



# BASKETBALL AUSTRALIA TRANSGENDER AND GENDER DIVERSE INCLUSION POLICY FOR COMMUNITY BASKETBALL

Document title	Transgender and Gender Diverse Inclusion Policy for Community Basketball
Contact details	Head of Integrity
Approved by	Basketball Australia Board
Date approved	Draft
Document review	Every 2 years

Version	Date	Author	Changes made
1.0			First version

Acronyms	Full form
AHRC	Australian Human Rights Commission
BA	Basketball Australia
FIBA	International Basketball Federation
ANADP	Australian National Anti-Doping Policy
NBL	National Basketball League
TUE	Therapeutic Use Exemption
WNBL	Women's National Basketball League

### Acknowledgements

The 'Guidelines for the Inclusion of Transgender and Gender Diverse People in Community Basketball' have been prepared in consultation with several stakeholders and we thank and acknowledge those who have supported the development of these Guidelines, including state and territory basketball associations and Pride in Sport.

We also acknowledge the 'Guidelines for the inclusion of Transgender and gender diverse people in sport' developed by the Australian Human Rights Commission, in partnership with Sport Australia and the Coalition of Major Professional and Participation Sports. Many of the concepts and terms used throughout these Guidelines have been adopted from this work.

# Contents

- Acknowledgements ..... 2**
- 1. Purpose ..... 4
- 2. Scope and limitations..... 4
- 3. Policy Commitment ..... 4
- 4. Participation - Community Basketball ..... 5
- 5. Safety Risks at Community Level..... 5
- 6. Confidentiality ..... 6
- 7. Vilification..... 6
- 8. Discrimination..... 7
- 9. Practical Guidelines ..... 7
- 10. Complaint Handling ..... 10
- 11. Support Services..... 10
- 12. Related Policies..... 11
- 13. Related Legislation..... 11
- 14. Additional Resources and Support ..... 11
- 15. Respectful Language ..... 12
- 16. Definitions ..... 14

## 1. Purpose

- 1.1 This Policy outlines the measures that should be taken to promote the participation of transgender and gender diverse athletes in community basketball. The eligibility criteria and assessment process for the participation of transgender athletes in elite level basketball are contained within the *Transgender Eligibility Policy for Elite Basketball*.
- 1.2 The *Sex Discrimination Act 1984* (Cth) makes it unlawful to treat any person less favourably than another person in a similar situation because of the gender-related identity, appearance, mannerisms, or other gender-related characteristics of the person. Federal and State Legislation does, however, provide an exemption that enables sport to exclude participants based on gender where the strength, stamina or physique of athletes is relevant, where participation is necessary to progress to national or international elite-level competition, or the exclusion intends to facilitate participation by people of a particular sex.
- 1.3 BA and its State and Territory Members are committed to providing a safe, fair, and inclusive environment for all people. This Policy seeks to create opportunities for all persons to participate in fair, meaningful and, where appropriate, gender-based competition.
- 1.4 BA recognises that both intentional and unintentional transphobic behaviours exist within sport, which often leads to significant adverse consequences for individuals and communities. People who are subjected to ongoing discrimination or harassment feel excluded, shameful, hide their true self, and /or choose not to participate in basketball. These outcomes are unacceptable, and BA is committed to the inclusion and respectful behaviour at all levels of basketball to ensure all people can participate.
- 1.5 BA recognises that the inclusion of Transgender and Gender Diverse people within sport can be complex and emotive for many people.
- 1.6 BA is a member of FIBA, and BA's national teams participate in FIBA events, Olympic Games and Commonwealth Games. Accordingly, BA must comply or align with relevant policies and regulations of FIBA, the International Olympic Committee (IOC) and the Commonwealth Games Federation.

## 2. Scope and limitations

- 2.1 This Policy applies to all persons and organisations participating, or intending to participate, in any Community Basketball Competition or Event sanctioned or recognised by BA as the governing body for the sport of basketball in Australia.
- 2.2 It is the duty of each person and organisation, to which this Policy applies, to comply with and, so far as is lawfully possible, to require any other basketball-related entity or participant, who or which is not directly bound by this Policy but who or which is participating in basketball in any capacity in Australia, to comply with this Policy.

