

AUSTRALIAN FOOTBALL LEAGUE

GENDER DIVERSITY POLICY

COMPANION GUIDE

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**GENDER
DIVERSITY
POLICIES**
COMPANION GUIDE

CONTENTS

Gender Diversity in Our Sport	2
Busting Common Myths	4
For Supporters and Fans	6
For Players and Teammates	9
For Coaches & Supporting Roles	11
For Leagues & Clubs	14
- Clubs & Teams	16
- Leagues	18
- Umpires/Match Officials	20
Learn More	
- Key Terms	22
- Support Services	24
- Resources	25

GENDER DIVERSITY IN OUR SPORT

The AFL is committed to inclusion and providing all people with an **opportunity to participate** in community Australian Football competitions.

The *Gender Diversity Policy – Community Football* confirms that transgender people are generally eligible to participate in community football competitions that are consistent with their gender identity and non-binary persons may play in the community football competition of their choice. This companion document is subject to the AFL's *Gender Diversity Policy – Community Football*, which sets out further detail in relation to eligibility.

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

Existing AFL policies such as the *Rules of the Game, the Respect and Responsibility Policy, and the Vilification Policy* already provide protections against discrimination and for managing complaints for all involved in AFL, including gender diverse people.

The *Gender Diversity Policy – Community Football* makes clear the framework for participation for gender diverse individuals.

BACKGROUND

Sports, including AFL, 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 football, where all people feel welcome.

AFL recognises that many Australian Football clubs within the community around the country are already inclusive of all sorts of diversity, including gender diverse people. The publication of the *Gender Diversity Policies* and these support guides further strengthens AFL'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.

The AFL is committed to an inclusive culture and encouraging the participation of gender diverse people at all ages, levels and all roles within the game, including players, supporters, umpires, coaches and other team and league officials.

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 players are a safety risk on the field.

The AFL recognises that gender diverse players have participated in community football competitions for several years without significant safety concerns arising. Australian Football has a proud history of being a sport where people of all shapes and sizes have excelled at different facets of the game. In any event, the Gender Diversity Policies set out a process for dealing with safety concerns that may arise.

MYTH 2 Transgender women players will dominate cisgender women players because of testosterone.

Sporting ability is more than just hormones. Like other players, gender diverse players 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 Australian Football.

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 3 Transgender or non-binary players must disclose their gender identity to teams and clubs.

Players 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 football competition that is consistent with that person's gender identity, or for a non-binary person, in the community football competition in which they choose to play.

FAIRNESS IN COMMUNITY FOOTBALL

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

Australian Football values sporting qualities such as speed, agility, endurance, ball-handling and game-play skills. In addition to natural-born talent, the social climate, opportunities to play and practice, and access to facilities, coaching and nutrition means there is a wide variety of athletic talent across AFL.

As not all players are 'equal' in all aspects of performance, there are a variety of levels of participation in community football so that as many people as possible can play and enjoy the game.

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”

SUPPORTERS AND FANS

Everyone, no matter the role they have in footy, 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 Club, League and AFL 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 - [show support or 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](#)



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



“Include gender-diverse teammates in team-bonding and social activities.”

PLAYERS AND TEAMMATES

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

- ❑ Ensure your on-field conduct is within the rules, regardless of who your opposition is.
- ❑ Ensure your off-field conduct is in line with your Club, League and AFL policies and codes, including the AFL's *Respect and Responsibility Policy*, and the *Vilification Policy*.
- ❑ Get to know the *Gender Diversity Policy – Community Football* (and other relevant documents like codes of conduct and complaints handling procedures).
- ❑ If you are a gender diverse person who aspires to compete in elite football competitions, you should familiarise yourself with the requirements in the *Gender Diversity Policy – Elite Football* to ensure that you comply prior to applying to compete in elite football competition.
- ❑ Take advantage of opportunities provided by your Club, the AFL 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 rules of the game, vilification, harassment and sledging based upon gender identity are unacceptable. If you hear or see behaviours like this during games, from anyone including players, 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).

All players have strengths – use these to develop your team's game-play and strategy to compete on-field. Refusing to play against a team with a (suspected) gender diverse player runs against the AFL's principles of inclusion as set out in the *Gender Diversity Policy – Community Football* and is also discriminatory. This will not be tolerated by the AFL.

If you have safety concerns about the participation of any player, including a player who may be transgender or non-binary, these should be raised within the League, and then referred to your applicable State Body who must then escalate the concerns to the AFL 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 the AFL.

