LGBTQ INCLUSION: ADMINISTRATORS GUIDE

pride in sport

Badminton AUSTRALIA

An initiative of the Australian Sports Commission, Badminton Australia and Pride in Sport.

COLLABORATION

This guide is an initiative of the Australian Sports Commission, Badminton Australia and Pride in Sport. We believe sport is a human right, and that diversity is key to stronger, resilient and capable sporting communities.

AUSTRALIAN SPORTS COMMISSION

The Australian Sports Commission (ASC) is the Australian Government agency responsible for supporting and investing in sport at all levels.

BADMINTON AUSTRALIA

Badminton Australia (BA) is the national governing body for badminton sport in Australia. BA is recognised by Sport Australia, the AIS and the Australian Olympic Committee, and the Badminton World Federation (BWF). BA works to share this fun and inclusive sport across all Australian states and territories.

PRIDE IN SPORT

Pride in Sport is a national not-for-profit program specifically designed to assist sporting organisations with the inclusion of LGBTQ employees, athletes, coaches, volunteers and spectators. The world-first Pride in Sport Index (PSI) benchmarks and assesses the inclusion of LGBTQ people across all sporting and recreation contexts. To learn more about Pride in Sport and how your sporting organisation can become more inclusive visit **www.prideinsport.org.au**

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ACKNOWLEDGEMENT OF COUNTRY

We recognise the rich contributions Aboriginal and Torres Strait Islander people make to Australian sport and celebrate the power of sport to bring people together and to promote reconciliation and equality.

We acknowledge the Traditional Owners of the land and waters on which we play.

We pay respect to Elders past, present and emerging and extend this respect to all Aboriginal and Torres Strait Islanders who have inspired and continue to inspire us through participation, team work, courage and leadership in sport.

Australian Government

Australian Sports Commission

Badminton AUSTRALIA

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INTRODUCTION

We want badminton to be a welcoming, inclusive space for everyone.

Sadly, this hasn't always been the case. Athletes, officials, volunteers and spectators have experienced exclusion, discrimination and harassment. Many have turned away from sport. An even greater number have chosen not to engage in the first place.

Across sport in Australia, less than one quarter of participants are open to their teammates or colleagues about their sexuality or gender diversity.

Recent studies around the inclusion of people with diverse sexualities and genders in Australian sport reported that 80% of people have witnessed or experienced homophobia in sport during the last year, and 75% of people believe an openly gay person would not be safe as a spectator at a sporting event.

Clearly there is work to be done across the entire sporting sector. Being an inclusive sport not only reflects our core values, it also reflects the diversity of our local communities. From every angle – ethical, organisational and financial – inclusion can only benefit badminton.

The acronym LGBTQ is used throughout this guide. It stands for Lesbian, Gay, Bisexual, Transgender and Queer (or Questioning), but should be read to apply to all participants who have diverse genders and sexualities.

This guide affirms our zero-tolerance to any form of bullying, harassment or vilification towards people with diverse sexualities and genders. This includes forms of homophobia, biphobia or transphobia.

Truly inclusive sport cannot be accomplished by a few; it must be done in partnership. Everyone across the sport sector has a part to play in being more inclusive.

Tjitte Weistra
Chief Executive Officer,
Badminton Australia

We welcome anyone in our club. If you play Badminton, that's great. If you don't play Badminton, that's also great! Just give it a go!

JANE (she/they)
SHUTTLE SWINGERS SYDNEY

KEY DOCUMENTS

This guide is supported by a range of strategies, policies and procedures which can be found on the Policies page on our website.

It is important that coaches, officials and administrators remain up-to-date with their understanding of Badminton Australia policy.

Relevant documents include:

- BA LGBTQ Inclusion Strategy
- BA LGBTQ Inclusion Policy
- National Integrity Framework
- National Member Protection Policy
- Child Safeguarding Policy
- Coach / Participant Codes of Conduct
- Complaints, Disputes and Discipline Policy
- Conduct and Disciplinary Policy
- Personal Grievances Policy
- Conduct and Disciplinary Policy
- Privacy Policy

Definitions for key terms are included at the end of this guide. While we have done our best to define these words accurately, Badminton Australia acknowledges that language evolves constantly. We encourage members to stay informed with other language and terminology by visiting the Pride in Sport website:

www.prideinsport.com.au/terminology

OUR ACTIONS

Badminton Australia has taken significant steps to create an inclusive culture.

