



LGBTQIA+ Inclusion Policy

Version 0.1

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This document has been developed by <group name> in conjunction with subject matter experts, external sources such as sport institutes and governing bodies. As part of our continuous improvement process, this document is subject to change at short notice.



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Policy Overview

Kingston City Rollers (KCR) recognises and celebrates the richness that diversity brings in the Roller Derby community, in clubs, leagues, teams and tournaments. As such, KCR is committed to providing a safe and welcoming environment for all people to participate regardless of sexual orientation, gender identity or intersex status, and that the provision of our league, services, programs, competitions, and facilities do not discriminate against people based on these protected attributes.

Definitions

LGBTQIA+	Acronym referring to the lesbian, gay, bisexual, transgender, queer or questioning, intersex and asexual community. The plus is referring to people of diverse orientations or gender identities which are not reflected within the acronym.
SOGII	Acronym for sexual orientation, gender identity and intersex status, typically used when referring to human rights and anti-discriminatory law.
LESBIAN	Refers to women who have a primary sexual and romantic attraction to women.
GAY	Refers to men who have a primary sexual and romantic attraction to men, as well as women who have a primary sexual and romantic attraction to women.
BISEXUAL	Refers to a person who has a primary sexual and romantic attraction to both men and women.
TRANSGENDER	Refers to a person whose gender identity is opposite to that of which they were assigned at birth.
QUEER	A reclaimed term which is adopted by some as a self-identification to signify that their gender identity, gender expression and/or sexual orientation does not conform to social norms. Historically used as a derogatory term, its use today is self-determined.
INTERSEX TRAIT	Umbrella term for naturally occurring biological (physical, hormonal, or genetic) variations which do not meet medically defined norms for female or male.
ASEXUAL/AROMANTIC	Refers to people who lack a sexual and/or romantic attraction to people of any gender.
GENDER IDENTITY	An individual's understanding of their own gender as it relates to societal norms. Gender identity is self-determined and separate to biological sex assigned at birth. All gender identities are valid and are protected by state and national legislation.
NON-BINARY	A common gender identity for people who do not solely identify within the binary of man and woman.



HOMOPHOBIA	Discriminatory behaviour driven by homophobia, an irrational hatred to or aversion of people who are homosexual (gay or lesbian) or who are perceived to be homosexual. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance, or disregard. Verbal homophobia is the most common form. Things like name-calling, rumours, and abusive words ('fag' or 'dyke'). Phrases like "that's so gay" which compare sexuality to words like 'crap' can have a negative impact. Homophobia also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their sexuality.
BIPHOBIA	Discriminatory behaviour driven by biphobia, an irrational hatred to or aversion of people who are bisexual or who are perceived to be bisexual. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance, or disregard. Biphobia is abuse towards someone who is attracted to more than one gender, and even includes when that person's identity is erased. This can be in the form of telling someone that their sexuality is "just a phase", or even telling them to "pick a side."
TRANSPHOBIA	Describes negative feelings or actions towards someone who's trans or gender diverse. You may have heard transphobic language like 'tr*nny', or seen restrictions on the way that people are allowed to express their gender. Things like which uniform you are allowed to wear or toilets you can use. Transphobia can also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their gender.
INTERPHOBIA	Intersex discrimination happens when a person is treated less favourably than another person in a similar situation because that person has physical, hormonal, or genetic features that are neither wholly female nor wholly male; a combination of female and male; or neither female nor male. This can include exclusion or mistreatment in medical services.

Objectives

- a. To affirm KCR's commitment to supporting the inclusion of LGBTQIA+ identifying people in sport.
- b. To ensure that KCR provides a safer and more welcoming environment for LGBTQIA+ identifying people by eliminating discriminative behaviour within our league and programs/events organised by KCR.
- c. To apply standards that enforce a zero tolerance of discriminative behaviours based on sexual orientation, gender identity, or intersex status.



d. To affirm KCR’s support of gender affirming practices in our competitions, programs, and operations.

e. To outline KCR’s grievance procedures that are consistent with our code of conduct and wellbeing policy.

Scope

For the purposes of this policy, discriminative behaviour is inclusive of homophobia, biphobia, transphobia and interphobia.

This policy applies to:

- a. All KCR members, inclusive of membership status, committees, members, skaters, NSO’s, Dual members, referees, coaches, staff, volunteers, and spectators; while playing, training, or participating in affiliated league sanctioned activities.
- b. Participants in KCR delivered programs, inclusive of scrimmages and training with other leagues, tournaments, and bouts, Learn. Try. Join, camps, other programs run in collaboration with KCR.
- c. KCR members and affiliated persons whom: attend local, state, national and international events under the name of KCR.

Grievances Procedures

To protect the safety and wellbeing of LGBTQIA+ individuals, KCR strongly encourages reporting of any discrimination based on SOGII by victims and/or witnesses. Reports of discrimination can be made directly to the Member Well-being officer or the Diversity & Inclusion Officer, who will act in accordance with Kingston City Rollers policies and procedures.

Confidentiality will be maintained throughout the grievance procedure to protect the privacy of individuals involved.

