

POLICY – Diversity and Inclusion

POLICY AREA	HR – the whole organisation
DATE WRITTEN	5/11/2021
DATE APPROVED BY BOARD	7/10/2022
RESPONSIBLE OFFICER	Britt Tully
RELATED DOCUMENTS	Member Protection Policy Member Protection Policy Attachments
CURRENT VERSION	5

Policy Framework

The ANU Sport Diversity & Inclusion Policy (The Policy) contains the key roles and responsibilities, position statements, and an overview of complaints processes that are applicable to all employees, members, and participants of ANU Sport, our Affiliated Clubs, and sanctioned programs.

The Policy is supplemented by:

- The ANU Sport Diversity, Equity & Inclusion Framework
- The ANU Sport Member Protection Policy (MPP).

This section contains the codes of behaviour relevant to the specific roles of ANU Sport including but not limited to:

- Participants
- Team Officials (coaches, managers)
- Match Officials
- Administrators
- Parents/Guardians (of a Child Participant)
- Spectators
- Board Members

1. Purpose

Diversity and Inclusion is important to respect an individual's unique needs and perspectives. ANU Sport is strongly committed to providing a welcoming, safe, and supportive environment for people of all ages, gender expression, sexual orientation, intersex status, cultural background, ethnicity, abilities, socio-economic status, and religious and/or political beliefs.

The purpose of the ANU Sport Inclusion and Diversity Policy (The Policy) is to outline ANU Sport's commitment to a person's right to be treated safely and supported within the community, whilst providing information surrounding the framework towards a more inclusive environment when participating or facilitating activities within the organisation.

This policy sets expectations for all ANU Sport members, programs, activities, and events, and will be updated to align with best practice initiatives regularly.

2. Scope

All members of the ANU Sport community have a role to play in upholding the standards of inclusive environments and practices. The Policy applies to everyone involved in all ANU Sport activities whether they are in a paid or unpaid/voluntary capacity, including:

- Persons appointed or elected to ANU Sport and/or Affiliated Club boards, committees, sub-committees, working groups, or advisory panels;
- Employees of ANU Sport;
- Athletes, coaches, managers, medical staff and other personnel participating in events, competitions and activities, including camps, tours, and training sessions, held or sanctioned by ANU Sport;
- Referees, umpires and other officials involved in the regulation of sporting competitions and events;
- Members, including any life and associate members; and
- Any other person(s) including spectators, parents/guardians, students, and staff of ANU, who are bound by this policy through participation in an ANU Sport sanctioned event.

The Policy covers all matters, directly and indirectly, related to ANU Sport and its activities. The Policy governs inclusive procedures and practices surrounding:

- LGBTQI+, transgender and gender diverse inclusion.
- Cultural and linguistically diverse inclusion; and
- People with disability inclusion.

3. Definitions

This section sets out the meaning of words used in this policy without limiting the ordinary and natural meaning of the words.

LGBTQI+ refers to the overarching term for the lesbian, gay, bisexual, transgender, queer and intersex community.

Transgender refers to a person whose sense of personal identity and gender does not correspond with their birth sex.

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.

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 expression is the way in which a person expresses their gender identity, typically through their appearance, dress, and behaviour.

Sexual orientation refers to an individual's sexual and romantic attraction to another person. This can include but is not limited to: heterosexual, lesbian, gay, bisexual, and asexual.

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. A person with an intersex variation may identify as a man, woman, neither, or both.

Pronouns are a way of referring to people. People may choose what pronouns they are referred to by.

Cultural background constitutes the ethnic, religious, racial, gender, linguistic or other socioeconomic factors and values that shape an individual's upbringing.

Ethnicity is the fact or state of belonging to a social group that has a common national or cultural tradition.

Ability is a person's capacity to perform tasks and duties. A person's **disability** is the limits or challenges they face.

Socioeconomic status refers to someone's social and/or economic standing.

