



Mt Alexander Women's Sports Club



LGBTIQA+ Inclusion Policy

Introduction

Mt Alexander Women's Sports Club ("MAWSC" or "the Club") recognise and respect all sexualities, gender identities and sexes and believe that everyone has the right to participate in a safe, respectful and welcoming environment. Mt Alexander Women's Sports Club is committed to providing that environment.

The opportunity to participate in sport should be available to everyone, regardless of their sex, sexuality or gender identity. The Club acknowledges that prejudice and discrimination prevent many LGBTIQA+ people, especially transgender and gender diverse people from participating in sport, at both a formal and informal level. Transgender and gender diverse people have experienced active and direct exclusion from sporting organisations. Moreover, the lack of a safe, welcoming environment for transgender and gender diverse people in some organisations, clubs and competitions prevents their full and free participation in sport.

The Club stands in solidarity against discrimination against transgender and gender diverse people both *with* and *as* members of the LGBTIQA+ community.

Purpose

- These guidelines aim to set a standard for the inclusion LGBTIQA+ people in the region. The club encourages participation for people to come as they are, their true and authentic selves. As such, the Mt Alexander Women's Sports Club is committed to supporting people to participate, celebrating all sexualities and as the gender people identify, regardless of their sex assigned at birth. The club strives to create an environment that structurally and culturally supports these identities.
- The club recognises that a person's gender identity and/or sexuality may change over time.
- The club is committed to lobbying for proactive change in the policies of the leagues our club plays in to make them inclusive, as well as standing for change in the broader community.

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Mt Alexander Women's Sports Club will ensure that everyone involved – whether as a Player, Participant or otherwise – will be able to engage without fear of discrimination, harassment, mistreatment or any other negative consequence that may arise as a result of their sexuality, gender identity or sex.

Any behaviour that does not allow this, including but not limited to, language, denying someone access to facilities, denying someone club membership, denying someone team selection is not tolerated at Mt Alexander Women's Sports Club. Such behaviour may be considered discriminatory.

Specific information on Player and Participant eligibility with respect to gender identity is covered in the Player eligibility and Participant eligibility sections.

Player eligibility

Players are allowed to participate in any Mt Alexander Women's Sports Club event in accordance with their gender identity. This is irrespective of the Player's legal sex classification. Mt Alexander Women's Sports Club recognise that gender affirmation can be diverse and that each person's gender affirmation journey is different. As such, medical or surgical intervention is not required, and Players will not be asked to undergo medical examination for the purposes of gender verification.

The Mt Alexander Falcons enthusiastically welcomes any non-binary person or trans man/trans boy, cisgender boys up to the age of 12, comfortable in a women, girl and gender diverse centred space.

The MAWSC notes that while we welcome trans women and trans girls, non-binary persons, trans boys and trans men as players, the competitions we participate in may not currently allow gender diverse people who do not identify as women or girls to participate.

The MAWSC is committed to lobbying the administration bodies of the competitions we participate in to develop policies inclusive of gender diverse people.

General member, volunteer and participant eligibility

The Mt Alexander Women's Sports Club enthusiastically welcomes *everyone* comfortable in a women, girl and gender diverse centred space to participate in our club as **members and volunteers**.

Members and volunteers are allowed to participate in any Mt Alexander Women's Sports Club event in accordance with their gender identity. This is irrespective of the member's or volunteers' legal sex classification. Mt Alexander Women's Sports Club recognise that gender affirmation can be diverse and that each person's gender affirmation journey is different. As such, medical or surgical intervention is not required, and members and

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volunteers will not be asked to undergo medical examination for the purposes of gender verification.

Members and volunteers gender identity in any Mt Alexander Women's Sports Club event must be respected at all times. That is:

- Members and volunteers identifying as a man must be treated as a man.
- Members and volunteers identifying as a woman must be treated a woman.
- Members and volunteers identifying as neither a man or woman must be treated in accordance with their gender identity (for example, if the participant is non-binary, they must be treated as their affirmed gender).

