



GENDER DIVERSE AND TRANSGENDER INCLUSION GUIDELINES

These Guidelines are designed to be read in conjunction with the *Rowing in Australia Gender Diverse & Transgender Inclusion Policy* which can be found on the Rowing Australia website. The Guidelines provide guidance on the inclusion of gender diverse and transgender people at all levels of the sport, and practical information for the implementation of the Policy.

SCOPE AND APPLICATION

These guidelines apply to everyone engaging in the sport, including but are not limited to:

- All Board and committee members at every level of the sport (including clubs).
- All full-time, part-time, casual, temporary, and permanent staff; job candidates; student placements, apprentices, contractors and sub-contractors.
- All members and non-members including competitors and participants, coaches, officials, club administrators, volunteers and spectators.

These guidelines apply in the conduct of any rowing related activities, including but are not limited to;

- The provision of services to community and social members and its interactions 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 and conferences relevant to the duties of employees or Participants.
- Staff treatment of other staff members, clients, customers and other members of the public encountered in the course of rowing related activities.

ELIGIBILITY TO PARTICIPATE

The following information regarding participant eligibility should be read in conjunction with the *RiA Gender Diverse and Transgender Inclusion Policy*.

Guidelines pertaining to participant eligibility only applies to competitors. It does not apply to administrators, coaches, officials, volunteers, support staff or spectators.

The provision to all people of an equal opportunity to participate in rowing necessarily involves the provision of an equal opportunity to be competitive and to win. This requires an appropriate balance to be reached between the interests of inclusion and ensuring fairness for all.

COMMUNITY ROWING

Community Rowing, also referred to as grassroots and/or participation rowing, encompasses any rowing competition or activity that is not defined as High Performance and Performance Pathway Rowing.

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According to the Sex Discrimination ACT 1984 (Cth), it is unlawful to discriminate against a person based on sexual orientation, gender identity and intersex status. As such, in community rowing competitions an individual may participate in the event which best reflects their Gender Identity. There is no requirement for hormone suppression or objective measures of strength, stamina and physique.

In community events, the participant's Gender Identity shall determine the gender category they participate in;

- Participants identifying as a man are permitted to participate in the men's/schoolboy category.
- Participants identifying as a woman are permitted to participate in the women's/schoolgirl category.
- Participants who do not identify as either a man or woman are permitted to participate in the category they feel most comfortable participating in.
- In the mixed category, the participant's Gender Identity is respected, the crew needs to meet the required gender mix for the particular event.

HIGH PERFORMANCE AND PERFORMANCE PATHWAY ROWING

High Performance and Performance Pathway rowing is defined as rowing at the highest level of competition where the emphasis is on winning championship level competitions and is distinguished from community rowing.

Both State and Federal legislation prohibits discrimination against a person based on their Gender Identity in different areas of public life, including sport. An exception arises under various legislation to permit discrimination in sport based on Gender Identity. The exception only applies to competitive sporting activities in which the competitors are aged 12 years and over. The exception only applies in High Performance and Performance Pathway rowing competitions and activities, where the relative difference in strength, stamina or physique of a trans or non-binary participant is significant in the sense that it has an appreciable effect on their ability to compete. The capacity to utilise this exception requires an evidence-based assessment. Detailed information on this process can be found in the Policy.

PARTICIPATION IN STATE BASED EVENTS AND REGATTAS

These Guidelines provide a comprehensive list of the events in each State, and details which are classified as community rowing and which are classified as High Performance and Performance Pathway rowing. Please refer to the below tables to determine eligibility for a participant to compete in events within the relevant State or Territory.

Please refer to the relevant State or Territory body for up-to-date guidance, as events will change from time-to-time.

QUEENSLAND (QLD)

High Performance and Performance Pathway	Community Rowing Events
QLD State Championships (inc. Under 23, Under 21, Under 19, Para events)	Point score regattas
QLD State Masters Championships	Masters' regattas (exc. QLD State Masters Championships)
QLD State Schools Championships*	Grade regattas - G2, 3, 4, 5 (exc. Grade 1 events)
Grade Regattas – Grade 1 events only	Regional Schools Championships (NQ, CQ & SQ)
QLD State Coastal and Beach Sprint Championship	Winter Series Races (Brisbane River)
National Time Trial series (state-based)	Head races (inc. Brisbane River, Head of the Outback, Townsville, Head of the Tweed, Head of the Trinity – Cairns, Bridge to Bridge – Maryborough)
	SE QLD School Aged Rowing Conference Regattas
	Sprint regattas
	Novelty regattas – e.g. match racing
	Schools' conferences (inc. Head of the River)*

*In accordance with the rules and policies of the school rowing associations.