## 3. Policy Commitment

- 3.1 This Policy:
  - Seeks to affirm BA's commitment to the inclusion of Transgender and Gender Diverse people in basketball;
  - fosters a safe and welcoming environment for Transgender and Gender Diverse people by addressing and eliminating any behaviour and/or action that is identified as being in contravention of the Policy and/or BA Member Protection policies;
  - encourages ongoing participation in basketball; and

- ensures steps are taken to develop programs and facilities that are accessible for Transgender and Gender Diverse people.

## 4. Participation - Community Basketball

- 4.1 Community Basketball includes all basketball Competitions, Events and activities that are not within the scope of BA's *Transgender Eligibility Policy for Elite Basketball* from time-to-time.
- 4.2 Affiliated Associations should permit players to participate in Community Basketball competitions in accordance with their Gender Identity, whether these accord with the sex they were assigned at birth, subject to the following:
  - 4.2.1 The player should nominate their Gender Identity at the time of registration with the Affiliated Association for the upcoming competition.
  - 4.2.2 For the purposes of mixed-gender competitions, people can participate in a manner which best reflects their gender identity. Rules for mixed-gender competitions should be applied based on Gender Identity.
  - 4.2.3 Affiliated Associations must not ask any player to undergo any 'proofing' (e.g. medical examination) for the purposes of gender verification.
  - 4.2.4 If a player is affirming their gender (transition) through the course of the Community Basketball competition, the Affiliated Association shall consider that player's gender affirmation and, in discussion with that player, consider the individual needs of any transition or affirmation.
  - 4.2.5 Affiliated Associations should consider any risks associated with an individual's strength, stamina or physique and report these for assessment in accordance with clause 5.

## 5. Safety Risks at Community Level

- 5.1 Where an Affiliated Association considers that an unacceptable risk may arise from a Transgender or Gender Diverse person's potential or ongoing participation in a Community Basketball competition (whether that be a risk to the safety of the Transgender or Gender Diverse player or a risk to the safety of other players), that Affiliated Association may refer the matter, with rationale, to the BA Assessment Panel for consideration and determination.
- 5.2 A referral under clause 5.1 requires a deposit of \$1,000, which is refundable if the BA Assessment Panel determines there is an unacceptable safety risk.
- 5.3 Where the BA Assessment Panel receives a referral from an Affiliated Association, it must conduct a risk assessment to determine if the participants strength, stamina, or physique is a cause of that risk, noting:
  - 5.3.1 safety risks may arise in exceptional circumstances and will not arise simply from the potential or ongoing participation of a Transgender or Gender Diverse person in Community Basketball;
  - 5.3.2 exceptional circumstances may arise where there is a significant disparity in the player's physique as compared to that of cisgender players in the relevant competition (noting that data may be limited in respect of competitions that sit below Elite Basketball level); and
  - 5.3.3 the risk assessment must, amongst other things, consider whether the rules applicable to the relevant Community Basketball competition can safely manage the risks arising from the potential or ongoing participation of the Transgender or Gender Diverse person.

- 5.4 Where the BA Assessment Panel determines, following the assessment, that an unacceptable risk arises from the Transgender or Gender Diverse person's participation in the relevant Community Basketball competition, the panel will direct the relevant Affiliated Association that the person is not permitted to play (or continue to play) in the relevant competition.
- 5.5 Unless determined otherwise by the BA Assessment Panel, a decision that a Transgender or Gender Diverse person is not permitted to play (or continue to play) in a Community Basketball competition due to an unacceptable risk will apply to all equivalent Community Basketball competitions for that person. Where a question arises as to whether a competition is "equivalent", the BA Assessment Panel shall make the determination.
- 5.6 A Transgender or Gender Diverse person who is not permitted to play (or continue to play) in a Community Basketball Competition by the BA Assessment Panel may request a review of the decision by the Board of BA within seven (7) calendar days of notification of the decision. The bases on which a decision may be reviewed are:
  - 5.6.1 The BA Assessment Panel failed to have regard to relevant considerations, or had regard to irrelevant considerations; or
  - 5.6.2 The final decision reached, or the decision-making process followed, is inconsistent with this Policy or any relevant laws.
- 5.7 The BA Board may seek external advice and will determine whether to confirm or overturn the decision of the BA Assessment Panel and/or make any reasonable direction including remittal of the matter back to the BA Assessment Panel for further consideration. The Transgender or Gender Diverse person seeking review may provide new information only if that information was not available in the first instance.
- 5.8 Education should be provided to ensure officials across varying skill levels are equipped to identify and manage safety risks at the community level.

