

# CHECKLIST FOR THE INCLUSION OF TRANSGENDER & GENDER DIVERSE PEOPLE

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## LAA CEO MESSAGE

Sport is essential to the way that we all live our lives in Australia. It is a platform that allows us to engage with community, impacting positively on our health and well-being and builds confidence in the connections we make with others.

Athletics prides itself on not discriminating against others. Individual's won't be harassed or excluded because of anything they do or fail to do; they are treated as individuals.

Little Athletics Australia has developed a set of guidelines for the inclusion of transgender and gender diverse children in community athletics to demonstrate our commitment to include people with an affirmed gender identity - whether or not this aligns with the sex they were assigned at birth.

The Little Athletics Australia Inclusion Policy - Gender Diversity also supports and facilitates participation at all levels of Little Athletics.

This checklist provides guidance for Little Athletics, including centres/clubs and member associations to encourage and support the participation of transgender and gender diverse children in our sport.

Gender identity is a deeply personal and sensitive matter. To help navigate these areas, we have created the checklist, in conjunction with the Little Athletics Australia Inclusion Policy - Gender Diversity, to provide tools to combat discrimination, harassment and assist in inclusion at the grassroots of the sport.

Discrimination of any sort has no place in the sport and we are driven to ensure all people experience Little athletics inclusive culture and can participate in a safe and harassment free environment.

**Martin Stillman**  
Chief Executive Officer, Coles Little Athletics Australia



## INTRODUCTION

Little Athletics Australia (LAA) has issued a comprehensive [inclusion policy](#) related to gender diversity.

This transgender issues guide/checklist is based on the LAA policy and serves as a basic guide as to the appropriate messaging, language and procedures for Member Associations (MA's) and their Centres to follow when responding to transgender/gender diversity issues.

## OVERRIDING PRINCIPLE

A person of any Gender Identity will be included in all athletics activities and competitions in the category they choose to enter, whether or not this aligns with the gender they were assigned at birth.

## GENERAL UNDERSTANDING /APPROACH AND LANGUAGE

It is important to understand that when a person is changing from one gender to another, or does not identify with a particular gender, their individual journey and circumstances will be unique. Accordingly, it is critical that each case be treated sensitively and the needs of the particular individual be considered. For example, if a participant is transitioning from one gender to another through the course of a season, their individual needs and particular transition circumstances should be taken into account. When asked to choose the category they would like to take part in at the beginning of the season, it should be explained to them that LAA prefers they remain in that category for the entirety of the season.

It is important to recognise that a commitment by a person to Gender Identity may be exhibited in a number of social, medical and legal ways, including but not limited to changing appearance and dress, changing names and taking medication, or a combination of these measures.

Language used should always be sensitive, respectful, and inclusive. All persons involved in the sport are encouraged to use correct pronouns such as they/them/their rather than she/her/hers' and he/him/his'.





## THRESHOLD ISSUES

### *Age of Participant*

A key fact to determine is whether the participant is under or over 12 years of age.

- Participants under 12 years of age take part or compete in either the male or female category in their appropriate age group. If a child has selected a gender category, it is preferred they continue to take part in this category for the entire season.
- MA's and their Centres should permit participants 12 years of age and over to participate in competitions by the gender they choose (see comments below).

### *Key Consideration*

If a person has indicated or selected a particular Gender Identity, LAA will recognise that Gender Identity, irrespective of whether or not that gender accords with the sex they were assigned at birth.

A number of issues flow from this decision about Gender Identity for MA's and Centres, but they need to be dealt with very sensitively:

- a participant will be required to nominate a category in which they seek to compete, usually based on gender identity, at the time of registration for a season;
- a participant preferably enters the category for the Gender Identity that is consistent with their Gender Identity in other aspects of their life (see above social, medical, and legal issues as a guide); and
- a participant who does not identify with a specific gender is required to choose the category they commit to for the season, on registration for the season.







## COMPETITION AND STRENGTH, STAMINA, PHYSIQUE

MA's and Centres should not be concerned with the concepts of competition and 'fairness' in relation to children who are gender diverse, non-binary or transgender, or transitioning. It is the Policy of LAA that, as with children under the age of 12 years, a child 12 years of age or over who has selected and entered into a category they choose to take part in for the season, should be treated on the same basis as all other members of that category.

### Competition Case Study

Zara is thirteen years old and was assigned as male at birth but identifies as a girl.

Zara enters Little Athletics and chooses to join the category that is called 'female' or girls.

The Regional body contacts the MA because they consider that because Zara's birth certificate indicates her gender as 'male', she won't be able to participate at the regional titles in the female category.

The regional body explain that there is a concern that the competition won't be 'fair', that Zara is 'too strong' and that 'the competitive sporting activity exemption in the Sex Discrimination Act allows for her exclusion on this basis'.

The Policy of LAA is that the competitive exception is not relied upon by LAA and that Zara can take part and be treated the same as any other competitors in the events she chooses to take part in, and for the category she entered.

## INFRASTRUCTURE/OPERATIONAL MEASURES

### ***Facilities***

All facilities should be carefully considered to ensure that they are suitable for all participants.

MA's and Centres should consider making their existing facilities and spaces more inclusive by:

- changing signage on some facilities to unisex/gender neutral;
- modifying changerooms and bathrooms to create private spaces (higher doors, room dividers, shower curtains, etc.);
- ensuring all changerooms have appropriate waste disposal;
- creating, if possible, private spaces so that people can use the facilities safely and comfortably; and
- providing a gender-neutral space where possible.

## UNIFORMS

All MA personnel, particularly participants in athletics events, should be able to participate in a uniform in which they feel comfortable. Uniforms should be gender neutral, or available as options within gender categories. If gendered uniforms are absolutely necessary, then MA's should:

- allow personnel to choose which uniform they would prefer to wear;
- ensure that appropriate sizes are available for all participants; and
- design options that are suitable for different body types and shapes.

### ***Prohibited actions***

MA's and Centres must not ask any participant to undergo a medical examination for the purposes of gender verification.

MA's and Centres must only collect personal information about gender from a participant if compelled under the law, and always with their parent or guardian's consent.