Our LGBTQ Inclusion Strategy outlines the steps we are taking now and the actions we will undertake in the future to continue this important work.

The LGBTQ Inclusion Policy affirms important rights for LGBTQ participants and sets a tone for our conduct.

Our registration forms are being improved to recognise a greater diversity of genders, and we encourage our clubs and state/territory organisations to make similar changes to their forms on a local level.

We allow participants to register using a variety of forms of identification, including a statutory declaration. We use their selected pronouns, name and affirmed gender at all times.

We offer full inclusion for trans and gender diverse athletes in all our community programs. This is in accordance with the *Sex Discrimination Act 1984* (Cth).

Our uniforms are available in a range of style and sizes, and are worn to match the gender identity of the participant. We continue to develop an increasing range of options so that athletes are comfortable in their competition uniforms, regardless of gender, age, physique or culture.

We manage personal information in a secure and confidential way, ensuring that the choice to disclose gender or sexuality belongs to each participant.

Participants have access to bathrooms and changing facilities which align to their gender, and we are working with facility managers to improve the design and layout of these spaces. This includes in provision of private spaces, installation of shower curtains and the establishment of additional gender neutral changerooms.

We continue to engage in education at all levels so that our interactions with members of the LGBTQ community are positive and productive.

Our behaviour on-field, and in all parts of our sport, must demonstrate our commitment to inclusion.

These are significant changes to the way our sport has operated.

They are vital.

Sport is a human right. It is a right which people with diverse sexualities and genders should feel comfortable to access.

Badminton Australia will continue to identify and address barriers which prevent the full access of LGBTQ people to badminton.

Contact details for Badminton Australia are listed in this document. Resources and support are also available.

If you are interested in working with Badminton Australia to support inclusion, email:

participation@badminton.org.au

UNDERSTANDING PHOBIC BEHAVIOURS

Homophobia, transphobia and biphobia are general terms used to describe negative feelings and behaviours directed at people who are (or are assumed to be) LGBTQ.

These can include:

- negative labels and slurs, such as lesbians being called “d*ke” or gay men called “fag**t”
- homophobic or sexist language, such as “don’t be a p*ssy”, “don’t tackle like a po*f”
- statements which refute bisexuality, such as “it’s just a phase”
- deliberate misgendering, such as describing strong women as “blo*kes”
- deliberate acts of violence
- policing access to changerooms and toilets
- discrimination in the selection or promotion of athletes or administrators
- isolating or excluding athletes or administrators from social events
- implementing processes or policies which only apply to those who are (or are assumed to be) LGBTQ

Intent is irrelevant. “I was just having a laugh” is not an excuse.

These behaviours are unacceptable. In some cases these behaviours are illegal.

Our zero-tolerance policy applies to all people involved in Badminton whether they be athletes, coaches, administrators or spectators (including parents and families).

REPORTING AN INCIDENT OR HANDLING A COMPLAINT

Our zero-tolerance policy means that all instances of behaviour which breaches the LGBTQ Inclusions Policy must be acted upon.

Homophobic, transphobic or biphobic behaviour which occurs on the court during a match will be managed in accordance with the tournament rules and regulations, and may be referred to Badminton Australia or Sport Integrity Australia for further review.

