
Subject: RE: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

From: Andrea Blackshaw
Sent: Friday, 15 May 2015 10:01 a.m.
To: Michael Woodside
Subject: RE: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

Am speaking with NZRU later today – I will progress and get back to you.
AB

From: Michael Woodside
Sent: Friday, 15 May 2015 9:11 a.m.
To: Andrea Blackshaw
Subject: Fwd: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

Will you chat to Pete about this? I have just landed but will have a gap around midday if you want me to pick it up.

Sent from my iPhone

Begin forwarded message:

From: Peter Miskimmin <Peter.Miskimmin@sportnz.org.nz>
Date: 15 May 2015 8:12:24 am NZST
To: Michael Woodside <michael.woodside@sportnz.org.nz>, Andrea Blackshaw <Andrea.Blackshaw@sportnz.org.nz>
Subject: Fwd: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

FYI.....

We may need to discuss this. Cheers P

Sent from my iPhone

Begin forwarded message:

From: David Rutherford <davidr@hrc.co.nz>
Date: 14 May 2015 17:52:45 NZST
To: "peter.miskimmin@sportnz.org.nz" <peter.miskimmin@sportnz.org.nz>
Subject: RE: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

Hi Peter,

I hope you are either at home or not in Wellington! Just to keep you in the loop. Andy and Hilary confirmed on Tuesday that Football and Netball are in on same basis as Rugby Union. Response was swift. As a result I have reached out to Phil, Jim and David. I will also touch base with the Phoenix.

Jim was at the NRL when they committed to the framework so I have asked for his help so we can understand from that perspective how difficult that what we are

talking about is. The other issue that has predictably arisen is why not an Australasian Framework – similar to what happened in the standards area. This makes sense to the likes of netball, league and rugby. It would also make sense for Basketball with its Australasian league. I am not sure what has happened in Australia about other NSO's but more were meant to be joining.

I will try and call you tomorrow after I get further feedback. There is a real opportunity here for sport to say we get the issue and this is what we are working on so as to get in front of the issue. We do not have to have it sorted tomorrow we just need a plan to sort it and the commitment to do so. I have no doubt on the commitment front but we need a plan that works.

I will be in touch.

Regards

David Rutherford

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"Liberty lies in the hearts of men and women; when it dies there, no constitution, no law, no court can save it; no constitution, no law, no court can even do much to help it. The spirit of liberty is the spirit which is not too sure that it is right; the spirit of liberty is the spirit which seeks to understand the minds of other men and women; the spirit of liberty is the spirit which weighs their interests alongside its own without bias." Justice Learned Hand, "The Spirit of Liberty", New York, 1944

From: David Rutherford

Sent: Monday, 11 May 2015 9:15 p.m.

To: 'peter.miskimmin@sportnz.org.nz'

Subject: FW: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

Dear Peter,

Further to our telephone conversation today. Here is [name] response. I will talk to [name] tomorrow. I was coaching rugby at HIBS this afternoon!!

I will reach out to the other CE's I know well after I have spoken with Nick. Having seen their response on Run Like a Girl I am hopeful of a good response.

I will be fronting the release of the new anti-bullying guidelines next week by the BPAG – as I mentioned they will have a focus on homophobic bullying in schools.

Regards

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From: [name] [mailto:[name]@nzrugby.co.nz]
Sent: Monday, 11 May 2015 5:18 p.m.
To: David Rutherford
Cc: [name]; [name]; [name]
Subject: Re: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

Hi mate.

I have copied [name] in as I understand he was going to talk to you today.

On first look we will be supportive of the outlined initiatives but all needs to be worked into existing work programs and resources.

[name]

On 11/05/2015, at 00:22, David Rutherford <davidr@hrc.co.nz> wrote:

Dear [name],

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1. Start early with schools; coaches and parents need to take homophobia and bullying seriously in sporting environments.
2. National sporting organisations need to adopt and promote clear anti homophobia and LGB inclusion policies professional and amateur players.
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<http://binghamcup.com/wp-content/uploads/2014/04/Anti-homophobia-framework-low-res.pdf>

The Australian Sports Commission was also central to this work. Sport NZ could play a similar role here. The AHRC was also involved and we could be here as well.

I have no doubt that we could get all the major NZ codes to agree a similar framework in New Zealand. For all I know you all may be working on it. I am happy to reach out to each of the Chief Executives of Sport New Zealand, Cricket, League, Netball and Football but if you already have something collectively underway there is no need to.

I do think it is in everyone's interest to take a lead on the issue and from what I know of the CEO's involved I would expect strong support from each of them.

The third recommendation is for professional players to decide to do. I do not know about other sports but there is a paradox in rugby. In rugby's most successful National Team - the Black Ferns - players and leaders in the team have been out and proud since before 2000. There was no apparent issue in the game with that. Rugby referees (and people in management roles who were

referees) for well over a decade. Yet I am not aware of any professional rugby union player coming out and only one professional rugby league player. I have also been close enough to junior and club rugby for the last decade to know there are issues that need to be addressed.

I look forward to hearing from you.

Regards

David Rutherford

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[name]

[title]

+[number] | +[number]

[name]@nzrugby.co.nz

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Subject: RE: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

From: Peter Miskimmin
Sent: Monday, 11 May 2015 10:01 p.m.
To: Andrea Blackshaw; Michael Woodside
Subject: FW: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

We all need to hold hands here....Things are moving.
Talk tomorrow
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From: David Rutherford [mailto:davidr@hrc.co.nz]
Sent: Monday, 11 May 2015 9:15 p.m.
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NEW ZEALAND
RUFGBY

[name]

[title]

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Subject: RE: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

From: Michael Woodside
Sent: Tuesday, 12 May 2015 8:15 a.m.
To: Andrea Blackshaw
Cc: Laurie Edwards
Subject: RE: Out of the Field Report / Australian Anti-Homophobia and Inclusion Framework for Australian Sport

In case this is raised at SLT today, my question here would be what is the size and scope and what is our role?

Part 2 in the e-mail to [name] is basically a replication of what we have done with match-fixing - although not quite as complicated it is still a big job involving a whole bunch of people across the organisation. Does Geoff have a view on how important this is to achieving his outcomes? Will need to brief the board, Minister and then engage across government and across the sector.