Any treatment of someone that differs from the eligibility criteria outlined above may be considered discriminatory.

Privacy and confidentiality

Sexuality, gender, gender identity and sex are private matters. All Players, Participants and Employees must treat information surrounding a person's sexuality, gender, gender identity or sex as private and confidential, even if it has not been explicitly stated to be private and confidential. Information shall only be disclosed if absolutely necessary in accordance with the law, in particular privacy legislation.

Any issues heard through disputes tribunal, complaints handling processes or any other mediation process must be treated as private and confidential in accordance with usual privacy and confidentiality steps outlined in the AFL Privacy Policy <https://www.afl.com.au/privacy>.

Information on sexuality, gender, gender identity or sex must only be collected when absolutely necessary for a legitimate aim of the organisation. Identity documents are not required to verify a person's name or gender.

Discrimination

Examples of discrimination may include:

- Dead-naming someone (deliberately using incorrect names);
- Misgendering someone (using incorrect pronouns. For example, referring to someone who identifies as a woman and uses 'she/her' pronouns as 'he');
- Invasive, inappropriate questioning about a person's physical characteristics or their sex life;
- Any form of harassment or bullying, including ridiculing or ignoring someone, because of their sexuality or gender identity;
- Denying an employee training or promotion opportunities because of their sexuality or gender identity;

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- Denying access to benefits associated with club membership because of their sexuality or gender identity;
- Denying participation opportunities to a Player on the basis of their sexuality or gender identity;
- Using someone's sexuality or gender identity to discriminate against someone in team selections;
- Changing the nature of someone's job or club responsibilities, such as taking them off customer service duties, because of their sexuality or gender identity.

Reporting guidelines

Club members are encouraged to report conduct which does not align with these principles to any of the following people at the club:

- Player Leaders or Coaches
- Members of the Committee
- If you wish to make an anonymous report, a submission can be made via the club website or via e-mail to football@mtalexanderfalcons.com.au

Sanctions

The MAWSC Committee may apply the following sanctions to any member, player, parent, coach, club official or supporter found to be in breach of the LGBTIQA+ Inclusion Policy based on the seriousness and frequency of their behaviour:

1. Caution
2. Direction to leave the club event
3. Attendance at a meeting with members of the Committee of Management to discuss the breach and appropriate sanction/s
4. Additional club duties
5. Participation in personal development
6. Suspension from club activities (including games)
7. Expulsion from the MAWSC.

In the event that the breach requires attendance at a meeting with the Committee, the Committee will be comprised of, at minimum, the Club President, Club Vice President and Club Secretary.

Any club person who is alleged to have breached the policy will always be given a "right of reply". They will also be offered the opportunity to bring a support person to any official discussions regarding the alleged breach. In the case of a dispute with the Committee, an independent mediator may be retained to mediate the dispute.

The MAWSC will at all times ensure that any person undergoing any of the above procedures will be dealt with in a sensitive and confidential manner, irrespective of the alleged breach of the Rule or Code of Conduct.

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MAWSC will maintain a record of issues and outcomes arising from the implementation of this policy.

Review:

This policy will be reviewed bi-annually or sooner if required.

Policy review and version track			
Version	Date Approved	Approved by	Next Review Due
1	17 March 2023	Mt Alexander Women's Sports Club Committee	March 2025
2			

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Relevant documents

[AFL Gender Diversity Policy – Community Football](#): This Policy outlines the AFL's position in respect to the participation of transgender and non-binary people in community Australian Football competitions.

[Guidelines: Trans and gender diverse inclusion in sport](#): Victorian Equal Opportunity and Human Rights Commission guide to complying with the Equal Opportunity Act 2010

[Guidelines for the inclusion of transgender and gender diverse people in sport](#): Detailed information on ways clubs can be inclusive and fully comply with legal discrimination protections outlined in the Sex Discrimination Act 1984.

[Case studies, common terms and FAQs](#): A series of fact sheets including case studies, common terms and FAQs have been created that provide further information using these guidelines.

