

SURFING AUSTRALIA

GENDER DIVERSITY POLICY

COMPANION GUIDE

Issued 14 December 2021



**SURFING
AUSTRALIA**

Sharing the Stoke

CONTENTS

Gender Diversity in Our Sport	2
Busting Common Myths	4
Supporters and Fans	7
Surfers and Teammates	9
Coaches & Supporting Roles	10
Boardrider Clubs	13
- Clubs & Teams	15
- Competition Officials	17
- FAQ'S	19
Learn More	
- Key Terms	22
- Support Services	24
- Resources	25

Surfing Australia acknowledge the Traditional Owners of the land on which we work and the beaches that we surf and pay our respects to Elders past, present and emerging.

GENDER DIVERSITY IN OUR SPORT

Surfing Australia is committed to inclusion and providing all people with an **opportunity to participate** in community Surfing.

Policy for the Inclusion of Transgender and Gender Diverse People in Community Surfing confirms that transgender people are eligible to **participate in community** competitions that are consistent with their gender identity and non-binary persons may play in the community competition of their choice. This companion document is subject to *Surfing Australia's - Policy for the Inclusion of Transgender and Gender Diverse People in Community Surfing*, which sets out further detail in relation to eligibility.

It is Surfing Australia's view that in community surfing **social inclusion** has a greater priority than concerns about possible competitive advantages if gender diverse players participate.

Existing Surfing Australia policies such as the *Rule Book & Disciplinary Handbook* already provide protections against discrimination and for managing complaints for all involved in Surfing in Australia, including gender diverse people.

BACKGROUND

Sports, including Surfing, have historically been a challenging environment for gender diverse people. Not feeling welcome and included means that groups in society miss out on the social, psychological and physical benefits of sports participation.

Common barriers to gender diverse people participating in sport include: eligibility policies related to sex and gender; fears of harassment and discrimination; fears around information collection and disclosure; and lack of access to appropriate facilities and uniforms. It is up to us as players, coaches, administrators and sports leaders to ensure an inclusive culture within all levels of Australian Surfing where **all** people feel welcome.

Surfing Australia recognises that many State Associations & Boardrider clubs within the community around the country are already inclusive of all sorts of diversity, including gender diverse people. The publication of the *Policy for the Inclusion of Transgender and Gender Diverse People in Community Surfing* and these support guides further strengthen Surfing's commitment to inclusion.

THE LEGAL CONTEXT

Both State and Federal legislation prohibits discrimination against a person on the basis of their gender identity in different areas of public life, including sport. [The Australian Human Rights Commission](#) has more detailed information on the legal frameworks for including gender diverse people.

Surfing Australia is committed to an inclusive culture and encouraging the participation of gender diverse people at all ages and levels within the sport including participants, supporters, officials, and coaches.

KEY TERMS

Term	Definition
Gender Identity	Is how an individual perceives their own gender.
Non-binary	Umbrella term for gender identities that sit within, outside of, across or between the spectrum of the male and female binary
Sexual Orientation	Relates to an individual's romantic or sexual attraction toward others.
Transgender	Someone whose gender does not exclusively align with the one they were assigned at birth. Transgender relates to a person's gender, not their sexual orientation.
Cisgender	A person whose gender identity aligns with the sex they were assigned at birth.

“It is up to us to ensure an inclusive culture.”

BUSTING COMMON MYTHS

MYTH 1

Transgender women surfers will dominate cisgender women surfers because of testosterone.

Sporting ability is more than just hormones. Like other surfers, gender diverse surfers are all individuals and may have a range of physical abilities, fitness, skill levels and different strengths and weaknesses in the multi-skilled game of Surfing.

For example, a cisgender or transgender woman may be taller and/or stronger than other women competitors but may also be slower and/or less agile.

MYTH 2

Transgender or non-binary surfers must disclose their gender identity to clubs or events.

Surfers do not need to show a birth certificate or other ID to confirm their gender identity. Self-identification of a person's gender identity is all that is required for a person to participate in a community surfing competition that is consistent with that person's gender identity, or for a non-binary person, in the community surfing competition in which they choose to participate.

FAIRNESS IN SURFING

Fairness is about balancing inclusion while providing opportunities to be competitive and to win.

