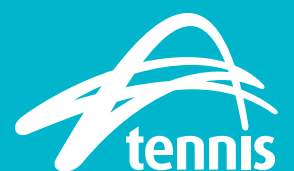




# **TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS**



# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

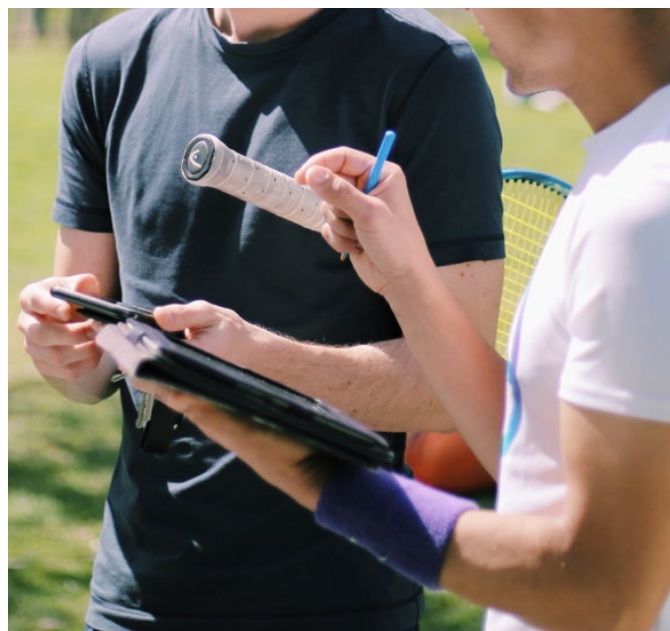
**Tennis Australia (TA)** and TA's **Member Associations (MAs)** are committed to providing a safe, welcoming and inclusive sporting environment for everyone regardless of their differences. We are proud to promote equitable opportunities in tennis to ensure all people in Australia, including people who identify as **Transgender, Gender Diverse** or **Non-Binary** (henceforth known as the *transgender* community) can participate in tennis without fear of stigmatisation or discrimination.

## Purpose

The purpose of these guidelines is to assist Australian Tennis Organisations (**ATOs**) that provide community level tennis, referred to as **Community Tennis** in these Guidelines, to create a sporting environment that actively includes the transgender community. The intent is not to prescribe action or constrain Community Tennis, but rather to inform and educate the entire tennis community. These Guidelines advocate awareness, sensitivity and ultimately actions within Community Tennis to enable individuals to participate in the way that is consistent with their **gender identity**.

- Regular updates to the information and guidance in these Guidelines will continue to ensure that we remain responsive to emerging issues, and continually reflect on the values and principles for diversity. The guidelines reflect the [Australian Human Rights Commission \(AHRC\) Guidelines](#) introduced in June 2019<sup>1</sup>, supported by [Sport Australia](#)<sup>2</sup>, and the [Coalition of Major Professional and Participation Sports \(COMPPS\)](#)<sup>3</sup>.

\* Please note: all key words and definitions indicated in **bold** are listed at the end of this document.



## Transgender

Commonly abbreviated to 'trans', this is a general term used to describe a person whose gender identity is different to the sex they were assigned at birth. Being transgender is about how an individual describes their own gender. It is not necessarily about their biological characteristics.

## Gender Diverse

An umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/transgender, non-binary and many more.

## Non-Binary

A term used to describe a person who does not identify exclusively as either a man or a woman. Genders that sit outside of the female and male binary are often called non-binary.

<sup>1</sup> AHRC Guidelines for the Inclusion of transgender and gender diverse people in sport (2019) [\[www.humanrights.gov.au/our-work/lgbt/publications/guidelines-inclusion-transgender-and-gender-diverse-people-sport-2019\]](http://www.humanrights.gov.au/our-work/lgbt/publications/guidelines-inclusion-transgender-and-gender-diverse-people-sport-2019)

<sup>2</sup> Sport Australia's Guidelines for the inclusion of transgender and gender diverse people in sport. [\[www.sportaus.gov.au/integrity-in-sport/transgender-and-gender-diverse-people-in-sport/\]](http://www.sportaus.gov.au/integrity-in-sport/transgender-and-gender-diverse-people-in-sport/)

<sup>3</sup> COMPPS. [\[www.compps.com.au\]](http://www.compps.com.au)



# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

## Who are these Guidelines for?

- ▶ Tennis clubs and associations
- ▶ The transgender community
- ▶ Tennis coaches
- ▶ All tennis players
- ▶ Parents and guardians

## Do these Guidelines apply to me?

The Guidelines apply to all members, volunteers and employees of clubs and associations (ATOs) that deliver community events and/or accept memberships. These Guidelines apply in the context of community events, which may include:

- ▶ Junior Development Series (JDS)
- ▶ School Competitions
- ▶ Local club and association events – such as Leagues, Club championships and Pennant

## What about national and international Events?

Transgender Policies for national and international events may depend on the event and the governing tennis body's rules. For all events under the auspices of the **ATP**, **ITF** or **WTA**, players and ATOs must comply with the relevant governing body's rules. Policies and rules applied by the ITF, ATP, and WTA events supersede these Guidelines.

Of particular note are the following policies/rules:

- ▶ [ITF's Transgender Policy](#)<sup>4</sup>
- ▶ [WTA Gender Participation Policy](#)<sup>5</sup>
- ▶ [ATP's Rulebook \(specifically, clause 7.02 Entries\)](#)<sup>6</sup>

For further information on participating in national and international competitions, please contact the TA Game Development and Professional Events Team on (03) 9914 4000.

<sup>4</sup> ITF Transgender Policy [[www.itftennis.com/media/2163/itf-transgender-policy.pdf](http://www.itftennis.com/media/2163/itf-transgender-policy.pdf)]

<sup>5</sup> WTA Gender Participation Policy [[www.wtatennis.com/wta-rules](http://www.wtatennis.com/wta-rules)]

<sup>6</sup> ATP Rulebook [[www.atptour.com/en/corporate/rulebook](http://www.atptour.com/en/corporate/rulebook)]



# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

## COMMUNITY TENNIS BEST PRACTICE

### Player Recognition

Players who identify as women should be allowed to play as women; players identifying as men should be allowed to play as men.

Gender Diverse, Non-Binary players and players partway through a gender affirmation should play in the category in which they feel most comfortable.

### Language

The language we use is important, and may have a positive or negative effect on others. To use inclusive language is to recognise a person's preferred pronouns and name. Avoiding **gender stereotypes** and using group terms such as 'everyone' is an important step towards using language that does not assume others' gender identity and cause unintentional **misgendering**.

Conventional **pronouns** are 'she/her/hers' and 'he/him/his'. Some people prefer to use gender-neutral pronouns, such as 'they/them/their/ze'. The pronoun a person uses to describe themselves generally reflects their gender identity.

## REGISTRATION FORM

### GENDER IDENTITY:

- Male
- Female
- Non-binary
- I use a different term (please specify)

*Note: Tennis Australia and our Member Associations will be working to update our platforms where possible to be consistent with this approach.*

### Collecting and Using Personal Information

Community Tennis clubs and associations in general require an individual to provide personal information when registering as a member and/or participating in club activities. The collection of personal information can create additional difficulties for transgender people. These difficulties can relate to differences between a person's gender identity and the sex or gender recorded on their identity documents.

Community Tennis clubs and associations should adopt processes that are inclusive, eliminate discrimination, and protect the privacy of transgender persons by:

- respecting an individual's right to determine their preferred name and gender identity. Provide "preferred name", "pronoun" and "gender identity" options on registration forms without pre-filled options (example provided), and ensure this is reflected in correspondence and documentation.
- only requesting personal information and legal documents when absolutely necessary and with the individual's consent, or where the individual is under the age of consent, their parent/guardian's permission.
- accepting legal declarations to verify name, age and gender (e.g. a Statutory Declaration) in place of a passport, driver's license or birth certificate that have a sex/gender marker that is inconsistent with a player's gender identity.
- securing stored personal information, in line with the Privacy Act 1988 (Cth), the Australian Privacy Principles (APPs), relevant legislation, regulations of the States and Territories and the standards outlined in the [TA Privacy Policy](#).
- not disclosing the gender identity of a player without their express permission.

# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

## Privacy and Safety

Consideration should be given to a player who is transitioning or affirms their gender identity during their membership. Clubs, associations and the broader tennis community are encouraged to understand the support needs of players, and respectfully acknowledge their gender identity if requested by the individual.

Clubs and associations should support and respect the privacy of all players including those who are transitioning as outlined in the [TA Privacy Policy](#).