## 6. Confidentiality

- 6.1 A decision by the BA Assessment Panel that a Transgender or Gender Diverse person is not permitted to play (or continue to play) in a Community Basketball competition will be notified to the Transgender or Gender Diverse person, any relevant Affiliated Association and/or Club and the applicable State or Territory Body on a confidential basis. The decision will not be disclosed to any other third party without the consent of the Transgender or Gender Diverse person. Any public disclosure made by the gender diverse person regarding the decision may be taken as their implied consent for BA to publicly address its decision (provided at all times that no medical information will be disclosed by it).

## 7. Vilification

- 7.1 BA does not tolerate any form of harassment, discrimination or bullying in basketball. This includes inflammatory public commentary about the participation of Transgender or Gender Diverse persons in basketball, whether directed at an individual or group of persons generally.
- 7.2 Any Participants engaging in vilification will be dealt with in accordance with BA's NIF. Without limiting any provision of the relevant policies, vexatious or frivolous referrals brought under these policies may also amount to harassment.
- 7.3 Any spectator engaging in vilification will be dealt with in accordance with their relevant State and Territory Association conditions of entry.

- 7.4 Any concerns of harassment, discrimination or bullying should be referred to BA's Integrity Unit or a state level Integrity Officer for investigation and action under applicable policies.

## 8. Discrimination

- 8.1 Discrimination based on Sex or Gender Identity can include both direct and indirect discrimination and may be unlawful under Federal and State laws.
- 8.2 This Policy does not provide a definitive legal answer to all issues of discrimination involving sex or gender identity that may arise under anti-discrimination legislation. Organisations and individuals should seek their own independent legal advice if they have concerns regarding their compliance with applicable anti-discrimination legislation. The following information is therefore included as a guide only.
- 8.3 Direct discrimination may occur when a person is treated less favourably than another person based on:
- 8.3.1 Sex or Gender Identity; or
  - 8.3.2 characteristics generally associated with a person of that Sex or Gender Identity, in similar or not materially different circumstances.

**An example of direct discrimination** would be a sporting organisation refusing a transgender woman's application for membership because of her transgender status.

- 8.4 Indirect discrimination may occur when a condition, requirement or practice that applies to everyone, disadvantages persons of a particular Sex or Gender Identity, and the condition, requirement or practice is not reasonable in the circumstances.

**Example of indirect discrimination:** Greenhills basketball club uses courts owned by Westacre for weeknight training. Westacre only unlocks the men's changeroom block for the club's use. A number of Greenhill's players identify as transgender and non-binary and prefer to use the women's changeroom. Not providing access to the women's changeroom disadvantages the transgender and non-binary members, who either leave work early so they can get changed at home or get changed in the carpark. When pressed on the issue, Westacre responded that the club competes in the men's competition and should therefore 'only need access to the men's changeroom' and mentions that this will mean extra cleaning for their staff.

Although Westacre's policy treats players who are not transgender in the same way as the players who are transgender or non-binary, the transgender and non-binary players are being disadvantaged. Since the decision not to unlock the women's changeroom does not appear to be 'reasonable', this may amount to unlawful indirect discrimination based on gender identity.

- 8.5 Further guidance on Federal and State and Territory laws and exemptions is available through the Australian Human Rights Commission and any State or Territory Human Rights Authority (AHRC).

## 9. Practical Guidelines

### Language

- 9.1 Language must be respectful and inclusive. BA encourages the review and dissemination of this document, with particular awareness of common terms, as outlined in section 14 of this document.
- 9.2 Everyone (including players, administrators, coaches, support staff, spectators, and others) involved in basketball game are encouraged to use correct pronouns (for example, by asking all

participants within the Affiliated Association what pronouns they use when they register and using pronouns consistently across verbal and written communications).

9.3 The pronoun a person uses to describe themselves generally reflects their Gender Identity. Common pronouns are 'she/her/hers' and 'he/him/his'. Some people use gender neutral pronouns, such as 'they/them/their'. People can use a combination of pronouns. Gender pronouns include:

- She/Her: a pronoun used by female identifying people, sometimes also used by non-binary people.
- He/Him: a pronoun used by male identifying people, sometimes also used by non-binary people.
- They/Them: most common gender-neutral pronoun, often used by non-binary or transgender people.
- Xe/Xem: a popular gender-neutral pronoun commonly used by non-binary or transgender people.
- Ze/Hir: a popular gender-neutral pronoun, often used by non-binary or transgender people.
- Ey/Em: a common gender-neutral pronoun, often used by non-binary people.
- Hir/Hir: a common gender-neutral pronoun, often used by non-binary people.
- Fae/Faer: a less common gender-neutral pronoun, sometimes used by non-binary people.
- Hu/Hu: a less common gender-neutral pronoun, sometimes used by non-binary people.

