



Gender Inclusion Policy

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INCLUSION OF TRANSGENDER AND GENDER DIVERSE PEOPLE IN DRAGON BOATING

Our commitment

The Australian Dragon Boat Federation (**AusDBF**) is committed to providing a safe, fun and inclusive environment for all people, including those of diverse sexualities and genders. Being an inclusive organisation not only reflects our core values, but it also reflects the diversity of our local communities.

AusDBF aims to:

- confirm our commitment to supporting the inclusion of Transgender and Gender Diverse identifying people in dragon boating
- ensure we foster a safe, welcoming environment for Gender Diverse people by eliminating discriminative behaviour within dragon boat facilities, programs and services
- affirm our support of gender affirming practices in our programs, operations and competitions
- promote a safe, inclusive and welcoming environment that engages and keeps participants with diverse genders and sexualities involved with dragon boating.

Policy Guidelines

- **Language** – each paddler will use inclusive language to recognise a person's preferred pronouns and name.
- **Uniforms** - individuals may wear the gender uniform of their choosing as it aligns with their Gender Identity
- **Facilities** - Within AusDBF managed facilities, people have the right to use changing and bathroom facilities which best reflects their Gender Identity. Where new facilities are built or upgrades are taking place, AusDBF will advocate for options to create inclusive spaces with appropriate private spaces (e.g., changing signage on some facilities to all gender neutral).
- **National Competitions** - For all national competitions, an individual can participate in the competition which best reflects their Gender Identity. This is in accordance with *the Sex Discrimination Act 1984* (Cth), which explains that it is unlawful to discriminate against a person on the basis of sexual orientation, Gender Identity and intersex status. Rules for mixed-gender competitions will be applied based on Gender Identity.

The individual gender identity shall determine the category they participate in. That is:

The individual identifying as a man are allowed to participate in the men's category.

The individual identifying as a woman are allowed to participate in the women's category.

The individual who do not identify as neither a man or woman are allowed to participate in the category they feel most comfortable participating in.

It is expected that the individual will participate in that category for the full competition and will not change.

Rules for mixed-gender competitions will be applied based on Gender Identity that they feel most comfortable.

Clubs and associations should have in place well-established practices of grading and the selection of players to:

- address any relevant disparity of participants
- protect the health and safety of participants
- provide fair and meaningful competitions.
- **International Competitions** – AusDBF will advocate for each paddler’s right to participate in international competitions but that is at the discretion of the relevant international governing body.
- **Privacy and Confidentiality** – All personal information will be handled with confidentiality and conducted in an inclusive manner. Personal information should only be collected from participants if absolutely and with the individual’s consent, or where the individual is under the age of 18, the consent of a parent/guardian.
- **Complaints** - Any complaint or breach of this policy can be reported to AusDBF’s Diversity and Inclusion Committee.

What we ask you to do

- An individual is required to nominate their Gender Identity at the time of registration as a member of their respective club, demonstrating a commitment that their Gender Identity is consistent across other aspects of their life.

Definitions

“**Gender Diverse**” is an umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/transgender, genderqueer, non-binary, gender non-conforming and many more.

“**Gender Identity**” means the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person’s designated sex at birth. For example, a person’s birth certificate may include a marker which indicates that the person’s designated sex is female when that person identifies as a man (in other words, their gender identity is that of a man).

“**Transgender**” (commonly abbreviated to ‘trans’) is a general term used to describe a person whose gender identity is different to the sex they were assigned at birth. Being transgender is about how an individual describes their own gender. It is not necessarily about their biological characteristics. Trans people may position ‘being trans’ as a history or experience, rather than an identity, and consider their gender identity as simply being female, male or a non-binary identity. Some trans people connect strongly with their trans experience, whereas others do not. Processes of gender affirmation may or may not be part of a trans or gender diverse person’s life.

Disclaimer

This guideline does not provide a definitive legal answer to all the issues of discrimination, harassment or victimisation involving sex or Gender Identity that may arise under the *Sex Discrimination Act 1984* (Cth). Organisations and individuals should seek their own independent legal advice if they have concerns regarding their compliance with the Act or with relevant state or territory anti-discrimination legislation