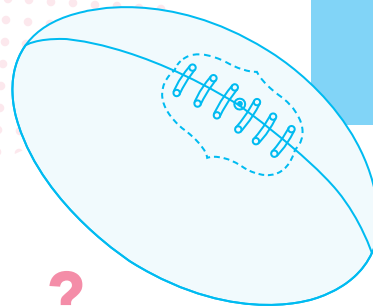




TRANS AND GENDER DIVERSE INCLUSION IN SPORT: COMMON SCENARIOS



This is a companion document to [Guideline: Trans and gender diverse inclusion in sport](#), which explains key terms and legal obligations, as well as ways to make your sport more inclusive for trans and gender diverse people.



WHAT DO I DO IF...?

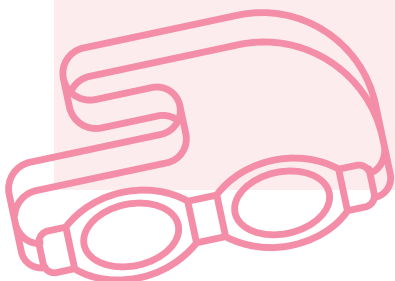
What do I do if players in my sport are going from mixed to single sex teams?

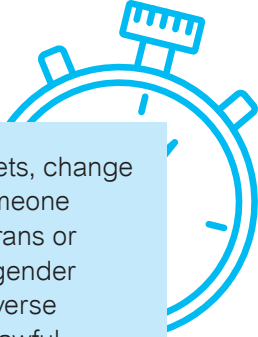
Ask any trans and gender diverse players if they have a preference of which team they join. Generally, trans girls/women will elect to join the female team and trans boys/men will elect to join the male team. You should allow non-binary players to elect which team they consider more appropriate to join.

What do I do if someone doesn't want to play or work with a trans or gender diverse person?

Some people may behave poorly or inappropriately around a trans or gender diverse person. This is a problem with the person behaving poorly, not the problem of the trans or gender diverse person. You should explain that refusing to play or work with a trans or gender diverse person may be discrimination and unlawful. It can also make things unnecessarily uncomfortable for the rest of the players or staff. You can also suggest that the person behaving poorly learn more about trans and gender diverse people, as some of these problems can be caused by misconceptions or a lack of knowledge.

Under the Victorian *Equal Opportunity Act 2010*, individuals and organisations can be liable for gender identity discrimination. You also have a positive duty to prevent discrimination from occurring in your club or organisation. You can contact the Commission for further advice if someone is discriminating against a trans or gender diverse person in your club or organisation.





What do I do if someone is concerned about the use of facilities like toilets and change rooms?

Trans and gender diverse people should be able to use the toilets, change rooms and facilities appropriate to their identified gender. If someone raises concerns about this, you should explain that allowing a trans or gender diverse person to use the facilities appropriate to their gender shouldn't affect other people. Not allowing a trans or gender diverse person to do so may be distressing for them and potentially unlawful.

It is generally inappropriate to request that trans and gender diverse people use accessible toilets, although some may prefer to do so.

What do I do if the coach is transitioning/affirming their gender?

Approach this in the same way you would if a player or staff member was transitioning or affirming their gender. Remember to put the person first and ask them how they would like their transition/affirmation communicated to others, who should do it, and when they would like this communicated.

What do I do if a spectator abuses a trans or gender diverse player?

You should respond to this in the same way you would to racist or sexist abuse. Under Victoria's Equal Opportunity Act, you have a positive duty to prevent discrimination from occurring in your club or organisation. While spectator behaviours may be difficult to control, you can take steps like providing information to spectators about behaviour that won't be tolerated and the repercussions of this behaviour, as well as ensuring your staff know how to respond to incidents.

What do I do if I'm considering asking for more information about someone's transition/affirmation?

You should avoid doing this where possible. Asking for this sort of information, particularly medical information, is invasive and often unnecessary. Best practice here and overseas is that in non-elite level sport, people should be allowed to participate as their gender regardless of hormone or other medical treatments.

What do I do if I accidentally say the wrong name or pronoun?

It's best to apologise promptly and move on. Dwelling on or 'explaining' the mistake to a trans or gender diverse person will likely make them feel more uncomfortable.

Some people can 'slip up' and use the wrong name or pronoun. This is understandable, but you should make it clear to staff and players that there's a difference between 'slipping up' and deliberately or frequently using the wrong name (**deadnaming**) or pronoun (**misgendering**).

What do I do if I want more advice, information or training?

You can contact the Commission or visit our website:

Enquiry Line 1300 292 153 or (03) 9032 3583

Email enquiries@veohrc.vic.gov.au

Website humanrightscommission.vic.gov.au

The full *Guideline: Trans and gender diverse inclusion in sport* also includes contact details of specialist organisations that can provide advice, information and training.