4. Objectives

ANU Sport will:

- Adopt, implement and comply with The Policy;
- Enforce The Policy and any actions required by it;
- Publish, distribute and promote The Policy and the consequences of any breaches of The Policy, in accordance with the ANU Sport Privacy Policy;
- Promote and demonstrate appropriate standards of behaviour at all times;

- Manage any complaints and/or breaches of The Policy in accordance with the ANU Sport MPP;
- Ensure that a copy of The Policy is available and/or accessible to all persons and organisations to whom The Policy applies.
- Review and update The Policy as necessary to reflect the most up-to-date information; and
- Seek advice from and refer serious issues* to ANU and/or UniSport Australia and/or National Sport Governing Bodies, and/or Access Canberra as appropriate.

**Serious issues include unlawful behaviour or discrimination that involves or could lead to significant harm and includes criminal behaviour (e.g., physical assault, sexual assault) and any other issues that ANU and/or UniSport Australia and/or National Sport Governing Bodies and/or Access Canberra request to be referred to them.*

5. Position Statements

5.1 Transgender, Non-Binary and Gender Diverse Inclusion

ANU Sport is committed to providing a safe, fair, and inclusive environment where people of all backgrounds can contribute and participate.

All persons, regardless of gender identity, are entitled to always be treated fairly, and with dignity and respect. This includes people who identify as or are assumed to be transgender, non-binary, or gender diverse.

ANU Sport expects all people bound by The Policy to act with sensitivity when a person is undertaking any gender transition/affirmation.

ANU Sport support a Zero Tolerance approach to any unlawful discrimination or harassment toward any member of the LGBTQI+ community.

Participation in sport and recreation activities at ANU Sport: gym, group fitness and programs.

ANU Sport stands to provide sport and recreation activities for all. Any documentation will be gender inclusive and maintain alignment with gender indicators and pronouns.

ANU Sport supports all participation in affiliated programs based on someone's affirmed gender and will facilitate this right as required.

Participation in ANU Sport competitions and elite sporting events: social sport, representative sport, clubs, and programs.

ANU Sport supports participation in competitions based on someone's affirmed gender. If concerns over performance advantage arise, ANU Sport will seek advice on the application of those polices in those circumstances, from the relevant peak sporting bodies.

ANU Sport recognises that there is debate as to whether a male-to-female transgender person obtains any physical advantage over other female participants. This debate is reflected in the divergent

inclusion policies and practices across the country that competitive sporting events, such as UniSport Australia Nationals events and Club competitions, may have differing guidelines. Should this be the case, the relevant event organiser's guidelines will be referred to.

ANU Sport will implement the following guidelines for sanctioned events:

- For single-sex competitions, people can participate in the competition that best reflects their gender identity.
- For mixed-gender competitions, people can participate in a manner that best reflects their gender identity.

In the case of any debate, the relevant peak sporting body has the ability to make a final decision on who may participate. Where there is no relevant peak sporting body or no official policy from the peak sporting body, ANU Sport has the ability to make the final decision on who may participate.

5.2 Cultural and linguistically diverse inclusion

ANU Sport supports, respects, and encourages people of different cultural backgrounds, ethnicity, religious and/or political beliefs to participate in ANU Sport events and activities and will not tolerate vilification of any kind. ANU Sport will take into consideration matters that may impact participation, including but not limited to timing of events and/or uniform.

ANU Sport supports and recognises Indigenous athletes through participation in the UniSport Australia Indigenous Nationals and the Blues Award for the Indigenous Sports Award of the Year, this is done in conjunction with the Tjabal Indigenous Higher Education Centre.

5.3 People with a disability inclusion

ANU Sport is committed to promoting the inclusion of people with disability in our community through playing and non-playing roles to the greatest extent possible. People with a disability face many barriers to participation in sport such as facility access, a shortage of modified programs, and exclusion within events and programs.

ANU Sport is inclusive of all members of the community regardless of their abilities and will endeavor to make our clubs and facilities as accessible and inclusive as possible, whilst promoting and assisting with any necessary modifications to equipment and rules, where possible.

6. Inclusive practices

ANU Sport recognises there is still much to be done in the diversity and inclusion field and that it is a constantly changing environment. ANU Sport has a zero-tolerance policy to any form of bullying, harassment, and vilification towards any person. This includes homophobia, biphobia and/or transphobia discrimination. ANU Sport is committed to making sure that our organisation and its members are up to date with the most relevant and effective leading practice in this space.