Michael

Michael Woodside || Manager Policy || Public Affairs
DDI: +[number] Ext. [number] || Mob +[number]
[@SportNZ](#) || [@HPSportNZ](#) || [facebook.com/hpsnz](#) || [facebook.com/SportNZ](#)

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Phone: +64 4 472 8058 Fax: +64 4 471 0813
[www.sportnz.org.nz](#) New Zealand Government



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From: [name] [mailto:[name]@nzrugby.co.nz]

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Cc: [name]; [name]; [name]

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Subject: RE: Out In The Fields - homophobia in sport report

From: Andrea Blackshaw
Sent: Sunday, 10 May 2015 1:18 p.m.
To: Laurie Edwards; Michael Woodside
Subject: FW: Out In The Fields - homophobia in sport report

FYI – Sunday Star Times has a story today. Mostly about rugby, but we could be contacted also.
AB

From: [name] [mailto:[name]@nzrugby.co.nz]
Sent: Saturday, 9 May 2015 11:31 a.m.
To: Andrea Blackshaw
Cc: [name]
Subject: Fwd: Out In The Fields - homophobia in sport report

Andrea, I'll give you a call regarding this later.

Cheers

[name]

Begin forwarded message:

From: [name] <[name]@nzrugby.co.nz>
Date: 9 May 2015 11:24:59 am NZST
To: [name] <[name]@nzrugby.co.nz>
Cc: [name] <[name]@nzrugby.co.nz>
Subject: FW: Out In The Fields - homophobia in sport report

[name]

[withheld under section 9(2)(b)(ii) of the Official Information Act 1982 as making this information available would be likely to unreasonably prejudice the commercial position of the person who supplied the information]

[name]

New Zealand Rugby has a vision statement of rugby inspiring and unifying all New Zealanders. That means we support and promote rugby as a game to be played and enjoyed by all New Zealanders regardless of race, creed, or sexual orientation. We wouldn't tolerate any discrimination in this regard.

We also are backing the recently signed memorandum of understanding between World Rugby and International Gay Rugby and are now looking at how we can support it as part of our overall approach to diversity within the game.

The Applaud programme, launched two years ago, is specifically focused on promoting positive behaviour on the sideline of matches and features a number of All Blacks.

[name]

[title]
New Zealand Rugby

From: [name] [mailto:[name]@tvnz.co.nz]
Sent: Saturday, 9 May 2015 11:20 a.m.
To: [name]
Subject: RE: Out In The Fields - homophobia in sport report

Actually [name] this may be more helpful

See below

Cheers

[name]

New Zealand Gay Athletes the most likely to hide their Sexuality: World First Study

- 88% of gay youth and 76% of lesbian youth in New Zealand said they kept their sexuality from teammates
- 71% believe youth team sports are not supportive or safe for lesbian, gay or bisexual people
- 78% reported witnessing or experiencing homophobia in sport, including straight participants

UNDER EMBARGO UNTIL 10 May, 12:01am, Auckland

The world's first international study on homophobia in sport has found gay men in New Zealand were the most likely to play team sports in their youth and more likely than gay men in any other country to play rugby union (30%). However, Kiwi gay men were also the most likely to keep their sexuality secret in both youth and adult sports with many saying they feared bullying from teammates and discrimination from coaches and officials. The study's findings have prompted calls for a zero tolerance approach towards discrimination and for the All Blacks and New Zealand Rugby to provide leadership on the issue.

The "Out on the Fields" study is backed by seven international experts from six universities and it is the largest ever conducted on homophobia in sport. Nearly 9500 participants of all sexualities took part including 631 gay, lesbian, bisexual and straight Kiwis (155 were straight). It's believed to be the first time this issue has been studied in New Zealand. The study focused on issues of sexuality in team sports and compared the six major English speaking countries. The actual research was done by Repucom (pro bono) but was initiated by the 2014 Sydney Bingham Cup (world cup of gay rugby) in partnership with other LGBTI groups including the Federation of Gay Games.

Overall the study found Kiwi gay and bisexual men were more likely to experience discrimination and hide their sexuality than gay and bisexual women. The study also highlighted particular problems in team sports and school physical education classes. While gay men in New Zealand were the most likely to participate in youth team sports, this participation dropped much more dramatically than in most other countries when they became adults (78% participated as youth vs. 40% as adults). Many gay men cited negative experiences in PE class (1 in 3) and fears of discrimination (1 in 4) as reasons. Meanwhile, more than half (58%) of all participants believed

team sports is more homophobic than the rest of New Zealand society, while gay men were much more likely to believe this (69%) than anyone else.

Olympic speed skater Blake Skjellerup is one of just a few openly gay professional athletes from New Zealand. He said, "I love sport but I stopped playing rugby when I was 10 years old because of the constant homophobic bullying. I found it was much easier to come out and be myself in an individual sport because I wasn't afraid of letting anyone down when the only person I was representing was myself."

Skjellerup continues, "We know youth suicide in New Zealand is high and we also know there are much higher rates of suicide among gay youth because of homophobia. I think this study clearly shows that homophobia in sport needs to be taken much more seriously in New Zealand. I think the All Blacks and New Zealand Rugby could play a very powerful leadership role by supporting and helping gay kids struggling with their sexuality. We can look across the pond for inspiration and at the leadership by Australian Rugby and superstar athletes like David Pocock. Rugby organisations in New Zealand could play such a strong role in leading change to sporting culture."

Former NPC rugby player Ryan Sanders agrees with Skjellerup that the All Blacks and New Zealand Rugby could play a leadership role in the same way as Australian Rugby. A commitment from Australian Rugby Union CEO Bill Pulver to tackle homophobia led to every major Australian sport doing the same at a joint press conference in April 2014.

Sanders, who also played semi-professionally in Scotland, didn't feel safe coming out of the closet until he retired from rugby in 2004. "I knew I was gay in pre-school but I became very good at leading a double life and hiding my sexuality. It's a bit depressing to see the study has found so many gay men in New Zealand still feel the need to do the same while playing rugby and other sports. The biggest problem I think is the language, I used to hear the word fag all the time and it sent me a strong message that coming out was not an option, it was very stifling."