Surfing Australia values sporting qualities such as speed, agility, endurance, and technical skills. In addition to natural-born talent, the social climate, opportunities to surf and access to facilities, coaching and nutrition means there is a wide variety of athletic talent across Australia.

As not all surfers are 'equal' in all aspects of performance, there are a variety of levels of participation in community surfing so that as many people as possible can surf and enjoy the sport.

WHAT CAN I DO?

Some of the ways to be more inclusive towards gender diverse people include:

- ◆ **Welcome a gender diverse person to your club as you would any new member.**
- ◆ **Language matters!** It is respectful and inclusive to offer your own, ask about and use preferred names and pronouns as a regular part of introductions. If you make a mistake, acknowledge it with the individual, apologise and move on with your conversation, and try not to repeat the mistake.
- ◆ **Maintain confidentiality!** If you are aware of person's gender-diverse status, do not discuss it or share this information without that person's express consent.
- ◆ **Learn more!** It is important to remain informed about issues relating to gender diverse people.

A great way to strengthen your understanding of gender diverse people, populations and needs, is to engage with evidence-informed, inclusive and community-led initiatives, including education workshops available through [Pride in Sport](#) and [Proud 2 Play](#), as well as resources from external bodies like [TransHub](#), [Transcend](#), and [Play by the Rules](#) and [Sport Australia](#).

WHAT IS A PRONOUN?

A pronoun is a piece of language that can be used instead of repeating a person's name.

Common pronouns are:

- ◆ he/his/him
- ◆ she/her
- ◆ they/them/their

“Ask about and use preferred names and pronouns”



“ Learn about issues facing gender-diverse people and their participation in sport... ”

SUPPORTERS AND FANS

Everyone, no matter the role they have in surfing, can help create a culture that is inclusive and welcoming for gender-diverse people.

- ❑ Use, and encourage others to use, respectful and inclusive language.
- ❑ Follow your Boardrider Club rules and guidelines about standards of behaviour.
- ❑ Offer your own, ask about and use preferred names and pronouns when speaking with and about people. If you make a mistake, apologise and move on with your conversation, and try not to repeat the mistake. Do not use an individual's former name if they indicate a different preferred name. To do so may constitute harassment.
- ❑ It is not relevant, impolite and may constitute harassment to ask a gender diverse person about their genitals or surgery, what hormones/hormone blockers they may be taking.
- ❑ Respect any individual's decision about which toilets or changerooms they use. Act respectfully in changing spaces.
- ❑ If you are aware of an individual's transgender status, keep this information confidential unless you have that individual's express consent.

- ❑ Be an active bystander. When you see disrespectful or inappropriate behaviour, do something, speak up. If it is not safe to act, report the behaviour or incident to a team/club official.
- ❑ Learn about issues facing gender-diverse people and their participation in sport, especially:
 - ❑ Avoiding mixing up gender identity (how an individual perceives their own gender) with sexual orientation (an individual's romantic or sexual attraction toward others).
 - ❑ Recognise that gender diverse people are also diverse people, who may be from a variety of cultural and socio-economic backgrounds, and who have had a variety of life experiences, and which may impact their ability to affirm their gender/transition.
 - ❑ How to support an individual who may be in the process of affirming their gender ('coming out') while maintaining appropriate privacy and ensuring they control the process.

For more information for supporters and fans visit the following links:

[Trans and gender diverse inclusion in sport: The Basics](#)

[Inclusion of transgender and intersex people in sport](#)



“ Include gender-diverse team mates in social activities. ”

SURFERS AND TEAMMATES

How you behave has a direct impact on creating an inclusive culture within your club.

- ❑ Ensure your conduct in the water is within the rules, regardless of who the opposition is.
- ❑ Ensure your on beach conduct is in line with your Club policies and codes, including Surfing Australia policies such as the Rule Book.
- ❑ Get to know the *Guidelines for the Inclusion of Transgender and Gender Diverse People in Community Surfing* (and other relevant documents like codes of conduct and complaints handling procedures).
- ❑ Take advantage of opportunities provided by your Boardrider Club, Surfing Australia and relevant allied organisations to learn more about gender diversity in sport.
- ❑ Include gender-diverse teammates in team-bonding and social activities.
- ❑ In accordance with the Surfing Australia Rule book, vilification and harassment based upon gender identity are unacceptable. If you hear or see behaviours like this during competition from anyone including participants, match officials or spectators, report it to your coach or a match official/umpire to address.
- ❑ Respect confidentiality and avoid making comments on another players' gender identity, including in and to the media (including social media).