SOUTH AUSTRALIA (SA)

High Performance and Performance Pathway	Community Rowing Events
SA State Team events (inc. SASI activities, Pathway VIII)	Para-rowing events
All SA State Championships events	Master events
Open Grade events	2 nd Grade events
Under 23 events	3 rd Grade events
Under 21 events	Novice events
Under 19 events	Social/recreation/exhibition events/sprint/Time Trials (non-selection)
National Time Trial series (state-based)	School events
	Any other event not listed*

*The SA Head of the River events are yet to be classified but will be reviewed by the Heads of School Rowing Committee. These Guidelines will then be updated accordingly.

AUSTRALIAN CAPITAL TERRITORY (ACT)

High Performance and Performance Pathway	Community Rowing Events
Grade Events – A Grade only	Winter Time Trial series
Head of the Lake - Schoolgirl Coxed Eight, Schoolboy Coxed Eight, Schoolgirl Single Scull, Schoolboy Single Scull only	Col Panton Marathon
ACT Junior Championships	Capital Head Race
ACT Open Championships	Grade Events (exc. A Grade)

National Time Trial series (state-based)	Head of the Lake (exc. Schoolgirl Coxed Eight, Schoolboy Coxed Eight, Schoolgirl Single Scull, Schoolboy Single Scull)
ACT Masters Championships	

TASMANIA

High Performance and Performance Pathway	Community Rowing Events
State Club Championships	State Club events (exc. Championships / inc. Tamar Masters, NNRC Long Distance, NERC Long Distance)
National Time Trial series (state-based)	State Club Pennant Regatta – 1, 2, 3, 4, 5, 6
SATIS Head of the River – Open events only*	Tasmanian Masters Regatta
All Schools State Championships – Open events only*	Community Regatta (inc. SBRA, Launceston and Henley – Royal Hobart Regatta)
	School Regattas inc. Number 1, 2, 3 and Junior Quad Regattas
	All Schools State Championships (exc. Open events)*
	Tasmanian State Coastal and Beach Sprint Championship

*In accordance with the rules and policies of the school rowing associations.

VICTORIA

High Performance and Performance Pathway	Community Rowing Events
Open, under 23, 21, 19 events including those in State Championships	Any regatta including events in Grade, School, Club and Masters categories Club and Masters .
RA National Time Trial events (state based)	State Championships of grades (A, B, C and Beginners)
Interstate crews (except Masters)	State Championships for Club and Masters

WESTERN AUSTRALIA (WA)

High Performance and Performance Pathway	Community Rowing Events
WA State Team events and activities	RWA All-Schools regattas (including Championships)
WA Pathway VIII	Pennant Regattas – C/D grade events
WA Pathway selection events	Masters Regattas (non-Championship)
RWA State Championships	Head Races
RWA Masters State Championships	Indoor State Championships – Non-open events
Pennant Regattas – A/B grade events	
Indoor State Championships – Open events	

NEW SOUTH WALES (NSW)

High Performance and Performance Pathway	Community Rowing Events
NSW Rowing Championships (Open, U23, U21, U19, Para)	All other events and formats
NSW Masters Rowing Championships	

NSW Schoolgirl and Schoolboys Head of the River	
Trickett Championships	
NSW Coastal & Beach Sprint Championships (Open, U23, U21, U19, Para)	
National Time-Trial Series	
State Team events	
Small Boats (Open, U23, U21, U19, Para)	
NSW Indoor Championships (Open)	

DISCRIMINATION

The Australian Human Rights Commission states that Discrimination happens when a person, or a group of people, is treated less favourably than another person or group because of their background or certain personal characteristics. This is known as direct discrimination.

It is also considered discrimination when an unreasonable rule or policy applies to everyone but has the effect of disadvantaging some people because of a personal characteristic they share. This is known as indirect discrimination.

