



## TRANSGENDER POLICY

### **PURPOSE:**

Birkenhead Bowling Club has developed a policy in respect of transgender people, which includes those who are transsexual and transgender, in all aspects of the Sport: bowlers, employees, coaches, officials, volunteers and spectators.

Birkenhead Bowling Club will promote a zero tolerance approach to transphobia. Transphobia includes discriminatory language or behaviour directed towards anyone who comes under the umbrella term of transgender; in addition it may be towards a transsexual person's friend or supporter, or anyone that may be perceived to be a transsexual person (whether they are transsexual or not). The behaviour may include a reluctance or refusal to provide access to services to the same extent as that provided for a non-transsexual person. Birkenhead Bowling Club and its members will ensure that any unacceptable behaviour and language is tackled effectively and appropriately with sanctions and or educational programmes implemented to ensure compliance and the creation of a safe, inclusive and welcoming environment for trans people.

The following points are considered good practice for all Birkenhead Bowling Club and its members:

- Treat the individual with dignity and respect.
- Explain the Birkenhead Bowling Club policy and procedure to the individual and ask their view on how to proceed. Provide contact details for the Birkenhead Bowling Club contact.
- Respect the private and confidential nature of the individual's situation.
- Agree with the individual what information is to be shared with others and, if this is necessary, how this should be shared. In general no information should be shared by the local official unless they have express permission from the transsexual person.
- Ask the individual what communal changing facilities they would prefer to use, as not every changing facility will have private cubicles. This will depend on whether the individual has transitioned or is in the process of transitioning and whether they have undergone any gender reassignment surgery. It may be that the most appropriate option is to use the cubicles in the toilets appropriate to their full time gender role, or that they should arrive changed and ready to participate, to avoid any misunderstanding should they still have secondary sex characteristics of their former gender.
- Encourage the individual to feedback any inappropriate language or behaviour from other individuals so that it can be dealt with.
- Ensure a Code of Conduct is publicised indicating their zero-tolerance policy towards all bullying/harassment of people with protected characteristics

### **TRANS PEOPLE COMPETING UNDER THE BIRKENHEAD BOWLING CLUB BANNER:**

Birkenhead Bowling Club and its members must not restrict the participation of a transsexual person in competitive sport unless this is strictly necessary to uphold fair competition; any other restriction would amount to direct discrimination.

Birkenhead Bowling Club and its members should treat a transsexual person as belonging to the sex in which they present (as opposed to the biological sex they were born with) unless this might give the transsexual person an unfair advantage. Any negative effect of restricting the participation of transsexual people must be mitigated as far as possible, to permit as much inclusion as is fair. Birkenhead Bowling Club recognises that consistency with Bowls New Zealand's position is appropriate for national and international competition.

For the time being, the designated point of contact at Birkenhead Bowling Club for all enquiries relating to the participation of transgender or transsexual people in Bowls is the President, who will liaise with Birkenhead Bowling Club's Chairperson.

## **TRANS PEOPLE AS BIRKENHEAD BOWLING CLUB EMPLOYEES:**

Any discrimination, unfair or unreasonable behaviour, or treatment will be taken seriously and action taken in accordance with Birkenhead Bowling Club Constitution and Regulations.

### **DEFINITIONS:**

**Sex:** A person's biological and physical makeup, defined usually as either 'male' or 'female' and including indeterminate sex.

**Gender:** The social and cultural construction of what it means to be a man or a woman, including roles, expectations and behaviour.

**Gender Identity:** A person's internal, deeply felt sense of being male or female (or wherever they find themselves on the gender continuum). A person's gender identity may or may not correspond with their sex.

**Gender Expression:** How someone expresses their sense of masculinity and/or femininity externally.

**Trans People:** People who refer to themselves, among other terms, as transsexual, male-to-female, female-to-male, transgender, whakawahine, fa'afafine or tangata ira tane.

**Transgender:** A person whose gender identity is different from their physical sex at birth.

**Transsexual:** A person who has changed, or is in the process of changing, their physical sex to conform to their gender identity.

**Transitioning:** Steps taken by trans people to live in their gender identity. These often involve medical treatment to change one's sex through hormone therapy and may involve gender reassignment/realignment surgeries.