Examples of poor privacy practice may include:

- requesting details about the specifics of a person's **physiological** transition without a legitimate reason that aligns with the Privacy Policy and/or privacy legislation.
- requesting that a player undergoes a medical examination with the purpose of verifying their **sex characteristics**. Such a request does not align with the principles stated in the [AHRC Guidelines](#).

Clubs and associations should have established practices for grading and selection of players to teams and leagues that:

- Address the relevant disparity of players;
- Protect the health and safety of all participants; and
- Provide fair and meaningful events.

Clubs and associations should always act with integrity, in line with State, Territory and Federal Laws and TA's National Policies, which states that *gender identity* is a protected characteristic<sup>7</sup>.

### TRANSITIONING/GENDER AFFIRMATION

Transitioning may involve social, medical and/or legal steps that affirm a person's gender.

The gender affirmation process is different for everyone, but it may involve changing names, title, appearance, dress, use of pronouns and other aspects for a person to align with their gender identity.



## Uniforms

All players should be able to play in a uniform in which they feel comfortable. It is advisable not to base dress codes on gender stereotypes (e.g. an attitude that women should only wear a skirt during play), as a flexible and gender-inclusive code recognises that all participants have the right to dress in a manner consistent with their gender identity and/or **gender expression**.

If gendered uniforms are necessary, then consideration should be given to:

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

<sup>7</sup> Tennis Australia Member Protection Policy (MPP) [\[www.tennis.com.au/about-tennis-australia/reports-and-policies/policies\]](http://www.tennis.com.au/about-tennis-australia/reports-and-policies/policies)



# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

## Facilities

Tennis recognises the existing difficulties faced by clubs in having adequate change room and shower facilities.

While many transgender people prefer to use bathrooms, showers and change rooms that align with their affirmed gender, there is also a strong preference for privacy. People who identify as non-binary may prefer to use gender-neutral facilities. Change room and shower arrangements should be considered to ensure they are suitable for all participants.

Community Tennis venues may consider making their existing facilities more inclusive by:

- ✓ changing signage on some facilities to all-gender;
- ✓ modifying change rooms and bathrooms to create private spaces (higher doors, room dividers, shower curtains etc.); and
- ✓ ensuring all change rooms have appropriate waste disposal.

Where new facilities are built or upgrades take place (whether in consultation with local government, schools or others), Community Tennis venues may consider options to create inclusive spaces by:

- ✓ creating private spaces so that people can use the facilities safely and comfortably; and
- ✓ providing a gender-neutral space where possible.

More information about facilities and other recommendations for transgender community inclusion can be found in [Pride in Sport's Resources](#)<sup>8</sup>.

<sup>8</sup> Pride in Sport Resources [\[www.prideinsport.com.au/resources/\]](http://www.prideinsport.com.au/resources/)

## CASE STUDY: Cassie

### Demonstrating a commitment to change<sup>^</sup>

Cassie is a transgender woman. She has not yet been able to change her legal gender or name because she does not have the money to undergo surgery, which is part of the gender affirmation process required by NSW law. She has been living as a woman for the last three years at work and in social contexts.

Recently, Cassie wanted to return to playing tennis, which she played throughout high school. She went to a local club, discussed joining a social team, and was provided a sign-up form by a volunteer. In order to prove Cassie's legal name, the form requested that she provided formal identification. Cassie explained to the volunteer that her driver's license states her birth name, which she no longer identifies with.

The club volunteer suggested that there may be another option, and referred to the conditions of club membership and to these Transgender Inclusion Guidelines. The volunteer respectfully asked if Cassie identifies as a woman in other contexts as well, to which Cassie said yes. The volunteer asked if she would prefer to submit a Statutory Declaration that states her name is Cassie, instead of a copy of her identification.

The volunteer rightly and respectfully considered other legitimate options available that prioritised Cassie's inclusion in community tennis. This process aligned with the club's policies, NSW law, and TA's Transgender [Inclusion](#) Guidelines.

<sup>^</sup> Case study adopted from the Guidelines for the inclusion of transgender and gender diverse people in sport - Australian Human Rights Commission, June 2019

# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

## PLAYER PARTICIPATION IN LOCAL TENNIS

### Club Membership

It is inclusive practice for Community Tennis clubs and associations to accept all new memberships or renewals regardless of sex, gender identity or gender expression.