6.1 Relationships

ANU Sport engages with a variety of external groups who promote and support diversity and inclusion practices. ANU Sport have developed relationships with the following organisations to support our organisation and our member develop and enhance awareness and the ability to be an ally.

- Pride in Sport
- ANU Ally network
- ANU Respectful Relationships
- ANU Gender Institute
- Racism. It Stops with Me
- ANU Tjabal Indigenous Higher Education Centre
- ANU Counselling Centre
- ANU Access and Inclusion
- Play By the Rules
- ANUSA Queer* Department
- ANUSA Disabilities

6.2 Collecting and using information

ANU Sport requires individuals to provide personal information when registering as a member and/or participating in ANU Sport activities. The collection of personal information can create additional difficulties for transgender and gender diverse people. These difficulties can relate to differences between a person's gender identity and the sex or gender recorded on their identity documents.

All personal information held by ANU Sport will be handled in accordance with ANU Sports Member Protection Policy and Privacy Policy.

ANU Sport and its associated clubs will adopt processes that are inclusive, eliminate discrimination, and protect the privacy of persons by:

- Respecting an individual's right to determine their name and gender identity, provide gender identity options on registration forms (example provided below), and ensure this is reflected in correspondence and documentation.
- Only requesting personal information and legal documents when 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 certification that have sex/gender markers that are inconsistent with a individual's gender identity.
- Securing stored personal information, in line with the Privacy Act 1988 (Cth),
- Not disclosing the gender identity of an individual without their express permission.

Where a third-party registration platform is used, ANU Sport will advocate for changes to providing gender inclusive registration options, and where appropriate allow for a manual registration using the appropriate gender indicators.

6.3 Education and training

Education and training about inclusive practices and initiatives is imperative in staying up to date and aware. ANU Sport staff, club members, and stakeholders of the greater ANU Sport community will be given education opportunities to provide them with the ability to learn, respond and act for change.

6.4 Visibility

ANU Sport recognises the impact that visibility of their diversity and inclusion initiatives has on fostering an inclusive environment. ANU Sport will, where possible, support diversity and inclusion through visibility on email signatures, digital platforms, physical products and signage, and by promoting days of significance via ANU Sport social media.

6.5 Uniforms

ANU Sport supports people to wear a uniform in which they feel most comfortable. If uniforms do not meet the needs of every person due to gender identity, disability, ethnicity or religion, ANU Sport will accommodate, where possible, the requests for flexibility and/or modifications to uniforms.

Any uniform, where possible should align with the ANU Sport brand guidelines and be; neat and tidy and not include slogans or slurs that may cause offence.

6.6 Accessibility

ANU Sport recognises the challenges impacting accessibility to premises, programs and maintaining a welcoming environment. Where possible, ANU Sport will adjust coaching, equipment, rules and/or playing environments and premises to enhance accessibility for all participants. ANU Sport supports the right of people to use changing and bathroom facilities that best align with their affirmed gender.

6.7 Facilities

Where new facilities are built or upgrades are taking place, ANU Sport will advocate for options to create inclusive spaces. Examples would include:

- Changing signage on some facilities to all gender or gender neutral.
- Modifying changerooms and bathrooms to create private spaces (higher doors, room dividers, shower curtains, etc.).
- Ensuring facilities are accessible for people with a disability.
- Ensuring all bathrooms and changing rooms have appropriate hygiene measures.
- Educating ANU Sport members and patrons with education around the importance of respecting the privacy of Transgender and Gender Diverse people in their choice of facility.

7. Policy and Procedure Bank

ANU Sport maintains an up-to-date internal policy and procedure bank which members can access. This demonstrates a commitment and responsibility to member protection and complaints resolution. ANU Sport has and will continue to update policies and procedures to support and protect all members of the ANU Sport community.

8. Complaints or Concerns

In line with the ANU Sport MPP, any complaints or concerns about breaches of this policy . ANU Sport aims to provide a simple, confidential, and trustworthy procedure for resolving complaints based on the principles of natural justice.