For more information for players and teammates visit the following links:

[Transgender footballer Lucy Finaly on joy and acceptance in local women's league](#)

[Meet the athletes turned cabbies changing minds about trans people in outback Australia](#)



COACHES & SUPPORTING ROLES



As a coach, trainer, club official or team manager you already help implement many of AFL's policies.

You are the first-line of enforcement for standards of on- and off-field 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.

The AFL's *Respect and Responsibility Policy* and *Vilification Policy* already extend 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 play against a team with a (suspected) gender diverse player runs against the AFL's principles of inclusion and is also discriminatory. This will not be tolerated by the AFL.

If legitimate safety concerns about the participation of any player, including a player who may be transgender or non-binary, are expressed, these should be raised within the League, and then referred to your applicable State Body who must then escalate the concerns to the AFL. 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 the AFL.

COACHES AND TRAINERS

Australian Football is a team sport and while a single player may be influential, it takes a team to win.

- Use your coaching skills to guide and direct your players to take advantage of their strengths in an appropriate way and within the rules.
- Consider discussing your game-day options and plans with your team in advance of the game or in locations other than changerooms.
- Use appropriate and inclusive language, such as
 - ♦ *player, opponent, a back, a centre, a forward* rather than *this bloke, pick up your man, woman, guy*
 - ♦ *team, crew* or *everyone* rather than *boys or girls*
 - ♦ *gender neutral expressions* (use *they/ them* rather than *he/him* or *she/her*)

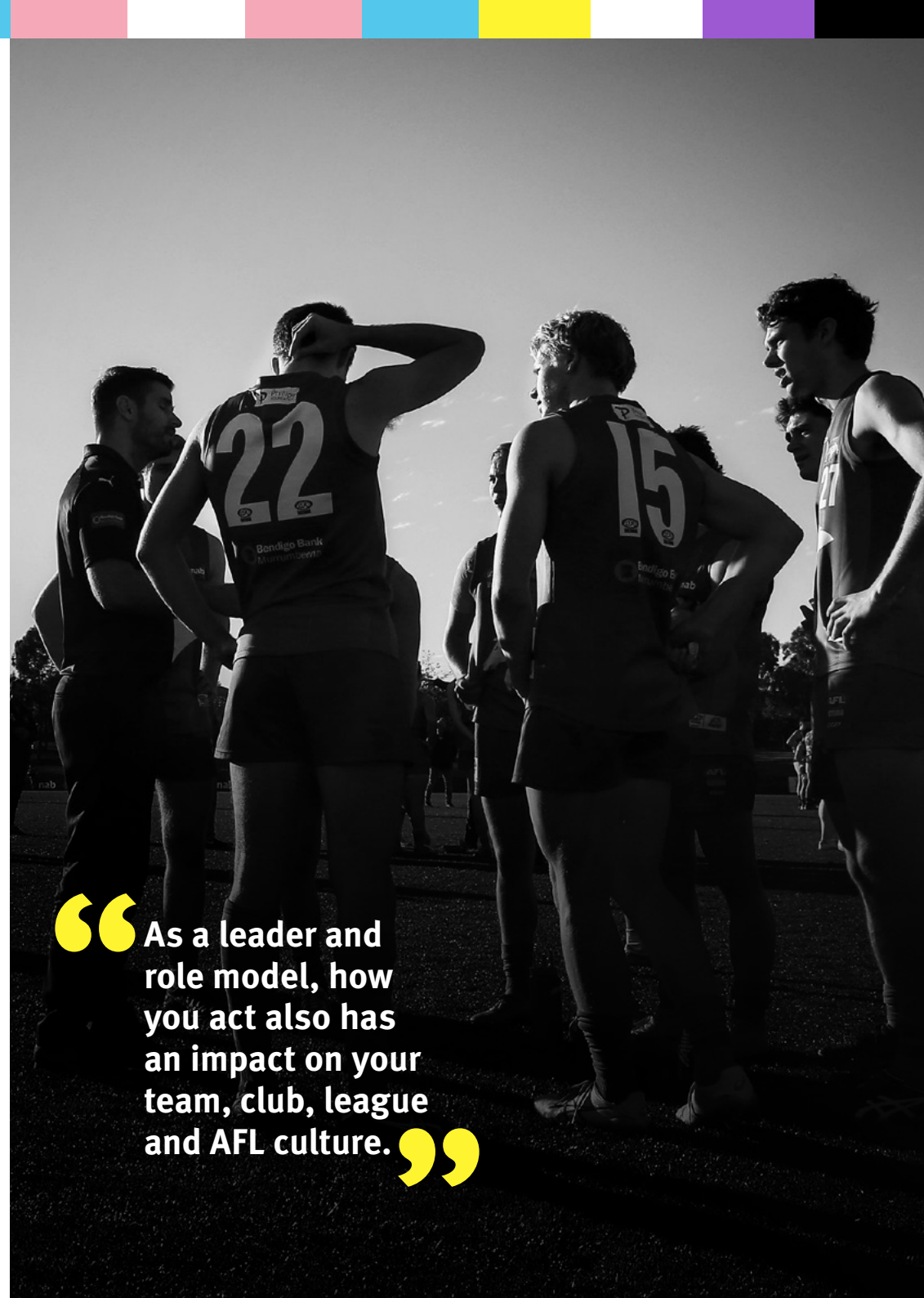
Assess what kind of language you use when providing instructions. If you discover you are using terms that are not inclusive, acknowledge that to the relevant individual (or even the whole team) and commit to doing better. Be self-reflective and seek to improve.