Sanders believes a lot of the fear of rejection might have been in his own head, reinforced by the homophobic behaviour. Homophobic language was the most common form of discrimination reported by participants in the study. "When I came out of the closet to my teammates after I retired we all just had a big laugh and moved on from the topic within 10 minutes. It wasn't the big issue I thought it would be, but I was also a lot older. I'm not sure they would have reacted the same way if I had come out as a teenager but looking back I wish I had the courage to be open as it could have helped others," said Sanders who started Haka Tours after leaving rugby and was named the 2010 Young Entrepreneur of the Year.

Dr. Caroline Symons, from Melbourne's Victoria University, was one of seven international experts who sat on the study's review panel. Among other things, the panel assisted with the study design, data collection methods and reviewed the final report. "Some LGB people can thrive in sport, but many others feel compelled to remain closeted to keep playing the sport they love, monitoring every word they say, to ensure they keep up the appearance of being heterosexual which is seen as the 'normal' way to behave. All this effort to hide their identity can distract from enjoying their sport and improving their performance. LGB athletes need to be supported by officials, coaches, teachers and also fans in order to feel safe to come out of the closet," said Dr. Symons.

Dr. Grant O'Sullivan, also from Melbourne's Victoria University, was another expert on the study's review panel. He is also a former gay athlete. "The casual homophobic language such as jokes heard on the playing fields, in the locker rooms, in the stands and in the media can send the message that LGB people are not welcome in sport. Often this language is not meant to be hurtful but can be very damaging when heard by those struggling with their sexuality. Even more concerning is that these early negative experiences in school sport and PE can lead to LGB people avoiding sport for the rest of their lives and missing out on all the physical, mental and social benefits that can come from being active and part of a team. I think that PE teachers, in particular, need to be trained on ways to support and also protect LGB students because often the teachers aren't sure of how to deal with bullying or they may worry about complaints from parents if they talk to students about homosexuality," said Dr. O'Sullivan.

Key Findings

- 88% of gay and 76% of lesbian said they kept their sexuality secret from all or some of their team while playing **youth sport** (gay men higher than any other country)

- 61% of gay and 27% of lesbians said they kept their sexuality secret from all or some of their team while playing **adult sport** (gay men higher than any other country while lesbians are lowest)

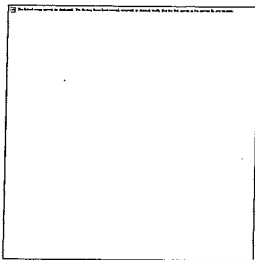
- Only 1% of Kiwi participants (all sexualities) thought lesbian, gay and bisexual people were 'completely accepted' in sporting culture while 76% thought they were 'not at all accepted' or 'only accepted a little' or only 'moderately accepted'

- 78% of participants witnessed or experienced homophobia in sport

- More than half (55%) of gay men, nearly half (45%) of lesbians and 27% of straight men said they had personally experienced homophobia, with slurs such as 'faggot' or 'dyke' being the most commonly reported

About the study

Out on the Fields is the first international study and largest conducted on homophobia in sport. The study focused on issues of sexuality which is why LGB is used rather than LGBTI or LGBTQ. It also focused on team sports and the English speaking countries (USA, UK, Ireland, Canada, New Zealand and Australia). Global sports market research firm Repucom conducted the research (pro bono), while the study was initiated by organisers of Bingham Cup Sydney 2014 (the world cup of gay rugby) in partnership with a coalition of sports organisations, including the Federation of Gay Games, You Can Play, International Gay Rugby and the Australian Sports Commission. The study methodology and results were reviewed by a panel of seven academics from six universities including Victoria University (Australia), Penn State University, University of Massachusetts (USA); Brunel University London (UK); University of Winnipeg and Laval University (Canada). Data was collected through an anonymous 10-15 minute online survey which included multiple choice questions and an option to submit more lengthy details of personal experiences. It was promoted through social and traditional media and by sporting organisations, professional athletes, corporations and government. Around 25% of participants were heterosexual.



[name]

[title] | News and Current Affairs

D. +[number] M. +[number] W. tvnz.co.nz



From: [name] [mailto:[name]@nznzrugby.co.nz]

Sent: Saturday, 9 May 2015 11:13 a.m.

To: [name]

Subject: RE: Out In The Fields - homophobia in sport report

Is there a specific rugby angle here?

From: [name] [mailto:[name]@tvnz.co.nz]

Sent: Saturday, 9 May 2015 10:46 a.m.

To: [name]

Subject: FW: Out In The Fields - homophobia in sport report

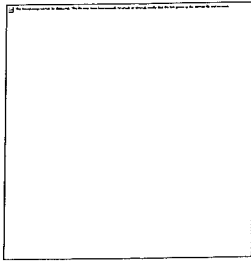
Hey [name]

Here are the basic results.

I look forward to getting your statement

Cheers

[name]



[name]

[title] | News and Current Affairs

D. +[number] M. +[number] W. tvnz.co.nz



[name]

[title]

+[number] | +[number]

[\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz)

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Subject:

RE: Invitation to attend Diversity Forum: 22 June 2015

From: [name] [mailto:[name]@nzrugby.co.nz]

Sent: Tuesday, 26 May 2015 12:26 p.m.

To: [name]; [name]@parliament.govt.nz; Andrea Blackshaw; Michael Woodside; [name]@gmail.com; [name]@vuw.ac.nz; [name]@nzsports.govt.nz; [name]@nzdf.mil.nz; [name]@hrc.co.nz; [name]@netball.co.nz; [name]@netball.co.nz; [name]@nzrl.co.nz; [name]@nzcricket.org.nz

Cc: [name]; [name]

Subject: RE: Invitation to attend Diversity Forum: 22 June 2015

Excellent thanks [name]

From: [name] [mailto:[name]@rainbowtick.co.nz]

Sent: Tuesday, 26 May 2015 10:05 a.m.