## Facilities

9.4 BA and the State and Territory Associations recognise the existing difficulties faced by Affiliated Associations in having adequate changeroom and shower facilities.

9.5 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.

9.6 Within basketball, people have the right to use changing and bathroom facilities which best reflect their Gender Identity.

9.7 People who identify as non-binary may prefer to use 'all-gender' facilities. Change room and shower arrangements should be considered to ensure that they are suitable for all participants.

9.8 Acknowledging the challenges of utilising existing facilities or facilities managed by third parties, such as local councils, Affiliated Associations may consider making their existing facilities more inclusive by:

- (a) changing signage on some facilities to 'All Gender';
- (b) modifying changerooms and bathrooms to create private spaces (higher doors, room dividers, shower curtains etc); and
- (c) ensuring all changerooms have appropriate waste disposal.

9.9 Where new facilities are built or upgrades are taking place (whether in consultation with council, schools, or others), Affiliated Associations should consider and advocate for options to create inclusive spaces by:

- (a) creating private spaces so that people can use the facilities safely and comfortably; and/or



- (b) providing a gender-neutral space where possible.

## Uniforms

- 9.10 Participants should be able to participate while wearing a uniform in which they feel comfortable, so long as it abides by wider basketball uniform rules.
- 9.11 Participants requiring uniforms (for example, players, umpires, and coaches) should be provided with an appropriate range of uniform styles and sizes to select from.
- 9.12 If gendered uniforms are necessary, Affiliated Associations should:
  - (a) allow participants to choose which uniform they would prefer to wear;
  - (b) where possible provide gender neutral sizes/descriptor;
  - (c) ensure appropriate sizes are available for selection; and
  - (d) ensure design options are suitable for different body types and shapes.

## Registration, personal information and privacy

- 9.13 Registration platforms should be gender inclusive and align with ACON's Pride in Sport recommended gender indicators.

**For Example:** When registering to become a member, an individual will be prompted with a two-part question based on current Gender Identity and sex assigned at birth:

Gender	
Which of the following best describes your current gender identity?	Please identify which gender-based competition you would like to participate in:
Male	Men's/boy's competitions
Female	Women's/girl's competitions
Non-Binary	
Different identity (Please Specify) _____	

- 9.14 Personal information should only be collected from participants if absolutely necessary and with the individual's consent, or where the individual is under the age of 18, the consent of a parent/guardian. Participants under 18 who choose not to consult their parent/guardian will be considered on a case-by-case basis.
- 9.15 Any personal information collected by an Affiliated Association must only be disclosed if necessary and in accordance with the law.
- 9.16 Affiliated Associations must:
  - (a) securely store personal information, in accordance with privacy legislation;
  - (b) not disclose the Gender Identity of a participant without the express consent of the individual; and
  - (c) ensure correct names and pronouns are used in conversations, databases, documents, and correspondence.

9.17 Affiliated Associations may also consider:

- (a) accepting legal declarations to verify name and gender identity (e.g., by way of a statutory declaration) in place of identity documents such as passport or birth certificate where those identity documents have a sex/gender marker inconsistent with a participant's Gender Identity;
- (b) providing the option of selecting a non-binary gender identity and a gender non-specific title on registration forms; and
- (c) providing 'preferred name' and 'pronoun' options on registration forms.

## Anti-Doping

9.18 Nothing in this Policy is intended to undermine or affect in any way the requirements of the FIBA Anti-Doping Regulations or the Australian National Anti-Doping Policy (ANADP) as adopted by BA and, to the extent of any inconsistency, these anti-doping codes will prevail. Nothing in this Policy will be deemed to permit, excuse, or justify any noncompliance with anti-doping requirements including, without limitation, any requirement for a Player to obtain a TUE for the use of a prohibited substance, such as testosterone.

9.19 For example, if a person is transitioning and is taking testosterone, they would not be permitted to compete in a female competition at any level after commencing testosterone as a TUE for testosterone cannot be approved for a female competition. However, they may be eligible for a TUE for testosterone to participate in a male competition. BA, State and Territory Members and its affiliated associations, will seek to find appropriate opportunities for any person.