For example, a transgender woman wishes to apply for a membership at her local tennis club. It would be inclusive for this club to:

- accept her application for membership and store this information securely;
- ensure access to all member benefits provided through Community Tennis; and
- acknowledge her gender identity in a respectful way.

It would be exclusive practice for the club to:

- create club/association terms or conditions whereby she is excluded from membership or benefits of membership, such as taking part in women's events due to a perceived physical advantage; and/or
- not take reasonable steps to ensure the Community Tennis venue is an environment that is free from discrimination by administrators, Committee members and/or players.

### Club Events

Clubs and associations should permit and actively encourage players to participate in all Community Tennis events in accordance with their gender identity. This applies regardless of their presumed gender at birth and any medical, surgical or legal affirmation process undertaken (or not undertaken).

An individual player should be able to nominate their gender identity at the time of nomination for any upcoming competition, tournament or term of play. This includes appropriate flexibility to allow a member to update their gender identity record at their respective club or association at any point in time during their membership.

**Level-based play** is considered an inclusive pathway only limited by ability and not by gender. Clubs and associations may wish to consider whether running this kind of event would suit their community.

### CASE STUDY: Roman

Roman is a 14-year-old who identifies as non-binary and participates in social tennis at a local tennis club. Roman mentioned to club officials that they were interested in taking part in club tournaments.

However, because there has been no precedent set to include a participant who identifies as non-binary, Roman talked to the Tournament Director and explained how they would like to be included. Roman suggested they would like to participate in the men's section, but prefers they/them pronouns. In response, the Tournament Director allocated Roman to the men's section of the tournament.

Later, the tennis club reviewed the competitive pathways and decided to trial a level-based competition. This would allow Roman to participate freely and comfortably without worrying about which gendered group they would join.

Registrations for level-based play were received from a wide range of participants without any issues. The tournament was successful, and Roman was included throughout the event; setting a good standard for inclusion of all persons.



48%

of transgender young people have attempted suicide\*

\* Strauss, P., Cook, A., Winter, S., Watson, V., Wright Toussaint, D., Lin, A. (2017). Trans Pathways: the mental health experiences and care pathways of trans young people. Summary of results. Telethon Kids Institute, Perth, Australia.

# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

## EXAMPLES: INCLUSION AND EXCLUSION

The below scenarios are examples of exclusion and/or misconduct by club staff, volunteers and other players.<sup>^</sup>

It would be inclusive practice in Community Tennis to:

- Encourage a transgender man to participate in a men's competition.
- Support a non-binary child to participate in a single-sex competition of their choice.
- A non-binary person having the option to use a change room, where they feel more comfortable.

It would be exclusive practice in Community Tennis to:

- Count a transgender girl as a male player for the purpose of allocating gendered positions in a mixed-gender competition.
- Inform a transgender woman that she cannot coach a women's team because only women coaches are allowed.
- Inform a transgender woman that she cannot participate in a tennis skirt.

<sup>^</sup> Scenarios adopted from the Guidelines for the inclusion of transgender and gender diverse people in sport - Australian Human Rights Commission, June 2019

## MISCONDUCT

### Welfare, questions and making a complaint

In circumstances where a person has concerns about their safety or the wellbeing of others, i.e. a player, coach, or otherwise affiliated individual please refer to the [Member Protection Policy \(MPP\)](#) and contact the **TA Integrity & Compliance Unit (TAICU)**. Any complaint received in relation to these Guidelines will be dealt with in accordance with the MPP.

If you have any questions, require clarification for parts of this document, or wish to submit a complaint you may do so by one of the following methods:

- a) Contacting TAICU by phone, email to [integrity@tennis.com.au](mailto:integrity@tennis.com.au) or by completing the online form here <https://integrity.tennis.com.au/#/webform>;
- b) Contacting the 24 hour external reporting service by telephoning **1800 11 SAFE (1800 117 233)** for complaints and welfare concerns/questions

### Discrimination & Harassment

**Unlawful Discrimination** is defined as treating someone or a group less favourably than another person or group because of a particular protected personal characteristic. Requesting, assisting, instructing, inducing or encouraging another person to engage in Unlawful Discrimination is also considered Unlawful Discrimination. Discrimination may be either direct or indirect.

