation opportunities to a player on the basis of their gender identity
- Discriminating against someone in team selection based on their gender identity in situations where single-sex competition exceptions do not apply
- Changing the nature of someone's job, such as taking someone off customer service duties, because of their gender identity.

7 Transitioning employees and players

The World Dodgeball Federation will develop a formal plan in consultation with transitioning employees and players if the individual concerned wishes to do so. The content of the plan should be determined through discussions between management staff, the individual and any other support people the person would like to attend.

Transition plans will include information relating to name changes, dress code, and the use of toilets and other facilities.

The World Dodgeball Federation will also develop a management plan for the whole organisation. The management plan may include relevant information gathered from the process of developing a personalised transition plan for individual employees and include information on:

- Supports for all staff members
- Communicating relevant information to others in the organisation (in a manner agreed to with the individual)
- Protecting privacy and confidentiality for transitioning employees and players
- Dealing with any questions or concerns from people in the organisation.

The aim of a management plan is to ensure transitioning employees and players are treated with respect and dignity, any concerns from others in the organisation are addressed, and the organisation remains free from discrimination, harassment and unfair treatment.

8 Privacy and confidentiality

Members of the organisation must respect privacy and confidentiality in relation to trans and gender diverse employees and players. (see *WDBF Privacy Policy*)

9 Use of toilets and facilities

Employees and players are entitled to use toilets, change rooms and other facilities that are appropriate to their identified gender. Any individuals who have concerns about the use of toilets and facilities should raise these with the Equal Opportunity Contact Officers or with management.

10 Participation in single sex competitions

World Dodgeball Federation will support participation of trans and gender diverse people in single sex competitions as appropriate to their identified gender. Non-binary players will be allowed to elect which team they consider more appropriate to join.

11 Resolving issues at the World Dodgeball Federation

World Dodgeball Federation strongly encourages any individual who believes they have been discriminated against, bullied or harassed, sexually harassed, vilified or victimised to take appropriate action (*see Dispute Resolution Procedure*)

Individuals who witness another person being discriminated against, bullied or harassed, sexually harassed, vilified or victimised should also take appropriate action to address it.

12 Other relevant World Dodgeball Federation policies

Staff, especially managers and supervisors, are encouraged to read this policy in conjunction with other relevant World Dodgeball Federation policies, including;

- Equal opportunity policy
- Sexual harassment policy
- Dispute resolution policy and procedure
- Mission, vision and values statements