



LGBTI+ INCLUSION GUIDELINES

P R O U D 2 P L A Y
& V I C H E A L T H



LGBTI+ Inclusion Guidelines

Aim

Knox Basketball is committed to providing a safe, supportive and welcoming environment for staff, players, coaches, officials, spectators and members of the public associated with Knox Basketball. Knox Basketball 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 Knox Basketball that allow them to participate as their true and authentic selves. As such, Knox Basketball 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:

- Knox Basketball board members and company directors;
- All Knox Basketball 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 Knox Basketball members associated with community and social Knox Basketball, including: players, coaches, referees, club administrators, volunteers and spectators;
- How Knox Basketball 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 Knox Basketball duties;
- Staff treatment of other staff, clients, customers and other members of the public encountered in the course of their Knox Basketball 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 Knox Basketball, which may include: managers, supervisors, full-time staff, part-time staff, casual staff, temporary staff, student placements, apprentices, contractors, sub-contractors

LGBTI+ Inclusion

Knox Basketball 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. Knox Basketball is committed to providing that environment.

Knox Basketball 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 Knox Basketball. 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 Knox Basketball event in accordance with their gender identity. This is irrespective of the Player’s legal sex classification. Knox Basketball 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 Knox Basketball event in accordance with their gender identity. This is irrespective of the Participant’s legal sex classification. Knox Basketball 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 Knox Basketball 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: This [Basketball Victoria 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 Knox Basketball 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

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

For more information, please visit the Victorian Equal Opportunity & Human Rights Commission Guidelines for Trans and Gender Diverse Inclusion in Sports:

https://www.humanrights.vic.gov.au/static/211b268189fcb93ac9d5f06b8c42978b/Resource-Guidelines-Trans_inclusion_sport.pdf



Examples of 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.