- Be prepared to talk with athletes (or their parents or other coaches) about how AFL and your League and club sees inclusion as a key value in community football. 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 team 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).

TEAM MANAGERS

- Ensure a variety of uniform sizes are available to accommodate a variety of body shapes so that all players can participate in a uniform they feel comfortable in.
- Privacy is important for all players. Ensure appropriate protections for and the confidentiality of private information you have access to.
- You may need to remind players (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 players who prefer to use unisex facilities, discretely (and while protecting the privacy of the individual concerned) ensure that similar facilities are/can be made available at 'away' games.
- 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 League or State Body 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 team, club, league and AFL culture.”

LEAGUES AND CLUBS

League and Club administration

Solid management foundations for Leagues and 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 Leagues or 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 footy culture.

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 (including the AFL) and who can support the player through a process of grievance or complaint sends the message your club/organisation is proactive around inclusion issues.

Managing complaints

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

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:

- ♦ The *Inter/Intra Club Complaint Processes* outlined in the [AFL National Vilification & Discrimination Policy](#) which can be used to respond to issues of inciting hatred, ridicule and discrimination, or harassment of gender diverse people.
- ♦ The *Complaint and Incident Management Protocol* outlined in the [AFL Respect and Responsibility Policy](#) which can be used to manage reported instances of gender-based harassment and violence.

Complaints are always assessed on the merits/facts of each case. However, in community football, 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 League, the matter must be referred to your applicable State Body, who will then escalate the concerns to the AFL for consideration **before the League takes any action**, including restricting a gender diverse person’s participation in a community football competition.

Club and League enquiries about the participation of gender diverse individuals can be directed to their State Body inclusion officer.

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 or League representative to discretely support any such person who is contemplating transitioning (e.g. how to advise others, who will do this, and when).

“The AFL recognises that Leagues and 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

- ❑ Participate in the (free) annual [Australian Pride in Sport Index™](#) - first and only benchmarking instrument specifically designed to assess the inclusion of people with diverse sexualities and genders within Australian sporting organisations.

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. game banners).
- ❑ Ensure the diversity of your club is reflected in images used to promote your club.
- ❑ Link your club website to relevant AFL 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, League and AFL 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 uniform policy to ensure it is inclusive (e.g. has provisions for those who prefer modest clothing, such use of bike shorts or leggings under competition shorts). If you have a dress-code, ensure that its standards are gender-neutral.
- ❑ While the AFL's [National Social Media Engagement Policy](#) already applies across the AFL, be clear on Club processes for managing inappropriate social media posts and comments by members and/or non-members of your club.

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, League, AFL and other organisations.

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 players, 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). The AFL 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.

Support facilities improvements

- ❑ Implement the universal design principles (outlined in the [Female Football Club Guide](#)) with regard to any upgrades to toilet and change room facilities.

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

[AFL advice on club management](#)

[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](#)

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

LEAGUES

Leagues play an important leadership role in creating an inclusive culture because their policies and procedures have a flow-on effect to clubs, teams and participants.

Be guided by best practice and benchmark your inclusivity

- Participate in the (free) annual [Australian Pride in Sport Index™](#) - first and only benchmarking instrument specifically designed to assess the inclusion of people with diverse sexualities and genders within Australian sporting organisations.

Publicly commit to inclusion

- Include a public statement (stand-alone or part of other policies) that explicitly states support for participation of gender-diverse people in the League.
- Link the League website to relevant AFL policies related to diversity, including to gender diversity.
- Use imagery that reflects the diversity of your League currently or increased diversity into the future.