Refusing to compete against a gender-diverse competitor runs against the Surfing Australia principles of inclusion as set out in the *Policy for the Inclusion of Transgender and Gender Diverse People in Community Surfing* and is also discriminatory. This will not be tolerated by Surfing Australia.

If you have safety concerns about the participation of any competitor, including a surfer who may be transgender or non-binary, these should be raised within the Boardrider Club, and then referred to your applicable State Association who must then escalate the concerns to Surfing Australia for advice. No action to restrict a gender diverse person's participation in a community competition should be taken before receiving advice relevant to each case from Surfing Australia.

COACHES & SUPPORTING ROLES



As a coach, club official or team manager you already help implement many of Surfing Australia's policies. You are the first-line of enforcement for standards of on-beach and in- water conduct. You may also receive initial reports or complaints of harassment or discriminatory behaviour.

When responding to a complaint, validate a person's experience rather than make excuses for the alleged offending person (e.g. that's just [name]). Hear and understand the person's perspective and act in a professional manner in line with existing procedures.

Surfing Australia's *Rule book and Codes of Conduct* already extends to gender diverse people and any complaints should be managed in accordance to these. There is no special complaints procedure specifically related to gender diversity.

Refusing to compete against a surfer with a [suspected] gender diverse player runs against Surfing Australia's principles of inclusion and is also discriminatory. This will not be tolerated by Surfing Australia.

If legitimate safety concerns about the participation of any surfer, including a surfer who may be transgender or non-binary, are expressed, these should be raised within the Boardrider Club and then referred to your applicable State Association who must then escalate the concerns to Surfing Australia for advice. No action to restrict a gender diverse person's participation in a community football competition should be taken before receiving advice relevant to each case from Surfing Australia.

COACHES

- Use your coaching skills to guide and direct your athletes to take advantage of their strengths in an appropriate way and within the rules.
- Be prepared to talk with athletes (or their parents or other coaches) about how Surfing Australia and your club sees inclusion as a key value in community surfing. Take advantage of education opportunities to learn more about this.
- If you are aware of any gender diverse people in your team, you must keep this information confidential unless you have that players' express consent.
- Set the tone for, and leadership of, your Club regarding expectations of behaviour and follow-through that addresses poor conduct, harassment and vilification in line with your club policies and procedures (know the policies and procedures).

Assess what kind of language you use when providing instructions. If you discover you are using terms that are not inclusive, acknowledge that to the relevant individual (or even the whole team) and commit to doing better. Be self-reflective and seek to improve.

TEAM MANAGERS

- Ensure a variety of rashie & club merchandise sizes are available to accommodate a variety of body shapes so that all members can participate and feel comfortable.
- Privacy is important for all members. Ensure appropriate protections for and the confidentiality of private information you have access to.
- You may need to remind members (and others) about preferred names and pronouns of gender diverse people within your club. You can do this formally or as part of everyday and polite conversation.
- If you have members who prefer to use unisex facilities (where available), discretely (and while protecting the privacy of the individual concerned) ensure that similar facilities are/can be made available at events (where possible).
- If your team travels, ensure appropriate accommodation arrangements are in place. You may want to discuss rooming preferences in advance.
- Take reports or complaints of poor behaviour related to gender identity seriously, and follow club procedures to address them.
- Reach out to your Club or State Association to request additional training/education on gender diversity in sport that you think would be beneficial for your team.



“

As a leader and role model, how you act also has an impact on your club and surfing culture.

”

BOARDRIDER CLUBS

Club administration

Solid management foundations for Clubs are needed to back up commitments to inclusion.

These include having *Codes of Conduct*, *Member Protection Policies*, *Privacy Policy*, and *Complaints Management Policies and Procedures*.

These all need to be documented, accessible to members and reinforced by leadership actions.

Some Clubs may need to keep working on these foundations before more specific actions related to gender diversity inclusion can be taken. This kind of foundation work may help include others who may not yet feel fully included or supported and can therefore contribute to developing an overall inclusive surfing culture.

