

TRANSGENDER & GENDER DIVERSE INCLUSION IN SPORT

CREATING INCLUSIVE ENVIRONMENTS



If teams are single sex teams, which teams can trans and gender diverse players play in?

Ask any trans and gender diverse players if they have a preference for which team they join. Generally, trans girls/women will elect to join the female team and trans boys/men will elect to join the male team. You should allow non-binary players to elect which team they consider more appropriate to join. Sometimes a player who is affirming their gender will choose to stay with the team they currently play in, perhaps because they have strong relationships with their team mates, and that is ok too.



What to do if you accidentally say the wrong name or pronoun [mis-gendering].

It's best to apologise promptly and move on. Dwelling on or 'explaining' the mistake to a trans or gender diverse person will not help. It can take a lot of practice to retrain your brain if you knew someone as a different name or gender, so practice when you are alone or in your head. Mistakes are understandable, but you should make it clear to staff, volunteers and players that there's a difference between 'slipping up' and deliberately or frequently using the wrong name or pronoun.



What to do about the use of facilities like toilets and change rooms.

Like everyone else, trans and gender diverse people should be able to use the toilets, change rooms and facilities where they feel most comfortable, which is usually those appropriate to their identified gender. Not allowing a trans or gender diverse person to do so may be distressing for them and potentially unlawful. It is generally inappropriate to request that trans and gender diverse people use accessible toilets, although some may prefer to do so.



What to do if a spectator verbally abuses a trans or gender diverse player.

Like racist, sexist or homophobic verbal abuse, transphobic verbal abuse is unacceptable. While spectator behaviours may be difficult to control, you can take steps like providing information to spectators about behaviour that won't be tolerated and the repercussions of this behaviour, as well as ensuring your staff and volunteers know how to respond to incidents.



What to do if the coach is affirming/transitioning their gender.

Approach this in the same way you would if a player or staff member was affirming or transitioning their gender. Remember to put the person first and ask them how they would like their transition/affirmation communicated to others, who should do it, and when, and if, they would like this communicated.



What to do if you are considering asking for more information about someone's gender affirmation.

Don't ask, you do not need to know. Asking for this sort of information, particularly medical information, is invasive and unnecessary. Best practice in Australia and overseas is that in non-elite level sport, people should be allowed to participate as their identified gender regardless of hormone or other medical treatments. If the player or their parent/guardian raises their gender affirmation, you should ask whether and how they would like this communicated to others, who should do it, and when, and if, they would like this communicated.

More information

Read the full *Guidelines for the inclusion of transgender and gender diverse people* in sport on the Sport Australia website.

Making sport inclusive for everyone