

**Melbourne Ice Wolves**  
**Guidelines for the inclusion of LGBTI+ people**

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## Aim, purpose and scope

### *Aim*

Melbourne Ice Wolves is committed to providing a safe, supportive and welcoming environment for staff, players, coaches, officials, spectators and members of the public associated with Melbourne Ice Wolves. Melbourne Ice Wolves 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.

### *Purpose*

These guidelines aim to set a standard for the inclusion LGBTI+ people in Melbourne Ice Wolves that allow them to participate as their true and authentic selves. As such, Melbourne Ice Wolves is committed to supporting people to participate regardless of their sexuality and in the gender category they identify with, or feel most comfortable participating in, regardless of their sex assigned at birth. This involves not only participation, but in creating an environment that structurally and culturally supports these identities.

### *Scope*

These guidelines apply to:

- Melbourne Ice Wolves committee members;
- All Melbourne Ice Wolves staff, including: managers and supervisors; full-time, part-time or casual, temporary or permanent staff; job candidates; student placements, apprentices, contractors and sub-contractors;
- All non-employed Melbourne Ice Wolves members associated with community and social Melbourne Ice Wolves, including: players, coaches, referees, club administrators, volunteers and spectators;
- How Melbourne Ice Wolves provides services to community and social members and how it interacts with other members of the public;
- Aspects of participation in community and social sport team selection and participation, club membership and service delivery;
- On-site, off-site or after-hours work, work-related social functions, conferences – wherever and whenever staff may be as a result of their Melbourne Ice Wolves duties;
- Staff treatment of other staff, clients, customers and other members of the public encountered in the course of their Melbourne Ice Wolves duties.

## Definitions

The following definitions have been listed in alphabetical order.

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

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

**LGBTI+:** An acronym referring to people of diverse sexualities, genders and sexes standing for Lesbian, Gay, Bisexual, Transgender, Gender Diverse and Intersex. 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.

**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.

## Abbreviations

**“Players”:** People who play the sport relevant to this club.

**“Participants”:** People who are involved in the sport relevant to this club, which include, but is not limited to: players, coaches, officials, club administrators, volunteers and spectators.

**“Employees/Workers”:** People who are employed with **Melbourne Ice Wolves**, which may include: managers, supervisors, full-time staff, part-time staff, casual staff, temporary staff, student placements, apprentices, contractors, sub-contractors

## LGBTI+ Inclusion

**Melbourne Ice Wolves** 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. **Melbourne Ice Wolves** is committed to providing that environment.

**Melbourne Ice Wolves** 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 **Melbourne Ice Wolves**. 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 **Melbourne Ice Wolves** event in accordance with their gender identity. This is irrespective of the Player’s legal sex classification. **Melbourne Ice Wolves** 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 Player’s gender identity shall determine the category they participate in. That is:

- Players identifying as a man are allowed to participate in the men’s category.
- Players identifying a woman are allowed to participate in the women’s category.

- Players who do not identify as neither a man or woman are allowed to participate in the category they feel most comfortable participating in.
- In mixed competition, the Player's gender identity is respected and the Player is allowed to participate without any gender-based restrictions.

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

## Participant eligibility

Participants are allowed to participate in any **Melbourne Ice Wolves** event in accordance with their gender identity. This is irrespective of the Participant's legal sex classification. **Melbourne Ice Wolves** 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 Participants will not be asked to undergo medical examination for the purposes of gender verification.

Participants gender identity in any **Melbourne Ice Wolves** event must be respected at all times. That is:

- Participants identifying as a man must be treated as a man.
- Participants identifying as a woman must be treated a woman.
- Participants 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 a man or woman).

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 peak body Member Protection Policies (all peak bodies should have Member Protection Policies).

Information on sexuality, gender, gender identity or sex must only be collected when absolutely necessary for a legitimate aim of the organisation. Legal declarations such as a statutory declaration to verify characteristics such as name, age and gender can be accepted in place of identity documents like passports and birth certificates.

## Resolving issues and complaints handling

Any suspected breaches of these guidelines may be appealed for resolution or remediation through the peak body's Member Protection Policy complaints handling process by contacting the peak body's Member Protection Officer. Please refer to the peak body's Member Protection Policy for this information.

## Relevant documents

**Member Protection Policy:** The Member Protection Policy outlines protections against discrimination or harassment on the basis of many characteristics including gender, gender identity, sex and sexuality.