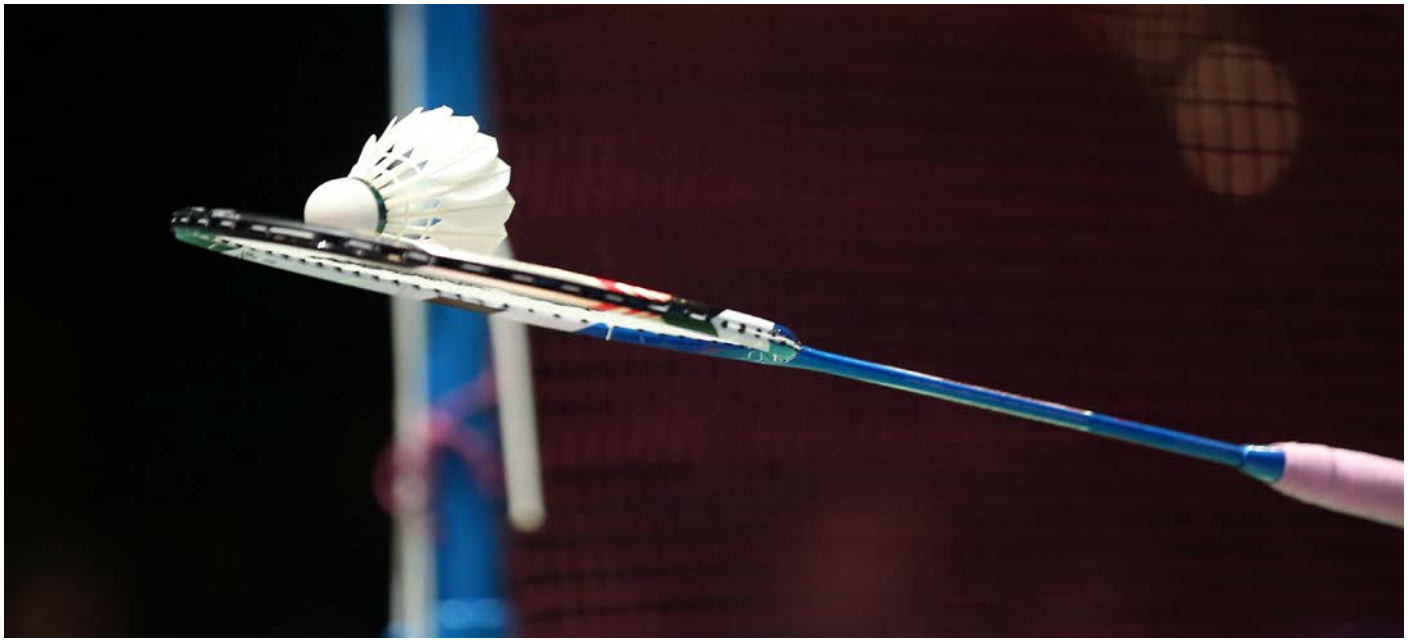
Improper conduct at all other times will fall under the jurisdiction of Badminton Australia's complaints process.

All complaints will be taken seriously, managed confidentially, and dealt with in accordance with the policy. Homophobic, biphobic and transphobic behaviours are not personal grievances. They are a clear breach of the standards we have established for badminton, and will be managed as such.

Complainants should be supported throughout this process by their local Member Protection Information Officer or equivalent club support staff. At minimum, a list of endorsed support services for participants is contained within this guide.

Participants may also contact the Australian Human Rights Commission or State or Territory Human Rights Commission in relation to any complaints of discrimination, harassment and/or victimisation under Federal or State and Territory laws.

Examples of appropriate processes and resolutions are contained within the Badminton Australia Code of Conduct, National Integrity Framework, and Conduct and Disciplinary Policy.



SUPPORTING LGBTQ ATHLETES

Athletes who disclose their diverse sexuality or gender do not necessarily need extra support, advice or assistance. There is no one-size-fits all approach.

Each athlete, and each relationship, is unique. The amount of support needed will depend on a range of factors including their personal situation and team culture.

When an athlete (or member of the badminton community) chooses to be open with you, this information should remain private until such time as the athlete chooses to share it.

'Coming out' is not easy. It's important to be supportive at this time and make sure the athlete knows that they have your full support.

They may ask for support in talking with teammates, or they may wish to keep their sexuality or gender private. This is a complex issue which is influenced by many factors outside of sport. No one should ever be pressured into coming out.

75% of athletes are not 'out' while playing sport. Creating an inclusive and safe sport will benefit far more people than you realise.

For those athletes who are open about their gender identity or sexual orientation, your role as a leader and ally is important. Your public support for LGBTQ athletes will set a tone for the team to follow and help to create an environment of respect and openness.

Remember that there are resources available online including the *Badminton Australia LGBTQ Participant Guide*, and *Peers and Allies Guide*. A list of Badminton Australia contacts is included in this booklet.

The more we understand each other, the stronger we can be as a sport.

Badminton is a super inclusive sport - and it's an excellent sport for beginners.

We have a lot of allies who play with us each week, and a lot of queer folk who join us.

SANDRA (she/her)
SHUTTLE SWINGERS SYDNEY

WELCOMING NEW TRANS OR GENDER DIVERSE PARTICIPANTS

Badminton welcomes all new members. It is important to remember that many trans participants (particularly in community sport) will not self-identify during registration, and we should never assume someone is trans unless we are told by that person.

Community sport accepts all people into the gender division of their identity, or into the mixed division as the gender of their registration. This includes non-binary athletes, who may compete in the division where they feel most comfortable.