- ▶ **Direct discrimination** occurs when a person treats or proposes to treat someone less favourably because of a protected personal characteristic, which includes sex, gender identity and sexual orientation.
- ▶ **Indirect discrimination** occurs where a person imposes, or proposes to impose, an unreasonable requirement, condition or practice that has, or is likely to have, the effect of disadvantaging people with a protected characteristic.

**Harassment** is any unwelcome behaviour that is intimidating, humiliating or threatening. It can be expressed or implied, physical, verbal or non-verbal (i.e. visual) as a single incident or repeated behaviour.



**82%**

reduction in suicide attempts with high levels of social support\*

\* Bauer GR, Scheim AI, Pyne J, Travers R, Hammond R. Intervenable factors associated with suicide risk in transgender persons. A respondent driven sampling study in Ontario, Canada. BMC Public Health 2015; 15: 118. doi:10.1186/s12889-015-1867-2.



# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

Whether or not the behaviour is Harassment is determined from the point of view of the person receiving the behaviour, assessed objectively. That is, it must be behaviour that a reasonable person in possession of the same information would think amounted to harassment. It does not matter whether or not the person harassing intended to offend or not.

Harassment in any form is unlawful under Federal and State Laws. The TA MPP addresses all forms of Harassment.

► **Sexual Harassment** could include any unwelcome sexual advances, unwelcome conduct of a sexual nature or invasive questions. For example, asking a transgender person about their sex life or their physical characteristics in an inappropriate context may make them feel harassed. This differs from opening up a conversation about a physical affirmation, and how someone who has a transgender experience can be supported to continue tennis in this situation.

**Victimisation** occurs when one person subjects, or threatens to subject, another person to some form of detriment or harm because that person has asserted a right.

For example, if someone exercises their right to lodge a complaint about harassment at their tennis club – only for management to cancel their membership without grounds to do so – this may be a case of victimisation.

TA will take all necessary steps to ensure that people involved in a complaint are not victimised for coming forward or providing assistance. Individuals have the option to report a complaint of victimisation to TAs whistle-blower service confidentially (see [TAs Whistle-blower Policy](#)<sup>9</sup>).

<sup>9</sup> Tennis Australia Whistleblower Policy [\[www.tennis.com.au/wp-content/uploads/2019/12/Whistleblower-Policy-2020-v-2-FINAL-201119.pdf\]](http://www.tennis.com.au/wp-content/uploads/2019/12/Whistleblower-Policy-2020-v-2-FINAL-201119.pdf)

## CASE STUDY: Rami

### How adhering to a code of conduct can promote a welcoming, safe and inclusive environment<sup>^</sup>

Rami plays tennis in women's tournaments. At the beginning of membership and each subsequent year, the players sign the club's code of conduct. A spectator version of the code is displayed at the entrance to venues, and compliance is a condition of entry.

Rami is non-binary. Rami has body and facial hair, and prefers to play in a looser uniform.

During a match, a spectator sledges Rami by referring to them as 'it' and makes derogatory comments about Rami's appearance. Rami's opponent notifies the Umpire about the harassment, and the Umpire pauses the match to speak to the Tournament Director.

The Tournament Director discusses the poor behaviour with the spectator and asks them to leave. There is a zero-tolerance policy for harassment outlined in both the club's code of conduct and TA's National Policies, which all players and attendees must abide by. The spectator's behaviour is not acceptable in any context, but in this space, they are bound by multiple policies that aim to protect all persons from harassment and discrimination.

<sup>^</sup> Case study adopted from the Guidelines for the inclusion of transgender and gender diverse people in sport – Australian Human Rights Commission, June 2019

**“Transgender people, especially those of us that transitioned late in life, we don't always appear the way we want to, and therefore we've got a big sign on us, we stand out, and therefore we don't blend in. I walk into a room, everybody knows. Not one word has been said. Everybody just picks up on it, they know. Therefore, safe spaces for transgender people is probably more important because we don't fit in always.”**

**STORR, 2020**

# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

## CASE STUDY: Kim

### How innovative solutions foster inclusion<sup>^</sup>

Kim identifies as non-binary. Kim's pronouns are they/them/their. Kim and a group of Kim's friends have signed up to a mixed, social tennis competition. The tennis club hosting the competition has two bathrooms, one marked 'men' and the other 'women'. The men's bathroom has a wall of urinals and one cubicle, which is always out of order. Kim does not feel comfortable using the women's bathrooms because they are usually stared at or explicitly told that they should not be there.