Some examples of discrimination include:

- Dead-naming someone (deliberately using incorrect names).
- Misgendering someone (using incorrect pronouns. For example, referring to someone who identifies as female 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 Gender Identity.
- Denying an employee training or promotion opportunities because of their Gender Identity.
- Denying access to benefits associated with club membership because of their Gender Identity.
- Denying participation opportunities to a Participant on the basis of their Gender Identity.
- Using someone's 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 Gender Identity.

REGISTRATIONS & COLLECTING INFORMATION

Where information is collected, processes can be made inclusive of Transgender and Gender Diverse people and respect the privacy of all participants by:

- Only collecting personal information if it is absolutely necessary for fulfilling a legitimate aim of the organisation.
- Providing the option for participants to select from a number of gender options on registration forms (for example, an option for male, female, non-binary, prefer not to say).
- Asking for a preferred name on registration forms.
- Securely storing all personal information and not disclosing information about someone's status or identity with others, unless necessary to fulfil a legitimate aim of the organisation, and in accordance with the relevant laws.

UNIFORMS

Uniforms can be an important part of sports participation (e.g. in identifying club/squad members). All 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.
- If the above is not possible, allowing people to choose the uniform they feel most comfortable wearing.
- Providing a range of uniform styles to choose from.
- Providing a range of sizes to choose from.

All participants should have access to uniform styles and sizing that are appropriate for their sport and that they feel comfortable wearing. No participant should be required to wear a gendered uniform that conflicts with their Gender Identity. Dress codes for teams and participants should be gender neutral where possible.

INCLUSIVE LANGUAGE

Inclusive language is a powerful tool for acknowledgement and respect, 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, simply 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 carers” when referring to a child's parents.
- Learn the usual personal pronouns people use to identify themselves:
 - Identifying as a man: he/him/his
 - Identifying as a woman: she/her/hers
 - Identifying as neither a man or woman: they/them/theirs
- If you are unsure of someone's personal pronouns, you can politely ask which pronouns they would prefer to use.

ACCOMMODATION, CHANGING FACILITIES, AND TOILETS

The Sex Discrimination ACT 1984 (Cth) requires that a person is treated in accordance with their Gender Identity, and they cannot be discriminated against based on their Gender Identity or have conditions or requirements imposed which are not consistent with the treatment of others with the same Gender Identity.

People should be provided accommodation, and use changing and toilet facilities that best reflect their Gender Identity and recognises a strong preference for privacy within those facilities. When shared accommodation facilities are required, all participants should be assigned to shared rooms based on their Gender Identity. However, it should be recognised that any participant who needs extra privacy

should be accommodated (which may attract additional cost to the participant), no participant should be required to room with another if they are not comfortable to do so.

It is recognised that there are existing difficulties faced in having adequate changeroom and shower facilities. Where new facilities are built or upgrades are taking place, inclusive spaces with appropriate private spaces should be considered. Where practicable, private, individual, gender-neutral facilities should be made available.

COMMON QUESTIONS

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 in a particular event. 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. As is the case for all athletes, Transgender and Gender Diverse people participate in sport for the physical, mental and social health benefits that participation in sport can bring.

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 permitted to participate in Community Rowing events in accordance with their Gender Identity (subject to the eligibility requirements for certain competitions – see Participant Eligibility above for more information). 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.

GLOSSARY OF TERMS RELEVANT TO GENDER DIVERSITY

It is important to understand that a person's sexual orientation and a person's gender are two separate concepts:

- Sexual orientation refers to a person's romantic and/or sexual attraction to others
- Gender refers to a part of a person's feelings and experience of who they are and how they relate to others - this may be male, female, a combination of both or neither. Gender can be expressed in different ways, such as through behaviour or physical appearance.

The following glossary of terms has been developed to help assist people to use respectful and inclusive language.