Any person (a Complainant) may report a complaint about a person, people or organisation bound by The Policy (Respondent) if they feel they have been discriminated against, harassed, bullied, or there has been any other breach of The Policy. In the first instance, complaints should be reported to the ANU Sport's CEO, or delegated nominee as per attachment 3 of the ANU Sport MPP.

9. Policy Breach

In line with the ANU Sport MPP an alleged breach of the policy may relate to conduct/alleged conduct occurring in the course of an activity, program or event sanctioned by ANU Sport, Affiliated Clubs or Members. The MPP Attachments 3 and 4 provide details on timeframes, lodging a complaint and resolution.

It is a breach of the policy for any persons or organisation bound by the policy to do anything contrary to policy, including but not limited to:

- Failure to follow ANU Sport policies;
- Breaching any part of the codes of behaviour (see Attachment 1 of ANU Sport Member Protection Policy);
- Bringing into disrepute, or acting in a manner likely to be prejudicial to the interest of or likely to bring disrepute to ANU Sport or a Member(s);
- Discriminating against, harassing or bullying (including cyber-bullying) any person;
- Victimising another person for making or supporting a complaint;
- Engaging in a sexually inappropriate relationship with a person that they supervise, or have influence, authority or power over;
- Verbally or physically assaulting another person, intimidating another person or creating a hostile environment within the organisation;
- Disclosing to any unauthorised person or organisation any ANU Sport information that is of a private, confidential or privileged nature;
- Making a complaint that they know to be untrue, vexatious, malicious or improper;
- Failing to comply with a direction made under or in relation to the policy.

10. Disciplinary Measures

ANU Sport may take measures in relation to a breach of The Policy by an individual or organisation. Any such measures will be:

- Fair and reasonable;
- Applied consistently with any contractual and employment rules and requirements.
- Based on the evidence and information presented and the seriousness of the breach; and
- Determined in accordance with the ANU Sport Constitution, By-laws, The Policy and/or the rules of the organisation, program, or sport.

All disciplinary measures will be dealt with in tandem with the ANU Sport MPP.

11. Additional resources and support services

ANU Counselling Centre is a free, confidential, and non-diagnostic service available to all currently enrolled ANU students located in Australia. Students currently located overseas are encouraged to make contact, we can advise about alternative support options. No referral or Mental Health Treatment Plan from a General Practitioner is required to register and attend appointments

Web: [ANU Counselling - ANU](#)

ANU Queer* Department is one of ANU's 7 autonomous departments that operate to support the most marginalised members of society.

Web: [Queer* Department \(anusa.com.au\)](#)

The ANU Disabilities Student Association (or just DSA) is for all ANU students who identify as having a disability.

Web: [ANU Disabilities Student Association \(anusa.com.au\)](#)

The International Students' Department (ISD) is ANUSA's representative body for international students.

Web: [International Students Department \(anusa.com.au\)](#)

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

Number: 1800 063 060

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

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

Number: 13 11 14

Web: www.lifeline.org.au/gethelp

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

Web: www.prideinsport.com.au

Transcend was the first parent-lead peer support network and information hub for transgender children and their families in Australia. They provide parent/carer support, community connection, information, advocacy and fundraising.

Web: <https://transcendaus.org/>

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

Web: www.transprideaustralia.org.au

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

Web: www qlife.org.au

ANU Access and Inclusion assist students to participate fully in their program of study by minimising the impact of disability and disadvantage on learning.

Web: <https://www.anu.edu.au/students/health-safety-wellbeing/access-inclusion>

Tjabal Indigenous Higher Education Centre (The Tjabal Centre) provides a meeting place and support base for the Indigenous students and staff at The Australian National University (ANU).

Web: <https://www.anu.edu.au/students/contacts/tjabal-indigenous-higher-education-centre>



VERSION	DATE	AUTHOR	UPDATE NOTES
1	5/11/2021	Britt Tully	First Draft
2	6/11/2021	Britt Tully	ANU (Disabilities) Stakeholder reviewed draft
3	11/04/2022	Britt Tully	ANU (Queer Dep) Stakeholder and ANU (Tjabal centre) Stakeholder reviewed draft
4	16/09/2022	Britt Tully	Pride In Sport reviewed draft
5			ANU Sport approved policy