To: [name]; [name]@parliament.govt.nz; Andrea.Blackshaw@sportnz.org.nz; michael.woodside@sportnz.org.nz; [name]@gmail.com; [name]@vuw.ac.nz; [name]@nzsports.govt.nz; [name]@nzdf.mil.nz; [name]@hrc.co.nz; [name]@netball.co.nz; [name]@netball.co.nz; [name]@nzrl.co.nz; [name]@nzcricket.org.nz

Cc: [name]; [name]

Subject: RE: Invitation to attend Diversity Forum: 22 June 2015

Hi [name], very happy to attend, see you all there.

[name] | [title] | The Rainbow Tick

Level 1, 300 Great South Rd, Greenlane | PO Box 11972, Ellerslie

Ph: [number] | M:[number] | Fax: [number] | Skype: [address]

www.rainbowtick.co.nz



From: [name] [mailto:[name]@nzrugby.co.nz]

Sent: Friday, 22 May 2015 4:01 p.m.

To: [name]@parliament.govt.nz; Andrea.Blackshaw@sportnz.org.nz; michael.woodside@sportnz.org.nz; [name]@gmail.com; [name]@vuw.ac.nz; [name]@nzsports.govt.nz; [name]@nzdf.mil.nz; [name]; [name]@hrc.co.nz; [name]@netball.co.nz; [name]@netball.co.nz; [name]@nzrl.co.nz; [name]@nzcricket.org.nz

Cc: [name]; [name]; [name]

Subject: Invitation to attend Diversity Forum: 22 June 2015

Hi all,

We would like to invite you to attend a workshop to consider a draft proposal for a New Zealand Rugby framework and action plan for Inclusion within the game, with a specific focus on homophobia. We are conscious that this is also an area of focus for other NSOs and one that we're happy to collaborate on.

WHEN: 1pm - 3pm, Monday, 22 June

WHERE: New Zealand Rugby, 100 Molesworth Street, Wellington

The purpose of the session is to consider the findings of the recently released report 'Out In The Fields - homophobia in sport', hear about some diversity and inclusion initiatives in New Zealand and overseas, review and workshop a draft approach from NZR and discuss next steps.

NZR is proud to promote rugby as a sport to be enjoyed by all Kiwis regardless of race, creed, gender or sexual orientation and we are supportive of the agreement recently signed between World Rugby and International Gay Rugby World Rugby which recognises and respects the right of any player, official and spectator to be involved with rugby without discrimination on the grounds of sexual orientation or identification and the common goal of inclusion and the elimination of homophobia in rugby.

We see this forum as being an important part in developing an agreed policy which will ensure rugby plays a positive role in eliminating discrimination of any form from our game and encourages the Lesbian, Gay, Bisexual and Transgender (LGBT) community to participate and enjoy rugby, whether it's as a participant or a fan.

Unfortunately I am overseas until mid-July, however rather than put this session on until then, our [title] [name] will lead the meeting.

If you could email [name] at [\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz) to RSVP at your earliest convenience that would be great, and thanks in advance for contributing to our approach.

Kind regards

[name]

[title]

New Zealand Rugby



[name]

[title]

+[number] | +[number]

[\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz)

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From: Andrea Blackshaw
Sent: Friday, 26 June 2015 7:42 a.m.
To: Michael Woodside
Subject: FW: Sport NZ - Integrity Framework and Homophobia in Sport

From: Louisa Wall [mailto:Louisa.Wall@parliament.govt.nz]
Sent: Friday, 26 June 2015 6:02 a.m.
To: Andrea Blackshaw; Peter.Miskimmin
Cc: Jan Logie; Jessie Dennis
Subject: Sport NZ - Integrity Framework and Homophobia in Sport

Kia Ora koutou,

It was good to see you tonight Peter at the Road to Rio Cocktail event for Paralympians.

Thank you for agreeing to come and meet with our cross-party Rainbow Parliamentary Network to talk about Sport NZ's "Integrity Framework" and where homophobia in sport might fit. I've cc in our network convener Jan Logie to confirm a time for us to meet.

It was good to join Andrea at the NZ Rugby "Inclusion Framework" workshop and to hear about the work within Sport NZ to ensure we protect the "value" of sport to New Zealanders.

I too believe it is the right of every child to play sport, to play rugby, to play netball, to play any and all sports regardless of who you are and where you are born.

I shared at the Northland Sports awards last year that I had once thought that I became a Silver Fern because I played netball. I now know that I became a Silver Fern because I could play netball. And that's the role of Sport NZ and our NSOs - to make sure that all our children particularly can play the diversity of sport that is available.

All sports. All New Zealanders. No exceptions.

See you soon.

Louisa

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Subject:

RE: Aus sports pledge to tackle homophobia

From: Andrea Blackshaw
Sent: Thursday, 10 April 2014 8:02 a.m.
To: Michael Woodside; Laurie Edwards
Subject: RE: Aus sports pledge to tackle homophobia

[redacted as out of scope]

I think the answer here is that we respond in a way that is appropriate for our environment – in Australia they have had more of a problem with homophobia (and racism, and sexism ..) so they have taken a strong stand. We would leave it to sports to do what they think is right in terms of how much of a problem it is. If it became a bigger problem, we might look at it. Might be worth drafting a reactive key message and circulating.
AB

From: Michael Woodside
Sent: Wednesday, 9 April 2014 5:05 p.m.
To: Laurie Edwards; Andrea Blackshaw
Subject: RE: Aus sports pledge to tackle homophobia

Unless specifically asked for advice I don't see this as something that we should proactively get involved with. Sounds like Rugby will take a position on it, which is probably related to the attached that we put in the fortnightly update in September last year:

NZRU Inclusion Project

1. The NZ Rugby Union has advised that they are considering developing a charter around preventing discrimination on the basis of sexuality. This approach would align them with the Australian Rugby Union, who announced in August their intention to release an Inclusion Policy, aimed at stamping out discrimination and homophobia, to coincide with the launch of the 2014 Bingham Cup - also known as the "gay Rugby World Cup". The NZRU are looking to develop their charter for implementation in early 2014.

Senior Leadership Team contact: Andrea Blackshaw [phone number redacted]

Cheers,
Michael

From: Laurie Edwards
Sent: Wednesday, 9 April 2014 4:44 p.m.
To: Andrea Blackshaw; Michael Woodside
Subject: FW: Aus sports pledge to tackle homophobia

Hi – see email trail below.