Managing complaints

Clubs may receive concerns or complaints related to the inclusion and treatment of gender diverse members. Complaints may include the specific treatment of a person, general ideas of 'fairness' of the competition, or risks of injury to members.

Complaints are to be dealt with under a range of existing rules and regulations. **There is no separate complaints policy or procedure** for managing complaints related to gender diversity. Ensure volunteers and staff are aware of these policies, specifically:

Organisations need to work together to respond to any incidents which may arise during a game.

Appointing a person (before any complaints arise) who can be the liaison with other clubs/organisations and who can support the player through a process of grievance or complaint sends the message your club/organisation is proactive around inclusion issues.

Complaints are always assessed on the merits/facts of each case. However, in community surfing, the idea of social inclusion should be given greater emphasis than concerns about competitive advantage in relation to the participation of gender diverse players (addressing 'fairness').

If an 'unacceptable safety risk' is determined by the Club, the matter must be referred to your applicable State Association, who will then escalate the concerns to Surfing Australia for consideration **before the Club takes any action**, including restricting a gender diverse person's participation in a community surfing competition.

Club enquiries about the participation of gender diverse individuals can be directed to their State Association administration.

Supporting gender diverse people

Sports organisations may sometimes play a role in supporting a person (player or support person) who is in the process of affirming their gender. It may be appropriate for a designated Club representative to discretely support any such person who is contemplating transitioning (e.g. how to advise others, who will do this, and when).



**Surfing Australia
recognises that
Clubs are key
places where
commitment to
inclusion comes to
life.**



CLUBS/TEAMS

Committing your organisation to gender equality by, where possible, having both men's and women's teams, and addressing different standards or expectations about appearance, dress and behaviour for men and women, can also have positive effects in enhancing inclusion for gender diverse people.

Be guided by best practice and benchmark your inclusivity

Publicly commit to inclusion

- ❑ Make a public statement (stand-alone or part of other policies) that explicitly states your club or team's support for participation of gender-diverse people in a variety of roles within your club. Make sure this is easy to find on your website.
- ❑ Highlight club values on the club website and in promotional materials (e.g. banners).
- ❑ Ensure the diversity of your club is reflected in images used to promote your club.
- ❑ Link your club website to relevant Sport inclusion policies, including those related to gender diversity.

Be proactive with policies and procedures

- ❑ Take reports of harassment and discrimination seriously, and ensure the right people (coaches, club officials, staff) are trained to handle complaints in accordance with Club and Surfing Australia policies, and in a timely manner.
- ❑ Encourage discussion and brainstorming within your Club to develop informal ways to positively reinforce desirable, inclusive behaviour (e.g. awards, donation/swear jars).
- ❑ Review your club's merchandise policy to ensure it is inclusive (e.g. size range). If you have a dress-code, ensure that its standards are gender-neutral.

Support education opportunities

- ❑ Promote and encourage staff, volunteers and members to take advantage of training opportunities on inclusive behaviours that are provided by the Club, Surfing Australia, Pride In Sport, SportAUS and other organisations.

Ensure the diversity of your club is reflected in images used to promote it.

Consider information collection needs and management

- ❑ Make sure administrators and managers know that self-identification of gender is all that is required to register. A birth certificate or driver's licence is not required to confirm gender.
- ❑ Review the information that is collected about surfers, staff, and club officials and who has access to this information (access should be on a need to know basis). Provide training to those who do have access to ensure that legal obligations are met.
- ❑ Where gender information is required on forms, people should be given the option to select from M (male), F (female) or X (Indeterminate/Intersex/Unspecified). Surfing Australia is working towards the national registration process including these gender options moving forward.
- ❑ Try to only collect and use people's preferred names and pronouns, especially if these are different to names on registration documentation.

Educate and train Club staff and volunteers

Organisations may wish to partner with community/not-for-profit groups such as Pride in Sport to help increase knowledge about gender diversity and inclusion within the club.

