



***netball***  
**NEW SOUTH WALES**

## **MEMBER PROTECTION**

## **GENDER IDENTITY POLICY**

**Adopted by NSW Netball Association Ltd Board Meeting on  
15<sup>th</sup> April 2008**

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Last review date 15<sup>th</sup> April 2008

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## **1. POLICY STATEMENT**

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

Netball NSW is committed to providing an inclusive sporting environment where transgender or transsexual people involved in netball activities are able to contribute and participate. Netball NSW expects everyone who is bound by this Policy 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. Netball NSW 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 behaviour that could be regarded as transgender or transsexual discrimination or harassment are provided in the Definitions section at clause 11 of the Netball NSW 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 outlined in the Netball NSW MPP - Part C (Complaint Handling Policy) This will explain what to do about the behaviour and how Netball NSW will deal with the problem.

## **2. POLICY GUIDELINES**

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- 2.1 Netball NSW recognises 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, Netball NSW will facilitate transgender or transsexual persons participating in netball as the sex with which they identify.
- 2.2 Netball NSW also recognises 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, Netball NSW will seek advice on the application of those laws in the particular circumstances.
- 2.3 Netball NSW notes 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.