Do we want to get any more involved?

We've already played a role through me connecting the NSOs but do we want to provide advice etc?

Laurie

From: [name] [[@nzcricket.org.nz](mailto:[name]@nzcricket.org.nz)]
Sent: Wednesday, 9 April 2014 4:10 p.m.
To: [name]
Cc: [name]; NZF Media; Laurie Edwards; [name]; andrea.blackshaw@sportnz.co.nz; [name]
Subject: Re: Aus sports pledge to tackle homophobia

Thanks everyone. Yes we received it earlier and was giving it some thought.

Was possibly considering tying it in with our broader programme (with the ICC) against racial abuse - saying we could look at widening it to include all discrimination.

Cheers, [name]

Sent from my iPhone

On 9/04/2014, at 3:48 pm, [name] <[\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz)> wrote:

We are working on a wee response which underlines the fact that we are thinking of a diversity policy of some sorts and have been in discussions in various folk about this. Awaiting approval and will keep u all posted.

[name]

From: [name] [[mailto:\[name\]@nzrl.co.nz](mailto:[name]@nzrl.co.nz)]
Sent: Wednesday, 9 April 2014 3:46 p.m.
To: NZF Media; Laurie Edwards
Cc: [name]; [name] ([\[name\]@nzcricket.org.nz](mailto:[name]@nzcricket.org.nz)); [name]; andrea.blackshaw@sportnz.co.nz; [name]
Subject: RE: Aus sports pledge to tackle homophobia

I wonder whether the key to this is whether our organisations have something their constitutions or strategic plans about equal opportunity, which would seem to cover all manner of issues. Having gone through the strategic plan exercise recently – we in the process of launching it now – I know we don't have anything specific in there, but it might be a matter of tweaking the constitution at our AGM in a couple of months.

Again, this isn't an issue that has really raised its head in league and I wonder what motivated the Aussies to do something now. Might make some enquiries.

[name]

[name]
[title]
New Zealand Rugby League
DDI: [phone number]
Mobile: [phone number]

<image001.png>

From: NZF Media [<mailto:media@nzfootball.co.nz>]
Sent: Wednesday, 9 April 2014 2:54 p.m.
To: Laurie Edwards
Cc: [name]; [name]; [name] ([\[name\]@nzcricket.org.nz](mailto:[name]@nzcricket.org.nz)); [name]; andrea.blackshaw@sportnz.co.nz; [name]
Subject: Re: Aus sports pledge to tackle homophobia

Hi Laurie,

Yes I received this morning.

I replied and said I would circulate within NZF and raise with Sport NZ.

Cheers,
[name]

Sent from my iPhone

On 9/04/2014, at 2:51 pm, "Laurie Edwards" <Laurie.Edwards@sportnz.org.nz> wrote:

Hi [name]

No, we haven't heard anything on this one.

[name] and [name] – have you guys had this one? Cricket and football are mentioned in the original article.

Cheers

Laurie

Laurie Edwards || Manager || Marketing and Communications
Ex.[number] || Mob. [number]
<image003.png>

From: [name] [[mailto:\[name\]@nzrl.co.nz](mailto:[name]@nzrl.co.nz)]

Sent: Wednesday, 9 April 2014 12:20 p.m.

To: [name]; Laurie.Edwards@sportnz.org.nz; andrea.blackshaw@sportnz.co.nz

Subject: FW: Aus sports pledge to tackle homophobia

Hi people

Anyone else received this email?

Cheers
[name]

[name]
[title]
New Zealand Rugby League
DDI: [number]
Mobile: [number]

<image001.png>

From: [name]

Sent: Wednesday, 9 April 2014 12:11 p.m.

To: [name]

Subject: FW: Aus sports pledge to tackle homophobia

From: [name] [mailto:[name]@gaynz.com]
Sent: Wednesday, 9 April 2014 12:08 p.m.
To: ;
Subject: Aus sports pledge to tackle homophobia

Hi there,

I am checking in with our key NZ sporting codes to see whether New Zealand might consider doing the same, following the challenge from Australia?

http://www.gaynz.com/articles/publish/3/article_14894.php

Or if any of you already have initiatives in place, I'd love to hear about them!

Regards,

[name]
GayNZ.com
[position]
[number]

<image002.jpg>

This email is free from viruses and malware because avast! Antivirus protection is active.



[name]
[title]
[number] | [number]
[name]@nzrugby.co.nz
allblacks.com | nzrugby.co.nz | facebook.com/allblacks | twitter.com/allblacks

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2.40pm – Group discussion on next steps over afternoon tea

3pm – Close

If you have any questions or considerations, please don't hesitate to let me know, otherwise we look forward to seeing you tomorrow.

Kindest regards

[name]



[name]

[name]

+[number] | +[number]

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Subject: RE: Diversity panel/media enquiry

From: [name] [mailto:[name]@nzrugby.co.nz]
Sent: Monday, 24 August 2015 1:24 p.m.
To: Andrea Blackshaw
Subject: FW: Diversity panel/media enquiry

From: [name]
Sent: Friday, 21 August 2015 4:17 p.m.
To: '[name]' <[name]@gmail.com>
Subject: RE: Diversity panel/media enquiry

Hi there, sure. I have involved the Bingham Cup organisers and authors of the Out in the Fields Study, NZDF (who do some great work in the area) and the Human Rights Commission. I also invited Sport New Zealand, NZOC, Football NZ, Netball NZ, Cricket NZ and NZRL to be involved. Additionally, I have met with Australia Rugby, Australia Cricket and AFL to discuss their approach.

Kind regards

From: [name] [mailto:[name]@gmail.com]
Sent: Friday, 21 August 2015 4:11 p.m.
To: [name] <[name]@nzrugby.co.nz>
Subject: Re: Diversity panel/media enquiry

Hi [name],

Thanks heaps for getting back to me on this. The information you've provided will be very useful for the article.

I have included the plans for a diversity framework into my draft article so far but this will definitely help out.

I just have one other question that I hope you'll be able to answer. Would you be able to let me know of some of the people you've been consulting with for the diversity framework?