- ❑ Coordinate and promote training for Club staff and volunteers on inclusive behaviours and non-discrimination. This may include briefings for officials as well as other casual employees/volunteers involved in Club competition delivery.
- ❑ Ensure your Club leadership board/committee is trained so that complaints of harassment or discrimination are addressed in a timely manner and in accordance with the relevant Surfing Australia policy.
- ❑ Support talented members (all genders) into elite levels by ensuring they are aware of participation policies and requirements of their chosen Surfing pathway.

For more information for clubs and teams visit the following links:

[Play by The Rules: 7 pillars of inclusion](#)

[Help your club get up to speed with core policies and procedures](#)

[Protecting member information and privacy](#)

COMPETITION OFFICIALS

Officials have a **primary responsibility** to enforce rules around physicality, vilification, harassment and discrimination. You know to treat all participants fairly and how to manage 'targeting' of individuals – physically or verbally - by other competitors.

- ▣ Monitor on-beach & in-water conduct to ensure it is within the rules. Enforce rules fairly regardless of players' gender presentation.
- ▣ Watch out for poor behaviours like:
 - ◆ Intentional mis-gendering (using wrong pronouns, wrong names)
 - ◆ Targeting of gender diverse players with sledging.
- ▣ Take seriously, respond to and manage appropriately complaints about inappropriate language or behaviour regarding gender diverse surfers, in line with Surfing Australia, State Association or Club policies



WELL PLAYED: YOUNG, PROUD & ACTIVE CAMPAIGN VIDEOS

JACKSON'S STORY - CLICK VIDEO LINK [HERE](#)

HANNAH'S STORY - CLICK VIDEO LINK [HERE](#)

DIBS' STORY - CLICK VIDEO LINK [HERE](#)



FAQS

WHAT DOES THE SURFING AUSTRALIA GENDER DIVERSITY POLICY DO?

Surfing Australia's *Policy for the Inclusion of Transgender and Gender Diverse People in Community Surfing* outline surfing's position with respect to the participation of transgender and non-binary people in Community surfing competitions. It is intended that the policy be adopted and applied across all State & National community competitions.

WHO DOES THE GENDER DIVERSITY POLICY APPLY TO?

The Gender Diversity Policy applies to the following gender diverse people wanting to play in Community surfing competitions:

- **Trans women**, being persons who were assigned the male gender at birth but whose gender identity is female;
- **Trans men**, being persons who were assigned the female gender at birth but whose gender identity is male;
- **Non-binary people**, being persons assigned either the male or female gender at birth, but who identify as having a gender which is neither 'male' nor 'female'.

WHY IMPLEMENT A POLICY FOR TRANSGENDER & GENDER DIVERSE PEOPLE?

Surfing Australia in consultation with many expert and relevant stakeholders, has developed direction for the inclusion of transgender and gender diverse people in Surfing in line with their fundamental human rights including, equality, participation in sport, freedom from discrimination, harassment and privacy. The policy demonstrates the sports commitment to include people with an affirmed gender identity – whether or not this aligns with what was presumed at birth – to the game at the grassroots. The Policy assists, clubs, participants, administrators, coaches, officials, support staff and other volunteers to deliver a safe, welcoming and inclusive environment, free of harassment and discrimination.

SHOULDN'T THE PEOPLE DELIVERING THE SPORT ON THE GROUND BE RESPONSIBLE FOR THEIR OWN POLICY?

Every person has a fundamental right to participate in sport, free from harassment and discrimination. This Policy from the national governing body have been developed to provide direction and frameworks to ensure that transgender and gender diverse participants have the same opportunities to take part in Surfing as everyone else in Australia.

FAQS

WHO HAVE YOU WORKED WITH TO DEVELOP THE POLICY?

A broad range of stakeholders have been engaged to develop this policy for Surfing Australia members. Stakeholders include:

- » Sport Australia;
- » Pride in Sport;
- » Members of the LGBTQ community;
- » Surfing Australia High Performance officials;
- » Surfing Australia Board;
- » Surfing Australia staff;
- » International Surfing Association (ISA)

OUR CLUB ONLY OFFERS MALE & FEMALE COMPETITIONS, SO HOW CAN WE INCLUDE SOMEONE WHO IS NON-BINARY OR WHO DOESN'T IDENTIFY AS EXCLUSIVELY MALE OR FEMALE?

An individual can participate in the competition/category that best reflects their gender identity.