TERM	DEFINITION
Brotherboy	A term used in Aboriginal and Torres Strait Islander communities to refer to an indigenous trans man
Cis / Cisgendered	A person whose gender identity aligns with the sex they were assigned at birth
Differences in Sexual Development (DSD)	A medical term relating to differences in sex development also known as disorders of sex differentiation and disorders of sex development
FTM / F2M	Female to Male. This term may be used by a trans person who was assigned female at birth and has since affirmed, or is in the process of affirming, their male gender
Gender	Gender is part of how you understand who you are and how you interact with other people. Many people understand their gender as male or female. Some may understand their gender as a combination of these or neither
Gender binary	Refers to a social construct in which sex and gender are classified into two mutually exclusive categories– male and female. This system does not accurately reflect the varied and diverse nature of gender/s
Gender incongruence	A marked and persistent incongruence between an individual's experienced gender and sex assigned at birth
Gender expression	An individual's external manifestation of gender. This can include certain behaviours, voice and speech patterns, names and pronouns used to identify oneself, clothing, grooming and social interactions
Genderqueer / gender diverse	Individuals whose gender and/or gender expression fall outside the gender binary of male and female. Some gender diverse or genderqueer people's gender may be a combination of male and female, or may be neither
Gender affirmation surgery	A surgical procedure whereby a person's anatomy is altered to better reflect their affirmed gender. Also known as gender confirmation surgery or sex reassignment surgery. Some gender diverse people may elect surgery, and others may not
Hormone Therapy	The process of taking hormones to help affirm a person's gender. Some gender diverse people may elect hormone therapy, and others may not

Intersex	An intersex person is born with atypical natural variations to physical or biological sex characteristics such as variations in chromosomes, hormones or anatomy. Intersex traits are a natural part of human bodily diversity. Not all intersex people use the term intersex to describe themselves
In the closet	Describes a person who keeps their sexual orientation or gender a secret from some or all people
LGBTI / LGBTIQ	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and/ or Questioning
MTF / M2F	Male to Female. This term may be used by a trans person who was assigned male at birth and has since affirmed, or is in the process of affirming, their female gender
Non-binary	A person identifying as either having a gender which is in-between or beyond the two categories 'man' and 'woman', as fluctuating between 'man' and 'woman', or as having no gender, either permanently or some of the time. A non-binary person typically uses the pronouns of "they" and "them"
Queer	An umbrella term often used to refer to diverse genders or sexualities, or a person who is not heterosexual and/or cisgender. For some LGBTI people 'queer' may have negative connotations due to its historical use as a derogatory term, however this term has been "re-claimed" by many young LGBTI people
Questioning	The process of exploring and discovering one's own sexual orientation, gender and/or gender expression
Sistergirl	A term used in Aboriginal and Torres Strait Islander communities to refer to an indigenous trans woman
Trans	An abbreviation for transgender
Transgender	Someone whose gender does not exclusively align with the sex they were assigned at birth. Transgender relates to a person's gender, not their sexual orientation
Transsexual	An outdated term used to describe a transgender person. This term is no longer used





ADDITIONAL RESOURCES AND SUPPORT

TransHub (www.transhub.org.au)

This platform is an initiative from ACON Health, Australia's largest LGBTQ health organisation specialising in community health, inclusion and HIV responses for people of diverse sexualities and genders.

Pride in Sport Australia (www.prideinsport.com.au)

Pride in Sport is the only sporting inclusion program specifically designed to assist sporting organisations at all levels with the inclusion of LGBTQ employees, athletes, coaches, volunteers and spectators.

Australian Human Rights Commission (www.humanrights.gov.au)

The Australian Human Rights Commission is an independent statutory organisation, established by an act of Federal Parliament. We protect and promote human rights in Australia and internationally.

Trans Pride Australia (www.transprideaustralia.org.au)

Trans Pride Australia Inc is a social and support group for trans and gender diverse people and their loved ones in Australia.

QLife ([www.qlife.org.au](http://www qlife.org.au))

QLife provides anonymous and free LGBTQ peer support and referral for people in Australia wanting to talk about sexuality, identity, gender, bodies, feelings or relationships.

Minus 18 (www.minus18.org.au)

Minus18 aims to improve the health and wellbeing of, and provide a safe environment for, same-sex attracted and gender diverse young people in Australia, seeking to empower them to feel comfortable and confident in their sense of identity and assisting them to grow as happy, healthy individuals well into the future.

Switchboard (www.switchboard.org.au/get-help/)

This service is for LGBTIQ+ identifying people and those who have questions or concerns about LGBTIQ+ issues. They also welcome contact from people who may not be LGBTIQ+ but want to talk about someone they care about. This includes families, friends, teachers and co-workers of LGBTIQ+ people.

