



TRANSGENDER AND GENDER DIVERSITY INCLUSION POLICY

Our commitment

The Darwin Netball Association (DNA) welcomes all members of the community, regardless of their abilities and gender. The DNA will include and support transgender and gender diverse people in both playing and non-playing roles to the greatest extent that we can.

We will endeavor to make the Darwin Netball Association as accessible as possible, based on our state sports policy on inclusion, the ability of individuals involved in our club, the type and level of competition (eg. junior versus senior competition and social versus pennant) they want to join and our capacity to make modifications that promote inclusion.

The DNA is committed to the Netball Australia one inclusion policy. <http://nsw.netball.com.au/wp-content/uploads/sites/4/2013/10/One-Netball-Inclusion-Policy-08052015-FINAL.pdf>
http://netball.com.au/wp-content/uploads/2013/09/Junior-Netball-Policy_Updated-2015.pdf

The DNA is committed to the Netball Australia inclusion of transgender and gender diverse athletes in elite netball competitions policy. <https://netball.com.au/sites/default/files/2020-10/POLICY-INT015-Inclusion-of-Transgender-and-Gender-Diverse-Athletes-in-Elite-Netball-20200331.pdf>

We support

DNA supports participation in netball on the basis of the gender with which a person identifies. If issues arise, DNA and its Affiliates will seek advice on the application of the applicable Northern Territory discrimination laws for the particular circumstances.

DNA is committed to providing a safe, fair and inclusive sporting environment where all people can contribute and participate.

What we will do

- DNA will undertake to make sure that this policy is adjusted as and when required to ensure it remains socially contemporary, relevant and appropriate.
- DNA is supportive of people wishing to participate in netball on the basis of the gender with which that person identifies. This means that if a person identifies as female they will be treated with dignity and respect and regarded as female.
- Where gender rules may be applicable, eg open mixed competition, the person would be regarded as female.
- If an issue arises that can't be reasonably resolved, then advice will need to be obtained on the application of the Northern Territory discrimination laws. Matters that arise at the local netball level, would require affiliates to obtain this advice.
- As a contemporary sport open to both single gender and mixed gender competition, it is vital that our management and administrative practices also change to align to this. Having transparency in regard to the age and gender of a competition, including an appropriate reference to other genders that may participate, means that both females and males can make an informed choice.



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- At this point, there are no specific rules regarding language. However, DNA for consistency across netball will use age groups and terms like 'female', 'male', 'mixed' to show the focus of each competition.
- Welcome everyone to play and enjoy netball equally, and accept anyone joining in the gender they identify with, whether or not transition is taking/has taken place, and address that person accordingly. It should be remembered that it is illegal to discriminate against a trans person.
- DNA will automatically treat you as a member of your self-identified gender - respect your affirmed gender, use the title and name you provide, and refer to you in that gender.
- Treat the individual with dignity, and respect the private and confidential nature of their situation.
- Agree with the individual what information is to be shared with others and, if this is necessary, how this should be shared.
- Encourage the individual to feedback any inappropriate language or behaviour from other individuals so that it can be dealt with.
- DNA promotes a zero tolerance approach to transphobia and ensures that any unacceptable behaviour and language is challenged appropriately and sanctions and /or educational programmes implemented to ensure the creation of a safe, inclusive and welcoming environment for trans people.

Types of discrimination include:

- discriminatory language or behaviour directed towards anyone who comes under the umbrella term of trans
- discrimination towards a transgender person's friend or supporter,
- anyone that may be perceived to be a transgender person (whether they are transgender or not)
- a reluctance or refusal to provide access to services to the same extent as that provided for a non-transgender person.

What we ask you to do

- If someone tells us when they join that they are trans or it is disclosed on their application form, we ask you to raise any concerns or questions. We seek your view on how you wish to proceed.
- Keep us informed of any instances/issues that you are experiencing so that they can be addressed quickly.



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Understanding the terms used

Term	Explanation
Assigned Sex	The sex, male or female, assigned at birth based on physical characteristics
Gender-affected sport	Netball is 'gender-affected', and means that the average woman will always be at a disadvantage when competing against men.
Gender Dysphoria or gender identify disorder	A condition where someone experiences discomfort or distress because of a mismatch between their gender identity and sex assigned at birth. Signs can appear at a very young age eg a child refusing to wear typical clothes of their gender or taking part in non-typical games – this occasionally passes but usually continues to adulthood. The onset of puberty may increase the risk of self-harm, addiction or suicide.
Gender identity or affirmed gender	The gender to which a person identifies or has transitioned or is transitioning, and which is opposed to that which was assigned at birth. Every person has a right to be able to express their gender in a way that is comfortable to them. Always use a transgender person's chosen name.
Gender Reassignment	A term used for a person proposing to undergo, is undergoing, or has undergone, a process or part of a process for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.
Gender Recognition Certificate (GRC)	Trans people whose birth are registered can apply to the Gender Recognition Panel to have their acquired/affirmed gender recorded on their birth certificate. If accepted, the applicant receives a GRC which permits the holder to be recognised for all legal purposes, inc marriage, in their acquired gender.
Intersex	A condition where a child at birth doesn't clearly appear male or female. Parents may be recommended to wait until the child can choose their own gender identity before any surgery is carried out.
Non-binary/ genderqueer	Someone who defines their gender as falling somewhere in between man and woman; for example, those who are both man and woman, or neither man nor woman, or moving between genders.
Non-gendered	A person who doesn't identify with either male or female gender
Real-Life Experience/ living in full-time gender	The Real-Life Experience (RLE), is a period of time in which transgender people live full-time in their preferred gender role. The purpose is to confirm that a transgender person can function successfully as a member of the opposite gender in society, and confirms that they are sure they want to live as that gender for the rest of their life.
Trans	The umbrella term for any person whose gender identity does not correspond to that person's biological sex assigned at birth, and all cross over identities that challenge the socially constructed border between the genders This includes androgynous, polygender, cross-dressing and transvestite people.
Trans Woman or girl	A person assigned male at birth who identifies with the female gender, but has not necessarily transitioned.
Transgender Man or boy	Someone designated as female at birth but identifies as male but has not transitioned.
Transition	Someone who is taking or has taken the 4-5 year complex medical process of changing their birth sex and their legal documentation to become the opposite sex.
Transphobia	Discriminatory, abusive or negative language or behaviour directed towards a transgender person, and may include refusal to provide access to services equal to non-trans people. It is as unacceptable as racism, sexism or homophobia.
Transsexual	A person who proposes, or undergoes to realign their gender and sex through use of medical intervention.