It is the choice of the athlete to identify publicly as trans, or not. All information should be handled securely and confidentially to avoid 'outing' trans participants.

Our player registration process is managed at a state/territory or club level. We are collaborating with these members to improve the local registration process to include selections for a variety of gender diversity markers and an option to include personal pronouns. Community sport programs accept a range of identity documents, including a signed declaration, so that athletes can join our sport using the identity and gender they choose.

If you are aware that an athlete is transgender, it may be useful to approach them privately to discuss any uniform requirements and concerns they may have around participating. The companion *LGBTQ Participant Guide* (also available on the Badminton Australia website) will also assist.

Additional information and support for coaches and administrators can be found within this guide.

Before introducing any player to a team (LGBTQ or not), confirm their pronouns. It is important not to 'out' a player as transgender. The decision to disclose is theirs alone.

Broad use of pronouns, the celebration of a pride round and the recognition of days of significance will ensure that these discussions become more comfortable over time.

It is natural that there will be occasional mistakes over time. These should not be focused on or have a punishment attached. Genuine mistakes are clearly distinguishable from deliberate misgendering or deadnaming, both of which are included as acts of bullying and harassment in the Member Protection Policy and Code of Conduct

SUPPORTING AN ATHLETE TO AFFIRM THEIR GENDER

Our gender identity is constantly evolving. It is normal and natural that over time there will be people within badminton who wish to undertake an affirmation process whilst continuing to participate at the club. They may also ask for some time away whilst undergoing affirmation processes with the wish to rejoin the club at a later date.

Upon returning, it is important to update all personal information to reflect the athlete's newly affirmed identity. All conversations should be respectful, and allow the person to express how they wish to be addressed with regards to their name and pronouns. It is important to ensure that all people in the club are aware of any name and/or pronoun changes.

Ask the person how they would like this communicated to other club members as it is likely to differ from person to person.

Additional online resources and support services are listed in the following section. *The Badminton Australia Peers and Allies Guide* also contains important information about how to support LGBTQ athletes in badminton.

SUPPORT AND RESOURCES

If you have a question or concern, you can contact Badminton Australia:

participation@badminton.org.au

For external support, Australia recommends connecting with the following LGBTQ+ specific providers:

ACON provides counselling as well as social work support to help people resolve complex or ongoing violence and harassment matters.

Freecall: 1800 063 060

Web: www.acon.org.au/mental-health/#lgbti-counselling

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

Freecall: 1800 184 527

Web: www.qlife.org.au/get-help

Lifeline provides 24-hour crisis support and suicide prevention services to all Australians experiencing a personal crisis.

Phone: 13 11 14

Web: www.lifeline.org.au/gethelp

To find out more about LGBTQ inclusion in sport, visit:

Pride in Sport Australia
(prideinsport.com.au)

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

TransHub
(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 Cup
(pridecup.org.au)

By connecting with community clubs of all codes to help them run their own Pride Cup matches and attend facilitated education sessions, Pride Cup empowers sportspeople to become leaders for inclusivity and diversity in their communities.

Proud2Play
(proud2play.org.au)

Proud 2 Play focuses on increasing LGBTIQA+ engagement in sport, exercise and active recreation. To do this, P2P work with all levels of the sporting community, from individual participants and grassroots communities, to state and national sporting organisations.

Australian Human Rights Commission
(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.

FURTHER READING

Out on the Fields
(outonthefields.com)

The world's largest study into experiences of lesbian, gay and bisexual athletes.

Out for Sport
(equality-network.org/our-work/policyandcampaign/out-for-sport/the-report/)

A detailed analysis of homophobia, biphobia, transphobia and community attitudes towards inclusive sport in Scotland.

Rainbow Laces Toolkit
(stonewall.org.uk/our-work/campaigns/rainbow-laces)

A best-practice guide for sports inclusion produced by Stonewall UK.

Come out to Play
(vu.edu.au/sites/default/files/Come%20Out%20To%20Play%20May%202010.pdf)

A report examining The Sports experiences of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Victoria.

Sport Australia
(humanrights.gov.au/our-work/lgbti/publications/guidelines-inclusion-transgender-and-gender-diverse-people-sport-2019)

Guidelines for the inclusion of transgender and gender diverse participants in Australian sport.

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

An independent statutory organisation, established by an act of Federal Parliament to protect and promote human rights in Australia and internationally.

Play by the Rules
(playbytherules.net.au)

Provides information, resources, tools and free online training focusing on discrimination, harassment, child safety, inclusion and integrity issues in sport.