***Guidelines for the inclusion of transgender and gender diverse people in sport:*** These guidelines have been used to inform the creation of the Melbourne Ice Wolves guidelines for inclusion of transgender and gender diverse people and provide detailed information on ways clubs can be inclusive and fully comply with legal discrimination protections outlined in the *Sex Discrimination Act 1984*. Access the guidelines here: [Guidelines for the inclusion of transgender and gender diverse people in sport](#).

**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. Access this information here: [Transgender and gender diverse people in sport resources](#).

## Key contacts

### Proud 2 Play

Proud 2 Play is a peak body for LGBTI+ 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](http://www.proud2play.org.au)

E: [info@proud2play.org.au](mailto: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](http://www.pridecup.org.au)

E: [info@pridecup.org.au](mailto: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](http://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](http://www.humanrights.gov.au)

P: (02) 9284 9600

## **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](http://www.compps.com.au)

E: [jsetright@compps.com.au](mailto:jsetright@compps.com.au)

## **Key information**

### *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;
- 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.

### *Best Practice for use of toilets, change rooms and other facilities*

A significant barrier to sports participation for transgender and gender diverse people is the lack of access to appropriate facilities. Transgender and gender diverse people are also at [high risk of being victimised, assaulted or harassed](#) in toilets and change rooms.

All Players, Participants, Employees and any other person associated with a club or organisation are entitled to use toilets, change rooms and other facilities in accordance with their gender identity. There is also a strong preference for privacy in using facilities, which is the case for many people regardless of whether they are

part of the transgender or gender diverse community or not. People who identify as non-binary may prefer to use unisex or gender neutral facilities.

Clubs and organisations can make their facilities more inclusive of all people in a number of ways including:

- Changing signage on facilities to offer a unisex or gender neutral facility, preferably without co-locating it with an accessible facility or family facility;
- Improving change room facilities with private changing and bathroom spaces (examples include, cubicle shower/change rooms, shower curtains, room dividers);
- Including sanitary bins in all facilities.

### *Participation in single sex competitions*

Clubs or organisations should aim to provide mixed or gender neutral teams where possible. In these teams, participation is not dictated by gender identity. In instances where only single sex competitions have been offered, Players should be supported to participate in teams in accordance with their gender identity and non-binary players should be supported to play in a team they feel most comfortable in.

### *Uniforms*

Uniforms can be an important part of sports participation (for example, in identifying team members). All Players, Participants, Employees or any other person associated with a club or organisation should be able to participate in a uniform they feel most comfortable wearing. Uniform choice can be made more inclusive by:

- Removing the need for differences between men's and women's uniforms
- Providing a range of uniform styles to choose from
- Providing a range of sizes to choose from.

### *Collecting information (membership forms)*

Information collection processes can be modified to be more inclusive of transgender and gender diverse people and respect the privacy of all sports participants.

Information collection can be made more inclusive by:

- Only collecting personal information if it is absolutely necessary for fulfilling a legitimate aim of the organisation
- Accepting legal declarations (such as a statutory declaration) in place of identity documents (such as a passport or birth certificate) to verify characteristics such as age, name or gender
- Providing the option for participants to select an alternative gender option on registration forms (for example, an option for 'man, 'woman, 'non-binary')
- Asking for a 'preferred name' on registration forms
- Providing an opportunity to nominate which pronouns someone uses on registration forms (for example, an option for 'he/him,' 'she/her,' 'they/them')
- Securely storing all personal information with regards to someone who is transgender or gender diverse in accordance with all other private information

and not disclosing information about someone's status or identity with others, unless absolutely necessary to fulfil a legitimate aim of the organisation.

## *Inclusive language*

Inclusive language is a powerful tool for acknowledgement and respecting diversity in sex, sexuality and gender identity. It ensures people are not left feeling isolated or disrespected in written and verbal communication.

People often make assumptions about someone's sex, sexuality or gender identity on the basis of their appearance or pre-existing societal expectations. Incorrect assumptions can be avoided by adjusting language to be more inclusive. If you make an incorrect assumption or use incorrect pronouns to address someone, quickly apologise and continue the conversation. Examples of adjusting language to be more inclusive include:

- Person first – refer to the individual by their affirmed name;
- Avoid using gendered terms such as 'husband' and 'girlfriend' to refer to someone's relationship and use words such as 'partner';
- Avoid using gendered terms such as 'mum and dad' and opt for 'parents or guardians' when referring to a child's parents;
- Learn the usual personal pronouns people use to identify themselves:
  - o Identifying as a man: he/him
  - o Identifying as a woman: she/her
  - o Identifying as neither a man or woman: they/them
- If you are unsure of someone's personal pronouns, you can politely ask which pronouns they use.