Be proactive with policies and procedures

- Appoint (and train) a designated contact officer (or even a dedicated diversity and inclusion officer) to support clubs and respond to queries related to the participation of gender diverse people in the League in accordance with the *Gender Diversity Policy – Community Football*.
- Ensure League facilities and venues display signage about, or ticketing information refers to, standards of behaviour (including that which will not be tolerated) and avenues for reporting behaviours that do not meet those standards.
- Develop a media/social media policy that clearly states how the league will respond to and manage inappropriate posts/comments (by members and/or non-members) and which constitute harassment and/or vilification (note that AFL's [National Social Media Engagement Policy](#) already applies across AFL).
- Review the League's uniform policy to ensure it is inclusive (e.g. has provisions for those who prefer modest clothing, such use of bike shorts or leggings under competition shorts). If you have a dress-code, ensure that its standards are gender-neutral.

Educate and train League 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 League staff and volunteers on inclusive behaviours and non-discrimination. This may include briefings for match officials and umpires, as well as security guards and other casual employees/volunteers involved in League competition delivery.
- Ensure your League leadership board/committee is trained so that complaints of harassment or discrimination are addressed in a timely manner and in accordance with League rules and the relevant AFL policy (e.g. Respect and Responsibility Policy, Vilification Policy).
- Support talented players (all genders) into elite levels by ensuring they are aware of participation policies and requirements of their chosen AFL pathway.

Consider information collection needs and management

- Review the information that is collected about players, staff, and match 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 such information to ensure that legal obligations are met.

- Where gender information is required on forms, ensure people have the option to select from M (male), F (female) or X (Indeterminate/Intersex/Unspecified). If titles (Mr, Ms etc) are needed, ensure a broad range of options are available. The AFL 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.

Support facilities improvements

- Support your State Body in its lobbying for funding (at local, state and national levels) for new changeroom and toilet facilities, or improvements to existing changeroom and toilet facilities, that are based on principles of universal design.

For more information for leagues visit the following links:

Sport Australia provides [high-level resources](#) to help develop the frameworks which sport needs to support the inclusion of gender diverse people.

[Pride in Sport](#) can assist State sporting associations and clubs with the inclusion of LGBTI employees, players, coaches, volunteers and spectators

UMPIRES AND MATCH OFFICIALS

Umpires and match officials have a **primary responsibility** to enforce on-field rules around physicality, vilification and harassment (e.g. AFL Rule 35). You know to treat all players fairly and how to manage ‘targeting’ of individuals – physically or verbally - by other players.

- ▣ Monitor on-field conduct to ensure it is within the rules. Enforce rules fairly regardless of players’ gender presentation.
- ▣ Ensure dominant sized players, regardless of their gender, are controlled in how they apply their dominant size and their on-field behaviour generally in accordance with the rules.
- ▣ Watch out for poor on-field behaviours like:
 - ◆ Intentional mis-gendering (using wrong pronouns, wrong names)
 - ◆ Targeting of gender diverse players with sledging and/or excessive physical contact
- ▣ Take seriously, respond to and manage appropriately complaints about inappropriate language or behaviour regarding gender diverse players, in line with AFL, State Body or League match policies

“You know to treat all players fairly and how to manage ‘targeting’ of individuals...”

Everyone in the game should feel included and safe. Umpires can manage situations on the field and can ensure they are followed up off the field. If an umpire ever feels unsafe during a match, they can stop the game or remove themselves from the field.



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. 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

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

AFL Policies and Education Resources

1. Central portal for [National AFL Policies](#)
2. Central portal for [Community AFL policies and resources](#)

Specific AFL policies related to gender inclusion:

1. [Gender Diversity Policy – Community Football](#)
2. [Gender Diversity Policy – Elite Football](#)
3. [AFL Rules & AFL Regulations](#)
4. [Respect and Responsibility Policy](#)
5. [National Vilification & Discrimination Policy](#)
6. [Complaint & Investigation Guidelines](#)
7. [National Social Media Engagement Policy](#)
8. [National Female Community Football Guidelines](#)

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. [Victorian Equal Opportunity and Human Rights Commission: Guidelines Trans and gender diverse inclusion in sport](#). The Basics, Guidelines, scenarios, policy template for complying with the Equal Opportunity Act 2010 (2017)

4. [ACT Human Rights Commission: Everyone Can Play](#). Guidelines for local clubs on best practice for inclusion of transgender and intersex participants (2017)
5. [SportAus: Trans and Gender Diverse Inclusion](#). National all-sports portal with downloadable posters.
6. [Play by The Rules: Inclusion and Diversity](#). Information, videos and templates for clubs and individuals.
7. [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)



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COMPANION GUIDE