HOW CAN CLUBS INCLUDE TRANSGENDER & GENDER DIVERSE PEOPLE?

Our members around the country are central hubs of their community and are a welcoming environment for all people.

Welcoming transgender and gender diverse people is an extension of this, but we acknowledge there may be some additional areas of education and resourcing to support clubs and associations in providing an inclusive and safe space for transgender and gender diverse people, hence the development of this Policy.

HOW IS A TRANSGENDER OR GENDER DIVERSE PERSON ELIGIBLE TO PLAY IN THEIR AFFIRMED GENDER IDENTITY?

A surfer is required to nominate their gender identity at the time of registration, demonstrating a commitment that their gender identity is consistent across other aspects of everyday life. Every step of gender affirmation is different and a personal matter for the individual. For this reason, guidance is provided as to an individual's gender affirmation, it may mean that an individual changes their name, dress or other social changes as part of their process, but this may not always be the case

FAQS

ARE EVENTS AND CLUBS PERMITTED TO ASK A PLAYER FOR A MEDICAL EXAMINATION TO VERIFY GENDER?

No. At no stage are events and clubs permitted to ask any surfer to undergo a medical examination for the purposes of gender verification for the sake of participation in community sport.

WHY SHOULD TRANS WOMAN BE ALLOWED TO PLAY IN A WOMENS COMPETITION WHEN THEIR MUSCLE MASS, HORMONES AND PHYSIQUE ARE SO DIFFERENT?

Transgender women are as diverse as every group of women can be. The Policy provides clear direction on the inclusion of transgender and gender diverse players in our sport to ensure all players continue to participate in fair and meaningful competition. As strength, stamina and physique are all relevant factors when competing in competitive sport, transgender and gender diverse players will be supported to participate in accordance with their gender identity, through the implementation of this policy.

MEN WHO TRANSITION GENDERS GET A COMPETITIVE ADVANTAGE. WHY CANT THEY JUST COMPETE IN MENS COMPETITION? THEY ARE BIOLOGICAL MEN AFTERALL.

The Policy has been developed to ensure everyone is afforded their fundamental right to participate in Surfing. Any person wishing to participate in our sport consistent with their gender identity should be able to do so. As such, the policy provides clear direction on the inclusion of transgender and gender diverse members to ensure all surfers participate in fair and meaningful competitions. As strength, stamina and physique are all relevant factors when competing in competitive sport, transgender and gender diverse players will be supported to participate in accordance with their gender identity, through the implementation of this policy.

WHAT ARE THE BENEFITS OF INCLUDING TRANS & GENDER DIVERSE MEMBERS TO MY CLUB OR TEAM?

Clubs and events benefit from having a wide range of members and trans and gender diverse athletes bring as much passion, ability and interest to their sport as any other participant. However, open and inclusive events and clubs have a direct benefit on the health and wellbeing of not just trans and gender diverse athletes, but also to the wellbeing of people associated with sporting organisations.

WHAT IF MY CLUB DOESN'T HAVE ADEQUATE FACILITIES TO ACCOMMODATE THESE GUIDELINES?

We recognise that there may be difficulties faced by events and clubs to provide adequate change room and shower facilities for transgender and gender diverse people. While many transgender and gender diverse people prefer to use bathrooms, showers and changerooms that align with their affirmed gender, there is also a strong preference for privacy. People who identify as non-binary may prefer to use unisex or gender-neutral facilities. When existing facilities are being built or upgraded, considerations to creating inclusive gender-neutral spaces should be made where possible.

IF WE HAVE GENDER-NEUTRAL BATHROOMS, WILL WOMEN BE LESS SAFE?

: A sign on the door that labels a bathroom as “male” or “female” does not actually provide any type of physical barrier or protection for the people using the facilities.