## *Know your community*

Within your community there are a number of organisations, groups and other clubs that exist to support the LGBTI+ community. Organisations like this include not for profit organisations, groups within local councils and LGBTI+ specific sporting clubs. Learn about the organisations in your community, reach out to them and start building relationships. Building a positive relationship with local communities will bring people of diverse identities into your club environment.

## *Case studies*

See below for case studies (taken from real life scenarios) around trans and gender diverse inclusion in sport. [Further case studies can be found here.](#)

### **Case Study: Indirect discrimination in the provision of player facilities**

Greenhill uses a ground owned by Westacre for weeknight training. Westacre only unlocks the men's changeroom block for Greenhill's use. A number of Greenhill's players identify as transgender and non-binary and prefer to use the women's changeroom.

Not providing access to the women's changeroom disadvantages the transgender and non-binary members of the Greenhill team. They either leave work early so they can get changed at home or get changed in the carpark.

Despite a number of requests, Westacre repeatedly refuses to unlock the women's changeroom.

When pressed on the issue they say that Greenhill competes in the men's competition and should therefore, 'only need access to the men's change room'. Westacre's management also mentions that they cannot be expected to open the women's change room because that would mean extra cleaning for their staff.

The decision not to unlock the women's changeroom may amount to unlawful indirect discrimination on the basis of gender identity.

### **Case Study: How policies and people create inclusion**

Sara is a young trans woman who is very talented at volleyball. She is looking for a new club to join. She has affirmed her gender socially and presents as a woman, but has not affirmed her gender through medical interventions. Sara is eager to join a club that accepts her as a woman and allows her to play in the women's competition.

She goes online to try and find the inclusion policies of some volleyball clubs in her area. She finds a club whose policy specifically mentions that transgender players are welcome and are encouraged to play for the club in the gender category with which they identify.

She also reads that the club has an inclusion officer she can speak to if she has any questions about joining. Sara calls the inclusion officer to ask about the culture of the club. The inclusion officer is very approachable and tells Sara that in their experience the club is very welcoming. Sara is relieved and registers to play.

### **Case Study: How non-gendered uniforms can enhance inclusion**

Alfie is a trans man who is part of a running club. The singlet that most of the men compete in does not fit properly over his hips, but he would feel embarrassed requesting the women's singlet.

Fortunately, his club has a few different styles with slightly different cuts, to fit the range of body shapes of its members. The club colours and logo are the same across all variations of the uniform.

Participants can mix and match styles and cuts to find a uniform that fits their body best and enables them to run comfortably. The design options for the uniform ensures that all participants still present as a team.

*Common questions and important things to know*

## **What about testosterone?**

Testosterone is a hormone produced by the body. Males generally produce higher levels of testosterone than females and it is associated with greater strength and muscle mass. While testosterone can contribute to someone's performance, there are many other factors that will often play a more significant role in making someone a good performer or player. Physical factors (for example, fitness or age), mental factors (for example, decision making ability or ability to commit to training for a long period of time) and social factors (for example, sporting experience, living proximity to high quality training venues or ability to afford high quality coaching) can all contribute to someone's performance.

## **No two transitions/affirmations are the same**

The process of transitioning or affirming one's gender can involve a combination of social, medical or other steps. Each person's transition or affirmation is different. Transitions or affirmations do not always include hormone treatment or other medical interventions such as surgery.

## **Do people transition to gain a competitive advantage?**

Transition or gender affirmation can be a complex, long-term and difficult process that can often have significant impacts on someone's identity and wellbeing. As such it is a deeply personal decision and not something that is done on a whim. Transgender and gender diverse people participate in sport for the physical, mental and social health benefits that participation in sport can bring. There is no evidence that people transition to gain a competitive advantage in sport.

## **Can I ask someone if they are transgender or gender diverse?**

Asking someone if they are transgender or gender diverse may be offensive and their transition or affirmation status is private information. The way in which someone has transitioned or affirmed their gender should not affect how they participate as these guidelines outline that a person is allowed to participate in accordance with their gender identity. Someone who has transitioned or affirmed their gender may choose to disclose this information to you; this is a sign of trust and of them being comfortable around you.