



'Enhancing the future of Bowls across the NW Coast'

GENDER IDENTITY INCLUSION POLICY

Bowls North West – Gender Identity Inclusion Policy

RESPONSIBLE OFFICERS: BNW CEO

AUTHORITY: BNW Board

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1. DEFINITIONS AND INTERPRETATION

- 1.1** “Gender identity” means the gender-related identity, appearance or mannerisms or other gender-related characteristics of an individual including gender expression (whether by way of medical intervention or not), with or without regard to the individual’s designated sex at birth and may include transgender or transsexual.
- 1.2** “Transgender” refers to how an individual describes their own gender. For example, a person originally described on their birth certificate as male, who now identifies as woman, may use the term “trans”, “trans woman” or “woman”.
- 1.3** “Social transition” is the process by which a person changes their gender expressions to better match their gender identity. This may include changing their name, pronouns and appearance.

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- 1.4** “Medical transition” is the process by which a person changes their physical characteristics to align with their gender identity. This may include hormone therapy, surgery or both.
- 1.5** “Transition” or “affirmation” refers to the social, medical or legal steps that a transgender person takes to affirm their identity. A transition or affirmation may or may not involve medical treatment, including surgeries or hormone therapy.

2. THE PURPOSE OF THIS POLICY

2.1 The purpose of this policy is to:

- a. provide guidance in the fair, equitable and inclusive treatment of transgender and gender diverse people who have a desire to participate in the sport of bowls.
- b. promote and maximise the inclusion of transgender and gender diverse people in the sport of bowls.

2.2 This policy aims to educate the clubs affiliated with Bowls North West (BNW) and its members in the appropriate behaviours and inclusive practices required of them when engaging with fellow members who are either transgender or gender diverse.

3. COMMITMENT TO DIVERSITY AND INCLUSION

3.1 BNW promotes the inclusion of transgender and gender diverse people in all events and competitions for which it is the Controlling Body, endeavouring always to provide an inclusive culture and harassment-free environment in which to enjoy the sport of bowls.

3.2 BNW encourages transgender or gender diverse players to remain engaged in the sport of bowls throughout their transition or affirmation.

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- 3.3** BNW encourages its affiliated clubs, and the selectors and coaches of its representative sides to ensure that the participation of transgender and gender diverse people is based on a person's affirmed gender identity and not the sex they were assigned at birth.
- 3.4** BNW encourages all members of the Association to use the correct pronoun consistently, as advised by the transgender or gender diverse person, when in either verbal or written communication with the person.

4. GENERAL GUIDELINES

- 4.1** Transgender and gender diverse people must be treated fairly and equitably when being considered for selection in pennant sides to represent their club in respect of their gender identity, with the principle of merit being the only criteria on which selections are to be based.
- 4.2** Transgender and gender diverse people must not be treated any differently from any other player when being considered for selection in sides to represent BNW in State Wide Challenge events conducted by Bowls Tasmania.
- 4.3** Clubs should be conversant with the particular needs of transgender and gender diverse persons in regard to specific uniform requirements and toileting issues, and to make the appropriate adjustments to cater for those needs.
- 4.4** All interactions with bowlers who are either transgender or gender diverse will be at all times respectful and will be addressed by their preferred pronoun.

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5. BEHAVIOURS CONTRARY TO THE BNW CODE OF CONDUCT

5.1 A breach of the BNW Code of Conduct occurs when:

- a. a person knowingly offends, humiliates, intimidates, insults or ridicules another person on the basis of their sexual orientation;
- b. tells a transgender or gender diverse person that they are in the wrong toilet;
- c. a transgender or gender diverse person is asked invasive questions about their physical characteristics;
- d. members of their own team, or members from another club refuse to play with a transgender or gender diverse person;
- e. a transgender or gender diverse person is intentionally addressed by incorrect pronouns;
- f. the sexual orientation of a transgender or gender diverse person is an overt reason for discriminatory selection practices.

6. ACTIONS TO BE TAKEN WHEN DISCRIMINATION OF TRANSGENDER OR GENDER DIVERSE PERSONS OCCURS

- 6.1 BNW has a zero tolerance policy for the harassment and general discrimination of persons who identify as transgender or gender diverse.
- 6.2 Any form of harassment of people involved in the sport of bowls is an infringement of the **BNW Code of Conduct Policy** and should be reported to the Controlling Body on the **Infringement – Player Report** form.

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- 6.3** Any form of harassment or abuse of transgender or gender diverse persons should not be tolerated by any other person and, if the person subject to the harassment or abuse is reluctant to report the offence, then any other person with eyewitness evidence of the events should report the incident.
- 6.4** Any form of harassment or abuse of transgender or gender diverse persons is a serious breach of Bowls Tasmania's **Code of Conduct Policy** and should be dealt with by a BNW Tribunal Panel in accordance with the **BNW Disciplinary Policy**.

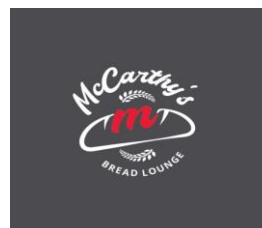
7. REFERENCES

Australian Human Rights Commission:

Guidelines for the Inclusion of Transgender and Gender Diverse People in Sport (2019)

Sex Discrimination Act (1984) Tasmania

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