KEY TERMS

Term	Definition
Brotherboy	A term used in Aboriginal and Torres Strait Islander communities to refer to an Indigenous trans man
Cis / Cisgender	A term used to describe people who identify their gender as the same as that assigned to them at birth (male or female). 'Cis' is a Latin term meaning 'on the same side as'
Deadname	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
Gender	Gender is part of how you understand who you are and how you interact with other people. Many people understand their gender as male or female. Some may understand their gender as a combination of these or neither
Gender dysphoria	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 does not match their sense of their own gender. 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
Gender expression	An individual's external manifestation of gender. This can include certain behaviours, voice and speech patterns, names and pronouns used to identify oneself, clothing, personal appearance and social interactions
Intersex	An intersex person is born with atypical natural variations to physical or biological sex characteristics such as variations in chromosomes, hormones or anatomy. Intersex traits are a natural part of human bodily diversity. Not all intersex people use the term intersex to describe themselves
LGBTI / LGBTIQ	Lesbian, Gay, Bisexual, Transgender, Intersex, Queer and/ or Questioning
Misgendering	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.)



Term	Definition
Non-binary	This is an umbrella term for any number of gender identities that sit within, outside of, across or between the spectrum of the male and female binary. A non-binary person might identify as gender fluid, trans masculine, trans feminine, agender, bigender etc. <hr/> A non-binary person may or may not use the gender-neutral pronouns of “they” and “them”
Queer	An umbrella term sometimes used to refer to diverse genders or sexualities, or a person who is not cisgender and/or heterosexual. For some LGBTI people ‘queer’ may have negative connotations due to its historical use as a derogatory term, however this term has been “re-claimed” by many young LGBTI people
Sistergirl	A term used in Aboriginal and Torres Strait Islander communities to refer to an Indigenous trans woman
Trans	An abbreviation for transgender
Transgender	Someone whose gender does not exclusively align with the one they were assigned at birth. Transgender relates to a person’s gender, not their sexual orientation

SUPPORT SERVICES

FOR EXTERNAL SUPPORT, AFL RECOMMENDS USING THE FOLLOWING LGBTQ+ SPECIFIC PROVIDERS:

ACON

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

Freecall 1800 063 060

acon.org.au/mental-health/

[#lgbti-counselling](https://twitter.com/lgbti-counselling)

QLife

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

qlife.org.au/get-help

Lifeline

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

Phone 13 11 14

lifeline.org.au/gethelp

ADDITIONAL RESOURCES AND SUPPORT

TransHub

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.

transhub.org.au

Pride in Sport Australia

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

prideinsport.com.au

Australian Human Rights Commission

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.

humanrights.gov.au

Trans Pride Australia

Trans Pride Australia Inc is a social and support group for trans and gender diverse people and their loved ones in Australia.

transprideaustralia.org.au

Parents of Gender Diverse Children

Parents of Gender Diverse Children supports parents and those parenting transgender and gender diverse children.

pgdc.org.au

RESOURCES

Surfing Australia Policies and Education Resources

1. [Policy for Inclusion of Transgender and Gender Diverse People in Community Surfing](#)
2. Surfing Australia Rule Book
3. Surfing Australia Disciplinary Handbook

Australian Resources

1. [Pride in Sport Index™, Benchmarking instrument specifically designed to assess the inclusion of people with diverse sexualities and genders within Australian sporting organisations.](#)
2. [Australian Human Rights Commission: Guidelines for the inclusion of transgender and gender diverse people in sport.](#) Explanation of legal framework and guidelines for sporting organisations to be inclusive (2019).
3. [SportAus: Trans and Gender Diverse Inclusion.](#) National all-sports portal with downloadable posters.
4. [Play by The Rules: Inclusion and Diversity.](#) Information, videos and templates for clubs and individuals.
5. [National Clearinghouse for Sport: Sexuality and Gender Perspectives on Sport Ethics.](#) Topics-based knowledge base summarising current research, media, resources, case studies. Updated regularly.

International Resources

1. [Trans 101: Gender Diversity Crash Course](#) (Trans 101, videos and PDFs)
2. [How to be a trans ally: A beginner's guide](#) (PDF)
3. [Top Five Points for Allies of Transgender People To Remember](#)
4. [19 inspiring trans people, currently in sports, you should know about](#)
5. [Chris Mosier: Groundbreaking American Trans athlete](#) (Player's Own Voice, article/podcast)
6. [Athlete Ally Guide for Coaches](#)
7. [From the coach of a transgender athlete](#)
8. [Transition Game](#) (article about Stephen Alexander, a transgender coach)



**SURFING
AUSTRALIA**

Sharing the Stoke

**GENDER
DIVERSITY
POLICIES**

COMPANION GUIDE