I have spoken to [name] and [name] of the NZ Falcons, and will be speaking with [title] [name] as well who have indicated they're a part of this.

Is there anyone else or other groups you've been speaking with that I could mention?

Thanks again for the statement so far.

Regards,

[name]

[name]
Wellington NZ
[number]

On Fri, Aug 21, 2015 at 3:58 PM, [name] <[name]@nzrugby.co.nz> wrote:

Hi [name], you can quote [name], [title] at New Zealand Rugby with the below statement.

All the best

[name]

New Zealand Rugby has an overall vision of rugby serving to inspire and unify New Zealanders. That means we support and promote rugby as a game to be played by all New Zealanders regardless of race, creed, or sexual orientation. Our organisation is committed to ensuring rugby is respectful, progressive and inclusive.

We are currently developing a specific diversity framework which will focus on a number of areas. We have coordinated a number of meetings with interested groups, national sporting organisations and Sport New Zealand to agree a collective approach across a number of sports and are confident of ensuring an LGB focus in our work, whether that is to supplement our education programme to players or our sideline behaviour programme Applaud.

We also support the agreement recently signed between World Rugby and International Gay Rugby and we welcome the Out in the Fields research which is already providing valuable input into our own diversity and inclusiveness work currently underway.

From: [name] [mailto:[name]@gmail.com]
Sent: Thursday, 20 August 2015 2:10 p.m.
To: [name] <[name]@nzrugby.co.nz>
Subject: Diversity panel/media enquiry

Hi [name],

I was hoping to get a response about the diversity panel/consultations taking place at the NZRU.

I would really like to include this information in my article and my deadline is due quite soon.

Do you know when you'll have the information?

I look forward to hearing from you.

Regards,

[name]

--
[name]

Wellington NZ

[number]



[name]

[title]

+[number] | +[number]

[name]@nzrugby.co.nz

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Subject: RE: Follow up to diversity and inclusion forum

From: [name] [mailto:[name]@netballnz.co.nz]
Sent: Thursday, 2 July 2015 3:02 p.m.
To: [name]; [name]
Cc: [name]; [name]; [name]; [name]@nzcricket.org.nz; [name]; Andrea Blackshaw; Michael Woodside
Subject: RE: Follow up to diversity and inclusion forum

Sorry I will at U17 National Championships in Mount Manganui on 16,17 July.

[name]
[title]
Netball New Zealand

DDI +[number]
MB +[number]

From: [name] [mailto:[name]@nzrugby.co.nz]
Sent: Thursday, 2 July 2015 12:52 p.m.
To: [name]
Cc: [name]; [name]; [name]; [name]@nzcricket.org.nz; [name]; andrea.blackshaw@sportnz.org.nz; Michael Woodside; [name]
Subject: RE: Follow up to diversity and inclusion forum

16 July will work ok for us. I'll raise it with NZOC and see if they are keen to be involved, although it might be challenging for them as their athletes are only their athletes when they are on NZOC duty.

Cheers

From: [name] [mailto:[name]@nzrl.co.nz]
Sent: Thursday, 2 July 2015 12:44 p.m.
To: [name]; [name]; [name]@nzcricket.org.nz; [name]; andrea.blackshaw@sportnz.org.nz; Michael Woodside; [name]@netballnz.co.nz
Cc: [name]; [name]
Subject: RE: Follow up to diversity and inclusion forum

Guys, July 15 would be difficult for me ... that's the last day of our national performance camp, which is essentially our national age-group trials in Rotorua.

Potentially, the following day is better for me.

Since we're in Parnell, should we include the nzoc in this too?

[name]

[name]
[title]
New Zealand Rugby League
DDI: +[number]

Mobile: +[number]



From: [name] [mailto:[name]@nzrugby.co.nz]

Sent: Thursday, 2 July 2015 12:37 p.m.

To: [name]; [name]@nzcricket.org.nz; [name]; Andrea.Blackshaw@sportnz.org.nz; Michael Woodside; [name]; [name]@netballnz.co.nz

Cc: [name]; [name]

Subject: RE: Follow up to diversity and inclusion forum

Good afternoon all,

I am keen to lock in a date to regroup on the inclusion conversation and next steps and wanted to check in to see how 12pm on Wednesday, 15 July at NZR in Auckland (the Strand, Parnell) suited?

We may well only need an hour, but based on the previous conversation on this topic, it might be best to run it from 12 – 2 and perhaps finish early. If you are unable to make the 15th work can you please propose an alternative so that we can lock in a date that works for all?

On another note, I thought you might be interested in the Canadian video:

<http://www.insidethegames.biz/articles/1028335/canadian-olympic-committee-release-video-in-support-of-lgbtq-initiative>

All the best for now

[name]

From: [name] [mailto:[name]@nzfootball.co.nz]

Sent: Thursday, 25 June 2015 4:14 p.m.

To: [name]@netball.co.nz; [name]@nzcricket.org.nz; [name]; Andrea.Blackshaw@sportnz.org.nz; Michael Woodside; [name]@nzrl.co.nz; [name]

Cc: [name]; [name]@nzrl.co.nz; [name]@nzrl.co.nz

Subject: RE: Follow up to diversity and inclusion forum

Kia ora colleagues in sport,

I will pick this up from New Zealand Football's perspective going forward. If I could please be included in communications from this group and [name] removed, that would be choice.

[name] has been in contact with me and he will look to brief me and us further in mid-July as we are unable to join you on the 2nd July.

Needless to say, we tautoko the wording below from [name] and [name] & our organisation will be in support of this initiative.

Best wishes to you all

[name]



[name] | NEW ZEALAND FOOTBALL
[title] |
M [number] |
www.nzfootball.co.nz |

From: [name] [[mailto:\[name\]@nzrl.co.nz](mailto:[name]@nzrl.co.nz)]
Sent: Thursday, 25 June 2015 12:24 PM
To: [name]; [[\[name\]@netball.co.nz](mailto:[name]@netball.co.nz)]; [[\[name\]@nzcricket.org.nz](mailto:[name]@nzcricket.org.nz)]; [name];
Andrea.Blackshaw@sportnz.org.nz; michael.woodside@sportnz.org.nz
Cc: [name]; [name]; [name]
Subject: RE: Follow up to diversity and inclusion forum

Hi [name]

First of all, thanks for hosting us all on Monday. It's always great to get in the same room with other sporting (and other) organisations to talk about common challenges – makes you realise you're not alone in the universe.