Key contacts

Proud 2 Play

Proud 2 Play is a peak body for LGBTIQA+ inclusion in sport. Proud 2 Play work at all levels of the sporting community providing education, policy advice, running inclusive events, conducting research and forming partnerships.

W: www.proud2play.org.au

E: info@proud2play.org.au

Pride Cup

Pride Cup works with all levels of sport to create pride activations and pride rounds.

W: www.pridecup.org.au

E: info@pridecup.org.au

Sport Australia

Sport Australia promotes and supports the development of a cohesive national sport sector that creates opportunities for all Australians to participate and excel in sport and physical activity.

W: www.sportaus.gov.au

P: (02) 6214 1111

Australian Human Rights Commission

The Australian Human Rights Commission is an independent statutory organisation, established by an act of Federal Parliament to protect and promote human rights in Australia and internationally.

W: www.humanrights.gov.au

P: (02) 9284 9600

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Coalition of Major Professional and Participation Sports (COMPPS)

The Coalition of Major Professional and Participation Sports in Australia consists of the following organisations: Australian Football League, Cricket Australia, Football Federation Australia, National Rugby League, Netball Australia, Rugby Australia and Tennis Australia.

W: www.compps.com.au

E: jsetright@compps.com.au

Definitions

The following definitions have been listed in alphabetical order.

Affirmation: A person's process of developing and assuming a gender expression to match their gender identity. Everyone's affirmation is different and it is best not to assume how one affirms their gender or transitions. Affirmation can include:

Social affirmation: coming out to one's family, friends, and/or co-workers.

Legal affirmation: changing one's name and/or sex on legal documents.

Medical affirmation: hormone therapy and possibly (though not always) some form of surgery.

Bisexual: A person who is emotionally and romantically attracted to multiple genders.

Cis-gender: When a person's assigned at birth sex matches their gender identity.

Gay: Someone who is romantically and sexually attracted to people of the same gender identity as themselves. It is usually used to refer to men who are attracted to other men but may also be used by women.

Gender diverse: A broad term that can refer to all forms of gender identity and gender expression outside of binary genders. It refers to people whose gender expression or identity differs from the gender identity associated with the sex assigned them at birth or society's expectations.

Gender expression: How a person presents themselves in behaviour and dress. Gender expression and gender identity are not necessarily correlated.

Gender identity: The way in which a person feels about their gender, how they express or present this to others and how they want to be treated by others. A person's gender identity could be as a man, a woman, neither, a combination, and can also change over time.

Heterosexual: Someone who is romantically and sexually attracted to people of the opposite gender. Also known as 'straight'.

Intersex: Intersex people have innate sex characteristics that don't fit medical and social norms for female or male bodies, and that create risks or experiences of stigma, discrimination and harm.

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Lesbian: A woman who is romantically and sexually attracted to other women.

LGBTIQA+: Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and Asexual. Gender diverse people are also included in this acronym. Other variations of this acronym can be used.

Non-binary: Someone who does not identify as exclusively a man or a woman. This person might feel like a mix of genders, or like they have no gender at all.

Pronouns: Pronouns are a way of referring to other people. Common pronouns are 'she/her' and 'he/his'. Some non-binary people may have gender neutral pronouns like 'they/them', use their first name instead of a pronoun, or use another pronoun. It is important to respect a person's pronoun and it is best not to assume it.

Queer: a common umbrella term used to mean anyone who is same-gender attracted or gender diverse.

Sex: Biological, anatomical or any other physical sex characteristics. Sex exists on a spectrum of traits that include conventional 'male' and 'female' characteristics.

Sexuality: Who people are attracted to and how they express this attraction.

Transgender (or trans): An umbrella term used to describe people whose gender identity is different from the sex assigned to them at birth. For example, a trans woman is someone who was assigned male at birth and identifies as a woman.

Trans woman/Trans fem: Trans woman generally describes someone assigned male at birth who identifies as a woman. This individual may or may not actively identify as trans.

Trans man/Trans masc: Trans men generally describes someone assigned female at birth who identifies as a man. This individual may or may not actively identify as trans.