9.20 A player may consult with the Integrity Unit to seek advice on the NADP.

## 10. Complaint Handling

10.1 Complaints arising under this Policy will be managed in accordance with the procedures set out in BA's National Integrity Framework.

10.2 The AHRC or State or Territory Human Rights Commission may also assist individuals in relation to any complaints of discrimination, harassment and/or victimisation under Federal or State and Territory laws.

## 11. Support Services

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

Free call: 1800 063 060

Web: [www.acon.org.au/support-services/pride-counselling/](http://www.acon.org.au/support-services/pride-counselling/)

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

Free call: 1800 184 527

Web: [www.qlife.org.au/get-help](http://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](http://www.lifeline.org.au/gethelp)

## 12. Related Policies

Whilst each document may not clearly articulate it, every BA policy seeks to be inclusive of people with diverse genders and sexualities, including their families (where applicable).

Other BA policies and by-laws that are relevant to this policy include, but are not limited to;

- BA NIF
- ANADP
- BA Privacy Policy
- BA Transgender Eligibility Policy for Elite Basketball

These documents can be accessed through the BA website (<https://australia.basketball>).

## 13. Related Legislation

Federal/Commonwealth Legislation: The following laws operate at a federal level and impose certain statutory responsibilities:

- *Sex Discrimination Act 1984* (Cth)
- *Privacy Act 1988* (Cth)

State/Territory Legislation: The following laws operate at a state and territory level, with state and territory equal opportunity and anti-discrimination agencies having statutory responsibilities under them:

- Australian Capital Territory – *Discrimination Act 1991*
- New South Wales – *Anti-Discrimination Act 1977*
- Northern Territory – *Anti-Discrimination Act 1996*
- Queensland – *Anti-Discrimination Act 1991*
- South Australia – *Equal Opportunity Act 1984*
- Tasmania – *Anti-Discrimination Act 1998*
- Victoria – *Equal Opportunity Act 2010*
- Western Australia – *Equal Opportunity Act 1984*.

## 14. Additional Resources and Support

**TransHub** ([www.transhub.org.au](http://www.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 in Sport Australia** ([www.prideinsport.com.au](http://www.prideinsport.com.au))

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

Basketball Australia

8 October 2024 | Version 2.0

Page 11 of 15

**Proud2Play** (<https://www.proud2play.org.au/resources>)

Proud 2 Play focuses on increasing LGBTIQ+ engagement in sport, exercise, and active recreation.

**Australian Human Rights Commission** ([www.humanrights.gov.au](http://www.humanrights.gov.au))

The Australian Human Rights Commission is an independent statutory organisation, established by an Act of the Federal Parliament. We protect and promote human rights in Australia and internationally.

**Trans Pride Australia** ([www.transprideaustralia.org.au](http://www.transprideaustralia.org.au))

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

**QLife** ([www qlife.org.au](http://www qlife.org.au))

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

**Minus 18** ([www.minus18.org.au](http://www.minus18.org.au))

Minus18 aims to improve the health and wellbeing of, and provide a safe environment for, same sex attracted and gender diverse young people in Australia, seeking to empower them to feel comfortable and confident in their sense of identity and assisting them to grow as happy, healthy individuals well into the future.

**Switchboard** ([www.switchboard.org.au/get-help/](http://www.switchboard.org.au/get-help/))

This service is for LGBTIQ+ identifying people and those who have questions or concerns about LGBTIQ+ issues. They also welcome contact from people who may not be LGBTIQ+ but who want to talk about someone else they care about. This includes families, friends, teachers, and coworkers of LGBTIQ+ people.

## 15. Respectful Language

Language should be respectful and inclusive. Everyone involved in our game is encouraged to use correct pronouns (for example, by asking all participants what pronouns they use when they register and using pronouns consistently across verbal and written communications).

Basketball Australia acknowledges that language constantly changes, and while we have done our best to define key terms within this Policy, we encourage members to stay informed with other language and terminology relative to this space via Pride in Sport - [www.prideinsport.com.au/terminology](http://www.prideinsport.com.au/terminology)

### 15.1 Bodies, gender and gender identities

**Cisgender / cis:** is a term used to describe people who identify their gender as the same as what was presumed for 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.