We're very keen to move forward on our discussions and I think it makes sense we do this as a group. There is definitely an element of safety in numbers, but also of collective intelligence, and I suspect there will be large parts of all our communities that won't appreciate what we're trying to achieve here. A unified approach will show that this is not just one sporting organisation going out on a limb, but a movement that has some momentum behind it.

I have some ideas about how that might look in the rugby league space – some of them would fit with other sports too – and I'm happy to meet on July 2 or whenever.

Cheers

[name]

[name]

[title]

New Zealand Rugby League

DDI: +[number]

Mobile: +[number]



NEW ZEALAND RUGBY LEAGUE

More than just a game

Rugby League House · 7 Beasley Ave, Penrose, Auckland 1061
PO Box 12-712, Penrose, Auckland 1642

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From: [name] [[mailto:\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz)]
Sent: Tuesday, 23 June 2015 12:45 p.m.
To: [name]; [[\[name\]@netball.co.nz](mailto:[name]@netball.co.nz)]; [[\[name\]@nzcricket.org.nz](mailto:[name]@nzcricket.org.nz)]; [[\[name\]@nzfootball.co.nz](mailto:[name]@nzfootball.co.nz)];
Andrea.Blackshaw@sportnz.org.nz; michael.woodside@sportnz.org.nz
Subject: Follow up to diversity and inclusion forum

Good afternoon all,

I wanted to briefly follow up on the diversity and inclusion forum New Zealand Rugby hosted here in Wellington yesterday. One of the actions stemming from the meeting was to organise a follow

meeting with the various sporting codes to determine whether we collaborate on this work with a unified approach, agree to a high level MOU amongst each other but determine our individual approach or do something else.

If it works for you all, I am happy to schedule a meeting in Auckland (July 2 perhaps?) to discuss this in a bit more detail while also bringing Cricket and Football up-to-date on the discussions.

Is there a preference from any of you on next steps?

[name] – I'll separately email you some background.

Cheers

[name]



[name]

[title]

+[number] | +[number]

[\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz)

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Subject:

FW: Diversity

From: [name] [mailto:[name]@nzrugby.co.nz]

Sent: Tuesday, 19 May 2015 11:55 a.m.

To: Andrea Blackshaw

Subject: Diversity

Hi there,

Just an FYI that we are going to pull together a stakeholder group in mid June to consider a draft inclusion programme across rugby. This will include various stakeholders, including Sport NZ, but I wanted to check in with you whether you had received any calls from other NSOs on this matter.

We would be happy to invite some of them into the forum, but wanted to double check with you as to how Sport NZ intended to approach it.

From a Sport NZ perspective, would Michael be the person to invite?

Cheers



[name]

[title]

+[number] | +[number]

[name]@nzrugby.co.nz

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Subject:

RE: Diversity

From: [name] [mailto:[name]@nzrugby.co.nz]

Sent: Friday, 5 June 2015 10:55 a.m.

To: Andrea Blackshaw

Subject: RE: Diversity

Hi there, Wednesday is good for me. Has your approach changed from what you advised us a couple of weeks back, ie that you'd wrap diversity into a wider integrity space but leave it to NSOs to do their own policies etc?

If you are taking a more active role in diversity/inclusion it would be good to know asap so that we're not doubling up. Depending on where you are at we could extend the forum on the 22nd to be a NZR and Sport NZ initiated session.

Talk soon.

[name]

From: Andrea Blackshaw [mailto:Andrea.Blackshaw@sportnz.org.nz]

Sent: Friday, 5 June 2015 9:18 a.m.

To: [name]

Subject: Diversity

Hi [name]

Would be good to catch up with you prior to the diversity forum just to ensure we are both over what each organisation is thinking/doing. How are you placed to catch up next week? I have some time Weds/Thurs – how are you placed?

Thanks

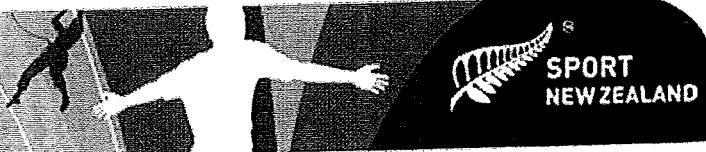
AB

Andrea Blackshaw | General Manager || Public Affairs

Ext. [number] || Mob. [number]

@SportNZ || @HP.SportNZ || facebook.com/hpsnz || facebook.com/SportNZ

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www.sportnz.org.nz New Zealand Government



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[\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz)

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Subject:

FW: 12 MPs have formed a cross party GLBTI Rights Group and the "disturbingly high levels of homophobia in sports in NZ" are on their agenda

From: Peter Miskimmin**Sent:** Friday, 22 May 2015 5:47 p.m.**To:** Andrea Blackshaw; Michael Woodside**Subject:** FW: 12 MPs have formed a cross party GLBTI Rights Group and the "disturbingly high levels of homophobia in sports in NZ" are on their agenda

FYI

From: [name] [mailto:[name]@nzrugby.co.nz]**Sent:** Friday, 22 May 2015 5:12 p.m.**To:** [name]; [name]@nzrl.co.nz; [name] ([name]@nzcricket.org.nz); [name]@netballnz.co.nz; [name]; Peter Miskimmin; [name] ([name]@nzfootball.co.nz)**Subject:** RE: 12 MPs have formed a cross party GLBTI Rights Group and the "disturbingly high levels of homophobia in sports in NZ" are on their agenda

Thanks for the update [name]

[name] was with [name] to meet [name], so they are linked up.