For the first few weeks, Kim tried to avoid drinking water before and during the matches to avoid needing to use the bathroom. Eventually, one of Kim's friends realised what was happening and spoke to the manager of the tennis club.

The club did not have the resources to refurbish the bathrooms, but they did discuss changing the signage to make both facilities all gendered. They also ensured the cubicle toilet was available to use until a more permanent, inclusive option was implemented.

<sup>^</sup> Case study adopted from the Guidelines for the inclusion of transgender and gender diverse people in sport – Australian Human Rights Commission, June 2019

## CASE STUDY: Sarah

### The below case study was adapted from a real world example.<sup>^^</sup>

Sarah is twelve years old, and was assigned male at birth, but identifies as a girl. She is currently undergoing hormone therapy, and loves to play tennis at her local club. Before coming out and undergoing her transition, Sarah competed in her first tennis tournament as a boy.

After Sarah initiated her transition, her father Tom decided he needed to meet with her tennis coach Rob outside the club. Tom explained that the person Rob knew as 'David' was transgender, that while he was a boy on the outside, he was a girl on the inside and would be transitioning to a girl as Sarah. Although Rob was unsure of exactly what transgender or transitioning was, he took the opportunity to ask questions about the process, and asked how he can support Sarah. Tom asked Rob to actively use Sarah's preferred name and encourage other squad and club members to do the same.

At the tennis club, other children and some adults would sometimes use the incorrect pronoun or Sarah's previous name. Sarah frequently became upset and found it difficult to understand how others couldn't remember to use 'her' and 'Sarah' when speaking to her. With the support of the coach, the community have recognised the importance of actively remembering to use Sarah's new name and pronouns.

Sarah's tennis club has implemented these Transgender Inclusion Guidelines, which supports young players such as Sarah through their tennis journey.

<sup>^^</sup> Source: [www.thedailybeast.com/my-transgender-daughter-loves-tennis-let-her-play-it-in-peace](http://www.thedailybeast.com/my-transgender-daughter-loves-tennis-let-her-play-it-in-peace)

Using a transgender youth's name at work, at school, with friends, and at home:



**71%**

reduces depression symptoms by\*

\* Russell, S. T., Pollitt, A. M., Li, G., & Grossman, A. H. (2018). Chosen Name Use Is Linked to Reduced Depressive Symptoms, Suicidal Ideation, and Suicidal Behavior Among Transgender Youth. *The Journal of adolescent health: official publication of the Society for Adolescent Medicine*, 63(4), 503–505. doi:10.1016/j.jadohealth.2018.02.003

# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

## DEFINITIONS

The following definitions are in accordance with Pride in Sport and Sport Australia's terminology and recommendations.

**Association of Tennis Professionals (ATP)** refers to the international award competition open to all men tennis players.

**Australian Tennis Organisation (ATO)** refers to TA, Member Associations, affiliated organisations, member affiliated organisations, regional associations and affiliated clubs as defined in the Member Protection Policy;

**Cisgender/cis** is a term used to describe people who identify their gender as the same as what was presumed for them at birth (male or female). 'Cis' is a Latin term meaning 'on the same side as'.

**Community Tennis** for the purpose of these Guidelines refers to any ATO that delivers Club Events at a local level; members of that ATO; and community members that participate in these events. These Guidelines apply in the context of Community Tennis.

**Gender Diverse** is an umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/transgender, genderqueer, non-binary, gender nonconforming and many more.

**Gender Expression** refers to the way that a person externally expresses their gender, or how their gender is perceived by others.

**Gender identity** is defined in the Act as 'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth'.

**International Tennis Federation Limited (ITF)** refers to the world governing body of tennis.

**Level-based play** is play consisting of two or more players with comparable skill levels, without needing regard to age and gender.

**Member Association/s (MA or MAs)** refers to the governing body for tennis in each state/territory in Australia as defined in the Tennis Australia Constitution.

**Misgendering** is an occurrence where a person is described or addressed using language that does not match their gender identity. This can include the incorrect use of pronouns (she/he/they), familial titles (father, sister, uncle) and, at times, other words that traditionally have gendered applications (pretty, handsome, etc.). It is best to ask a person, at a relevant moment, what words they like to use.

**Non-Binary** is a term used to describe a person who does not identify exclusively as either a man or a woman. Genders that sit outside of the female and male binary are often called non-binary.