The contact details for the Member Well-being Officer and Diversity & Inclusion Officer are:

Toots (She/Her) <i>Member Well-being Officer</i> Email: wellbeing.officer@kingstoncityrollers.com.au	Muggles (She/Her) <i>Diversity & Inclusion Officer & Senior Member Well-being Officer</i> Email: diversity@kingstoncityrollers.com.au
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Anti-Discrimination Stance

This section of the policy is designed to protect LGBTQIA+ identifying people from any discrimination they may experience when engaging in sport. It outlines behavioural expectations that align with a zero-tolerance stance towards discrimination based on LGBTQIA+ attributes.

The policy covers direct, indirect, and casual cases of discrimination against LGBTQIA+ protected attributes:

- a. Direct – Using homophobic slurs in a targeted way against an athlete who openly identifies as same-sex attracted



- b. Indirect – Such as systematic procedures which deny transgender athletes the option to participate in the gendered sport most appropriate to them
- c. Casual – Using language like “that’s so gay” in casual conversation.

The policy acknowledges that all cases of discrimination are harmful, regardless of intent. In sport, casual discrimination is the most common form of discrimination in relation to LGBTQIA+ attributes. As such, a strict zero-tolerance approach towards casual discrimination is vital to ensuring that we provide an inclusive and respectful space.

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 based on 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.

Policy

In accordance with the Kingston City Rollers Code of Conduct ([Administration Policy 2020-2021](#)) and the Anti-Bullying Policy ([Wellbeing Policy 2021](#)), KCR upholds a zero tolerance of discriminatory behaviour towards people based on sexual orientation, gender identity or intersex status (SOGII).

KCR recognises that:

- a. Verbal and physical discriminatory behaviour are held equally to account, and both actions are subject to reporting and remediation.
- b. Both direct and indirect discrimination exists, and both actions are subject to reporting and remediation.
- c. Casual discriminatory behaviour, regardless of intent, is equally subject to reporting and remediation.

In alignment with the Victorian Equal Opportunity & Human Rights Commission guidelines for Trans and Gender Diverse Inclusion in Sport, and the National Guidelines for the Inclusion of Transgender and Gender Diverse People in Sport, KCR upholds gender affirming practices to facilitate participation of transgender and non-binary people within KCR sanctioned events:



a. For single-sex competitions, people can participate in the competition which best reflects their gender identity.

This is in accordance with the Victorian Equal Opportunity Act, which protects people against discrimination in sport based on gender identity unless an exception criterion for legal discrimination can be applied

b. For mixed-gender competitions, people can participate in a manner which best reflects their gender identity. Rules for mixed-gender competitions will be applied on the basis on gender identity.

c. KCR follow WFTDA guidelines on gender which states “The WFTDA recognizes that identifying as transgender, intersex, and/or gender expansive is not in any way related to an individual’s eligibility for participating as a volunteer or employee. An individual who identifies as a trans woman, intersex woman, and/or gender expansive may skate with a WFTDA charter team if women’s flat track roller derby is the version and composition of roller derby with which they most closely identify.”

d. At KCR events, people have the right to use changing and bathroom facilities which best reflects their gender identity.

e. People participating in sports may wear the uniform of their choosing as it aligns with their gender identity, so long as it abides by wider sporting code attire rules.

f. Collection of personal information will be conducted in an inclusive manner, and any information that is collected will be handled with confidentiality.

In accordance with the federal Sex Discrimination Act (1984), KCR recognises that being of intersex status is a protected attribute which is separate but equal to gender identity and sexual orientation. As such, we aim to encourage participation of people with intersex variations within KCR sanctioned programs:

a. Women with intersex variations can participate in female-only sporting competitions.

b. While separate to gender identity, it is recognised that intersex people may face similar barriers to participation in sport that trans and gender diverse people do. Therefore, the gender affirming practices outlined above are aimed to also support participation of intersex people for which they may apply.

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 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 KCR Administration Policies.



Information on sexuality, gender, gender identity or sex must only be collected when 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.



Appendix

Exceptions under Victorian Equal Opportunities Act and how they relate to single-sex competitions.

STRENGTH, STAMINA OR PHYSIQUE	Discrimination is lawful if an advantage of strength, stamina, or physique of one competitor over another can be clearly demonstrated, specific to the sporting competition in question. If a code is proposing to exclude a trans or gender diverse person on this basis, it is recommended: <ul style="list-style-type: none"> • To carefully consider the level of competition (i.e., necessity to discriminate at non elite levels) • Seek legal advice on the matter
PROGRESSING TO AN ELITE LEVEL COMPETITION	Discrimination may be lawful if participation in single-sex competition is required for progression to elite-level competition (national or international). This will require an exemption from the Commonwealth Sex Discrimination Act.
FACILITATING PARTICIPATION	Discrimination may be lawful when a single-sex competition is designed to facilitate participation of one sex where there have previously been barriers to prevent this e.g., running a Women’s AFL competition to encourage women to participate in football. If proposing to exclude trans or gender diverse people on this basis, you may need an exemption from the Commonwealth Sex Discrimination Act and should also consider: <ul style="list-style-type: none"> • The nature/purpose of the activity • The consequences on the person/s you are proposing to exclude • If there are other opportunity for people to participate in the activity

(Adapted from the VEOHRC guidelines for trans and gender diverse inclusion in sport)

Compiled with resources from Melbourne University Sports (MU Sport) LGBTQIA+ Inclusion Policy, WFTRDA guidelines, Proud to Play, Pride in Sports and IDAHOBIT – Minus18 resources on Homophobia, Biphobia, Interphobia and Transphobia.

