



## POLICY – Member Protection Policy

### Member Protection Policy - *Part E - Gender Identity*

#### Document Control

#### Version Control

Date	Version	Details	Author
18 <sup>th</sup> November 2014	1		Netball Qld
14 <sup>th</sup> July 2016	2	Insert Brisbane Netball Association Inc instead of Netball QLD	BNA
1 <sup>st</sup> Oct 2018	3	Modified to BNA requirements	Justine Leonard

#### Approval

Delegation required for approval: Chairperson

Approving officer:

Name: Sharon Casablanca Position: Chairperson

Signature:  Date: 01/10/2018

#### Purpose and Background

The **Brisbane Netball Association Inc.** Gender Identity Policy forms one part of the **Brisbane Netball Association Inc.** Member Protection Policy and as such, should be read in conjunction with the Member Protection Policy.

**Brisbane Netball Association Inc.** and persons identified in Member Protection Policy Clause 3 are to treat people who identify as transgender or transsexual fairly and with dignity and respect. This includes acting with sensitivity and respect where a person is undergoing gender transition. **Brisbane Netball Association Inc.** will not tolerate any unlawful discrimination or harassment against a person who identifies as transgender or transsexual or who is thought to be transgender or transsexual.

Descriptions of some of the types of behavior that could be regarded as transgender or transsexual discrimination are provided in the Definitions section and (Clause 11) of the **Brisbane Netball Association Inc.** Member Protection Policy.

If any person feels they are being harassed or discriminated against by another person or organisation bound by this Policy, please refer to the complaints handling procedure outline in the **Brisbane Netball Association Inc.** Member Protection Policy- Part G (Complaint Handling Policy). This will explain what to do about the behaviour and how **Brisbane Netball Association Inc.** and its Affiliates will deal with the problem.

### **Policy Statement**

**Brisbane Netball Association Inc.** is committed to providing an inclusive sporting environment where transgender or transsexual people involved in netball activities are able to contribute and participate.

### **Applicability**

This policy applies to **Brisbane Netball Association Inc.** and persons identified in Member Protection Policy Clause 3.

### **Definitions**

Refer to the definitions from **Brisbane Netball Association Inc.** Member Protection Policy

### **Legislative Requirements**

*Anti-Discrimination Act 1991*

### **Procedure**

- 1) **Brisbane Netball Association Inc.** recognise that the exclusion of transgender or transsexual people from participation in sporting events has significant implications for their health, well-being and involvement in community life. In general, **Brisbane Netball Association Inc.** will facilitate transgender or transsexual persons participating in netball as the sex with which they identify.
- 2) **Brisbane Netball Association Inc.** also recognise there is debate over whether a male to female transgender person obtains any physical advantage over other female participants. This debate is reflected in the divergent discrimination laws across the country. If issues of performance advantage arise, **Brisbane Netball Association Inc.** will seek advice on the application of laws relating to particular circumstances.
2. **Brisbane Netball Association Inc.** note that drug testing procedures and prohibitions also apply to people who identify as transgender or transsexual. A person receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption.

### **Related Document**

**Brisbane Netball Association Inc.** Member Protection Policy.