

TRANSGENDER & GENDER DIVERISTY POSITION STATEMENT

Version: 1	Creation Date: November 2022
Policy Type: Operational	Approved by NWA CEO on: N/A
Author: Community Department	Approved by NWA Board on: 14/12/2022
Custodian: General Manager – Community Netball	Scheduled review date: November 2024

Purpose

Netball WA (NWA) commits to providing a safe, welcoming and inclusive environment for transgender and gender diverse members of the community.

For the purpose of this Statement, NWA includes West Coast Fever and Glass Jar Australia.

NWA recognise the importance of developing a position to ensure the safe inclusion of people who identify as transgender or gender diverse. It is intended that this position statement is supported by the overarching NWA Inclusion Policy.

Our Commitment

NWA is committed to creating a sport that reflects the diversity of our community. This means our sport is friendly, welcoming and inclusive to all, regardless of age, gender, ability, cultural or religious background or sexuality or gender identity.

NWA promotes the inclusion of transgender and gender diverse people in our sport. As part of this commitment, participation in community netball will be based on a person's affirmed gender identity and not the sex they were assigned at birth.

Scope

This statement provides guidance to staff and volunteers on how to be welcoming of all members of the community, including how to respond appropriately to any issues that may arise.

For the purpose of this Position Statement the exception below exists in addition to the Scope outlined in the NWA Inclusion Policy:

- This position statement does not apply to WA Netball League (WANL) and players representing WA in any Netball Australia competition. Elite and high performance pathways athletes must refer to the [Netball Australia Inclusion of Transgender and Gender Diverse Athletes in Elite Netball Competitions Policy](#).

Definitions

Refer to Inclusion Support Document



1. Implementation

- a) *Participation as a right* - participation in sport is considered a human right and therefore all reasonable efforts should be made to allow every member of the community this opportunity.
- b) *Individual identity* - participation in our sport should be based on a person's affirmed gender identity and not the sex they were assigned at birth, to the fullest extent possible.
- c) *Substantive Equality* – NWA acknowledges that the achievement of equitable opportunities and outcomes should occur by treating some people differently. This takes into account the effects of past discrimination, and recognise that rights, entitlements, opportunities and access are not equally distributed throughout society.
[Substantive Equality](#)
- d) *Freedom from discrimination and vilification* - any member of the community wishing to participate in community netball should have the right to freedom from discrimination and vilification.
- e) *Privacy* - all reasonable steps must be taken to protect an individual's privacy, which includes the collection of personal information and data. Only what is absolutely necessary to be collected, and any collected information will only be disclosed if necessary, in accordance with the law.

2. Player and Participant Eligibility

Inclusion is first and foremost the priority in community netball.

- a) Players must nominate their Gender Identity at the time of registration. If "Other" is chosen, information on gender, gender identity or sex must only be collected, when necessary to operate the competition.
- b) The player's gender identity will determine their competition category e.g. players identifying as male play in the male category, players identifying as female play in the female, plays who wish to identify as neither trans or gender diverse and non-binary can choose the competition they choose.
- c) In mixed competition, a player's gender identity is respected, and they shall participate without any gender-based restrictions.
- d) Associations are encouraged to provide some gender-neutral teams, which does not limit players based on gender identity.



- e) NWA supports the participation of trans and gender diverse people in single sex competitions as per their identified gender. Non-binary players can elect which team they select as appropriate to join.
- f) Participants can be involved in any NWA associated competition or activity in accordance with their gender identity. This is regardless of the participant's legal sex classification.
- g) Under Federal and State and Territory law it is unlawful to discriminate based on sex or gender Identity in sport unless an exemption applies. An association may be in breach of these laws if they do not follow these eligibility requirements (see Exemptions in NWA Inclusion Policy Supporting Information).

3. Exemptions

Refer to NWA Inclusion Policy Supporting Information.

4. Related documents

This Statement should always be read in conjunction with the following key documents which can be accessed through the [Policies and Procedures](#) page on the NWA Website

- NWA Inclusion Policy
- NWA Inclusion Policy Supporting Information
- NWA Discrimination and Vilification Policy
- NWA Uniform Statement
- Netball Australia Child Safeguarding Policy
- Netball Australia Member Protection Policy
- NWA Dispute Resolution Process
- NWA Grievance Policy
- NWA Disciplinary Policy
- Play by the Rules [7 Pillars for Inclusion](#)
- [Netball Australia Inclusion of Transgender and Gender Diverse Athletes in Elite Netball Competitions Policy](#)
- Netball Australia Tribunal Rules



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