**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 nonconforming and many more.

**Gender Fluid:** is a Person who does not identify themselves as having a fixed gender.

**Gender identity:** is defined in the Sex Discrimination Act 1984 (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'.

Basketball Australia

8 October 2024 | Version 2.0

Page 12 of 15

For example, a person's gender identity might be male, female, or non-binary, regardless of what was presumed for them at birth.

**LGBTQIA+:** 'LGBTQIA+' is an acronym for lesbian, gay, bisexual, transgender, queer intersex and asexual. It is used to refer collectively to these communities. The 'LGBA' refers to sexuality/sexual identity; the 'T' refers to gender identity; and the 'I' refers to people who have an intersex variation. 'Q' can refer to either gender identity or sexuality. The '+' is an acknowledgement that there are non-cisgender and non-straight identities included in the acronym.

**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. Common 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 can reflect their gender identity.

**Queer:** is an umbrella term that can refer to individuals who do not identify as heterosexual and/or cisgender. Some people may use the term queer or genderqueer to describe their identity and/or gender expression. For some the term 'queer' may have a negative connotation due to the historical use of the term being used as a derogatory slur, however this term has been reclaimed by some LGBTQIA+ people to describe themselves.

**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.

**Transgender:** (commonly abbreviated to 'trans') is a general term used to describe a person whose gender identity is different from the sex they were assigned at birth. Being transgender is about how an individual describes their own gender. It is not necessarily about their biological characteristics. A person whose birth certificate originally described them as female, who now identifies as a man, may refer to themselves as 'trans', 'trans man' or 'man'. Similarly, a person originally described on their birth certificate as male, who now identifies as a woman, may refer to themselves as 'trans', 'trans woman' or 'woman'. Some non-binary and gender fluid choose to identify themselves as transgender and some don't.

**Transition or affirmation:** refers to the social, medical, or legal steps that a transgender person takes to affirm their gender identity. A transition or affirmation may or may not involve medical treatment, including surgeries or hormone therapy. People can transition as children or as adults. Each transition is different. Gender Identity can change over time and is not necessarily a fixed state.

**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's licence or bank card.

## 15.2 Societal attitudes/issues

**An ally, cis ally, straight ally, or heterosexual ally:** is typically a heterosexual and cisgender person who supports equal civil rights, gender equality, LGBTQIA+ social movements, and challenges homophobia, biphobia, and transphobia. Not everyone who meets this definition identifies as an "ally". An ally acknowledges that LGBTQIA+ 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 LGBTQIA+ people. An ally can also be someone who identifies within the LGBTQIA+ community and supports an aspect of that community in which they don't identify with (e.g. a Cisgender gay man may identify as an ally to transgender individuals).

**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.

**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. A person may choose to use their deadname in certain situations. This does not give permission for others to use their deadname.

**Transphobia:** refers to negative beliefs, prejudices and stereotypes that exist about transgender/trans and gender diverse people. You may have heard transphobic language like 'tranny' 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.

## 16. Definitions

Term	Definition
Australian Basketball Organisation	<ul style="list-style-type: none"><li>• Member Associations, being the governing body of basketball in each Australian State and Territory known as Basketball ACT, Basketball New South Wales, Basketball NT, Basketball Queensland, Basketball SA, Basketball Tasmania, Basketball Victoria, and Basketball WA;</li><li>• Affiliated Associations, being those regional or metropolitan Basketball associations which are members of, or affiliated to, a Member Association;</li><li>• Affiliated Clubs, being those Basketball clubs which are a member of or affiliated to a Regional Association and/or Member Association.</li></ul>
Basketball Australia Assessment Panel	the panel appointed by Basketball Australia and its Constituent Association Members to assess eligibility and safety matters arising under this policy from time-to-time
Community Basketball	any basketball competitions or activities affiliated with an Australian Basketball Organisation that are not Elite basketball competitions or activities.

Elite Basketball	as defined in the <i>Transgender Eligibility Policy for Elite Basketball</i>
Event	a one-off Competition, or series of individual Competitions conducted by Basketball Australia or an Australian Basketball Organisation (for example international matches, national championships, or domestic leagues)
Member	a member of Basketball Australia admitted in any category of membership in accordance with clause 5 of the Basketball Australia Constitution
Participant	Athletes, Athlete and Team Support Personnel, Administrators and Officials participating in or engaged with the delivery of Competitions and Events, Directors, Employees and Volunteers