**Pronouns** are a grammatical means of referring to a person or persons. Conventional pronouns are 'she/her/hers' and 'he/him/his'. Some people prefer to use gender neutral pronouns, such as 'they/them/their'. The pronoun a person uses to describe themselves generally reflects their gender identity.

**Sex refers** to a person's biological sex or sex characteristics. These may be genetic, hormonal, or anatomical.

► **Sex characteristics** refers to physical parts of the body that are related to body development/regulation and reproductive systems.

**Transgender** (commonly abbreviated to 'trans') is a general term used to describe a person whose gender identity is different to the sex they were assumed at birth. Being transgender is about how an individual describes their own gender. It is not necessarily about their biological characteristics. Transgender people may position 'being trans' as a history or experience, rather than an identity, and consider their gender identity as simply being female, male or a non-binary identity. Some transgender people connect strongly with their transgender experience, whereas others do not. Processes of gender affirmation may or may not be part of a transgender or gender diverse person's life.

# TRANSGENDER INCLUSION GUIDELINES FOR COMMUNITY TENNIS

**Transition/Gender Affirmation** is a personal process or processes a transgender or gender diverse person determines is right for them in order to live as their defined gender and so that society recognises this. Transition may involve social, medical/surgical and/or legal steps that affirm a person's gender. Affirming gender doesn't mean changing gender, 'having a sex change' or 'becoming a man or a woman', and transition isn't the same as being trans. A transgender or gender diverse person who hasn't medically or legally affirmed their gender is no less the man, woman or non-binary person they've always been.

- ▶ **Social transition** is the process by which a person changes their gender expression to better match their gender identity. This may include changing their name, pronouns, and appearance.
- ▶ **Medical transition** is the process by which a person changes their physical sex characteristics to align with their gender identity. This may include hormone therapy, surgery or both.
- ▶ **Legal transition** is the process by which a person changes their identity documents, name, or both, to reflect their gender identity. This may include changing their gender marker on a passport or birth certificate or changing their name on a driver's licence or bank card.

**Transphobia** refers to negative beliefs, prejudices and stereotypes that exist about transgender/trans and gender diverse people. You may have heard transphobic language like 'tranny', or seen restrictions on the way that people are allowed to express their gender, such as which uniform is allowed or which toilets can be used. Transphobia can also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their gender.

**Women's Tennis Association (WTA)** refers to the international award competition open to all women tennis players.

## ADDITIONAL RESOURCES

- ▶ **Tennis Australia's Integrity & Compliance Unit (TAICU)** [Integrity@Tennis.com.au](mailto:Integrity@Tennis.com.au)
- ▶ **24 hour external reporting service 1800 11 SAFE (1800 117 233)**
- ▶ **Australian Human Rights Commission (AHRC) Guidelines for Inclusion of Transgender and Gender Diverse people in Sport (June 2019)** [www.humanrights.gov.au/our-work/lgbti/publications/guidelines-inclusion-transgender-and-gender-diverse-people-sport-2019](http://www.humanrights.gov.au/our-work/lgbti/publications/guidelines-inclusion-transgender-and-gender-diverse-people-sport-2019)
- ▶ **Pride in Sport Australia** [www.prideinsport.com.au/](http://www.prideinsport.com.au/)
- ▶ **Play by The Rules** [www.playbytherules.net.au/](http://www.playbytherules.net.au/)
- ▶ **Proud 2 Play** [www.proud2play.org.au/](http://www.proud2play.org.au/)
- ▶ **The Coalition of Major Professional and Participation Sports (COMPPS)** [www.compps.com.au/](http://www.compps.com.au/)
- ▶ **Sport Australia** [www.sportaus.gov.au](http://www.sportaus.gov.au)
- ▶ **TransHub** [www.transhub.org.au](http://www.transhub.org.au)
- ▶ **Tennis Australia's National Policies** [www.tennis.com.au/about-tennis-australia/reports-and-policies/policies](http://www.tennis.com.au/about-tennis-australia/reports-and-policies/policies)



**Diversity & Inclusion Team**  
[inclusion@tennis.com.au](mailto:inclusion@tennis.com.au)

**TA Integrity & Compliance Unit (TAICU)**  
[integrity@tennis.com.au](mailto:integrity@tennis.com.au)

**TA Game Development and Professional Events Team**  
**(03) 9914 4000**