KEY WORDS AND PHRASES

Brotherboy is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people who have a male spirit and take on male roles within the community. Brotherboys have a strong sense of their cultural identity.

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 non-conforming and many more.

Gender dysphoria is the discomfort a person feels with how their body is perceived and allocated a gender by other people. The experience may occur when a person feels their biological or physical sex doesn't match their sense of their own gender (gender incongruence). This feeling, that there is a mismatch, can trigger a range of responses. Some people experience serious distress, anxiety and emotional pain, which can affect their mental health. Others experience only low-level distress — or none at all. For this reason, gender dysphoria is no longer considered a mental illness. Gender Incongruence is included by the WHO in their Manual of International Statistical Classification of Diseases and Related Health Problems (ICD-11) as a condition related to sexual health. This is a significant step toward recognising Transgender experience as a natural state, rather than a disorder. (Not to be confused with 'Body Dysmorphia')

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'. For example, a person's birth certificate may include a marker which indicates that the person's designated sex is female when that person identifies as a man (in other words, their gender identity is that of a man).

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

Deadname is a term used by some trans people to describe the name they were given and known by prior to affirming their gender and/or coming out.

Intersex (Intersex status) is a protected attribute under the Act. Under the Act 'intersex status' means the status of having physical, hormonal or genetic features that are:

- neither wholly female nor wholly male
- a combination of female and male, or
- neither female nor male.

The term 'intersex' does not describe a person's gender identity (man, woman, neither or both). A person with an intersex variation may identify as a man, woman, neither or both.

LGBTQ (or variations of it) is an acronym for lesbian, gay, bisexual, transgender, and queer/questioning. It is used to refer collectively to these communities. The 'LGB' refers to sexuality/sexual identity; the 'T' refers to gender identity; and the 'Q' can refer to either gender identity or sexuality.

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. A person might identify solely as non-binary, or relate to non-binary as an umbrella term and consider themselves genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else.

Pronouns are a grammatical means of referring to a person or persons. Conventional pronouns are 'she/her/hers' and 'he/him/his'. Some people 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. Unlike 'gender identity', 'sex' is not defined in the Act.

Sistergirl is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people that have a female spirit and take on female roles within the community. Including looking after children and family. Many Sistergirls live a traditional lifestyle and have strong cultural backgrounds.

Transgender (commonly abbreviated to 'trans') 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, not necessarily about their biological characteristics. Trans 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 trans people connect strongly with their trans experience, whereas others do not. Processes of gender affirmation may or may not be part of a trans or gender diverse person's life.

Transition / Gender Affirmation means the personal process or processes a trans 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 trans 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 license or bank card.

SOCIETAL ATTITUDES/ISSUES

An **ally, straight ally,** or **heterosexual ally** is typically a heterosexual and cisgender person who supports equal civil rights, gender equality, LGBTQ+ social movements, and challenges homophobia, biphobia, and transphobia. Not everyone who meets this definition identifies as an "ally". An ally acknowledges that LGBTQ+ people face discrimination and thus are socially disadvantaged. They aim to use their position as heterosexual and cisgender individuals in a society focused on heteronormativity to counter discrimination against LGBTQ+ people. An ally can also be someone who identifies within the LGBTQ+ community and supports an aspect of that community in which they don't identify with (e.g. a Cisgendered gay man may identify as an ally to transgender individuals).

Biphobia is abuse towards someone who is attracted to more than one gender, and even includes when that person's identity is erased. This can be in the form of telling someone that their sexuality is "just a phase", or even telling them to "pick a side."

Cissexism is where something is based on a discriminatory social or structural view that positions (either intentionally or otherwise) the trans experience as either not existing or as something to be pathologised. Cissexism believes that gender identity is determined at birth and is a fixed and innate identity that is based on sex characteristics (or 'biology') and that only binary (male or female) identities are valid and real.

Heteronormativity (also known as **cisnormativity**) the view that heterosexual relationships are the only natural, normal and legitimate expressions of sexuality and relationships, and that other sexualities or gender identities are unnatural and a threat to society.

Homophobia refers to negative beliefs, prejudices and stereotypes that exist about people who are not heterosexual. Verbal homophobia is the most common form. Things like name-calling, rumours and abusive words ('f*g' or 'd*ke'). Phrases like "that's so gay" which compare sexuality to words like 'crap' can have a negative impact. Homophobia also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their sexuality.

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.

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

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