Cheers

[name]

From: David Rutherford [mailto:davidr@hrc.co.nz]**Sent:** Friday, 22 May 2015 5:08 p.m.**To:** [names]@nzrl.co.nz; [name] ([name]@nzcricket.org.nz); [name]@netballnz.co.nz; [name]; peter.miskimmin@sportnz.org.nz; [name] ([name]@nzfootball.co.nz); [name]**Subject:** 12 MPs have formed a cross party GLBTI Rights Group and the "disturbingly high levels of homophobia in sports in NZ" are on their agenda

Evening all,

<http://www.scoop.co.nz/stories/PA1505/S00409/mps-announce-cross-party-working-group-on-lgbti-rights.htm>

Yesterday evening I had a telephone call with Louisa Wall who advised me of this positive development for human rights in New Zealand announced today. Louisa had contacted me because NZ Rugby League had shared my email to the NZRL on the anti-homophobia framework with her. I updated her on the nature of the commitment of all five codes. She was very pleased to hear about that. She is also strongly supportive of the approach of having the framework near as identical as possible to the Australian framework. I explained that we had put the matter back to Sport New Zealand for it to consider taking the lead. I agreed to meet wither next week on this and other GLBTI matters.

Louisa also mentioned she was meeting NZ Rugby today, not with [name] or [name], but with [name].

As an independent crown entity the NZHRC is independent of the Executive but we do need to be fair to all the members of this new group of MPs. We will be providing them first thing next week the same briefing I gave Louisa last night. There are 12 members in the group from the following parties National, Labour, NZ First, Act and the Greens.

Regards

David Rutherford

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+64 4 474 2714 [direct] | +[number] [mobile]

"Liberty lies in the hearts of men and women; when it dies there, no constitution, no law, no court can save it; no constitution, no law, no court can even do much to help it. The spirit of liberty is the spirit which is not too sure that it is right; the spirit of liberty is the spirit which seeks to understand the minds of other men and women; the spirit of liberty is the spirit which weighs their interests alongside its own without bias." Justice Learned Hand, "The Spirit of Liberty", New York, 1944



[name]

[title]

+[number] | +[number]

[name]@nzrugby.co.nz

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Subject: RE: Inclusion policy update

From: [name] [mailto:[name]@nzrugby.co.nz]
Sent: Wednesday, 28 October 2015 3:07 p.m.
To: Andrea Blackshaw; [name]; [name]@nzrl.co.nz; [name]; [name]; [name]@hockeynz.co.nz; [name]@netballnz.co.nz; Michael Woodside
Cc: [name]; [name]
Subject: RE: Inclusion policy update

Good afternoon all, I trust you're all keeping busy.

I wanted to follow up my email to you earlier this month to check on your interest and availability to attend a workshop led by Peter Downs, who is responsible for the <http://www.playbytherules.net.au> site and resources. Play by the Rules is a collaboration between the Australian Sports Commission, Australian Human Rights Commission; all Aus state and territory departments of sport and recreation, the Office of the Children's Guardian and the Australian and New Zealand Sports Law Association (ANZSLA).

We've invited Peter to share his experience and knowledge in covering the various elements covered by their site, including their learnings but with a specific skew to inclusion.

We currently have Peter pencilled in for the afternoon of 8 December in Wellington but if the location is very problematic then we could explore the option of a session in Auckland on the 8th or 9th. I would envisage it would involve about two hours in the afternoon.

Can you please let me know if you are (a) interested and available to attend (b) open to attending in Wellington or (c) able to attend but only in Auckland?

I am also conscious that the subject matter might be of relevance to others in your organisation and they would be most welcome to attend.

All the best

From: [name]
Sent: Tuesday, 29 September 2015 4:14 p.m.
To: 'Andrea.Blackshaw@sportnz.org.nz' <Andrea.Blackshaw@sportnz.org.nz>; '[name]' <[name]@nzcricket.org.nz>; '[name]@nzrl.co.nz' <[name]@nzrl.co.nz>; '[name]' <[name]@nzfootball.co.nz>; '[name]' <[name]@olympic.org.nz>; [name]@hockeynz.co.nz' <[name]@hockeynz.co.nz>; '[name]@netballnz.co.nz' <[name]@netballnz.co.nz>; 'michael.woodside@sportnz.org.nz' <michael.woodside@sportnz.org.nz>
Cc: [name] <[name]@nzrugby.co.nz>
Subject: Inclusion policy update

Good afternoon all,

I hope your week has started off well. I thought it would be timely to send you a short update concerning the development of our inclusion framework.

We presented our approach to the NZR Board earlier this month and committed to maintaining a focus on inclusion with the intention of agreeing a final policy and activity plan by the end of the year. While the timeframe is a little later than initially planned it's probably not too surprising given RWC2015 is underway.

Alongside the development of the framework , the management group at NZR has continued to educate and inform ourselves about similar work underway internationally. One of the programmes of work in the integrity space we have been impressed with is Play By The Rules, which is run by Sport Australia. We have been in contact with Peter Downs, the manager who developed the programme to investigate an option of him coming to NZ to support NZR to further refine our approach and also to run a couple of focused sessions with various NSOs. Once we establish some dates with him, I will be in touch to see if you are interested in joining us.

Separately, here's some useful content that may help you as you tease out your work in this area.

Also, if you get a chance, here's some interesting resources:

<http://www.afl.com.au/respectandresponsibility>

<http://www.afl.com.au/staticfile/AFL%20Tenant/AFL/Files/Respect%20and%20Responsibility/Equality-Resource-Gender-Equality.pdf>

<http://youcanplay.com.au/resources/index.html>

<http://www.playbytherules.net.au/toolkits/homophobia-in-sport-toolkit>

All the best for now, and Go the All Blacks!

[name]



[name]

[title]

+[number] | +[number]

[\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz)

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Subject: RE: Aus sports pledge to tackle homophobia

From: Laurie Edwards
Sent: Wednesday, 9 April 2014 10:06 p.m.
To: Michael Woodside
Subject: Fwd: Aus sports pledge to tackle homophobia

Cheers

Laurie

Begin forwarded message:

From: [name] <[name]@nzrugby.co.nz>
Date: 9 April 2014 6:54:13 pm NZST
To: [name] <[name]@nzrl.co.nz>, [name] <[name]@nzcricket.org.nz>
Cc: NZF Media <media@nzfootball.co.nz>, Laurie Edwards <Laurie.Edwards@sportnz.org.nz>, [name] <[name]@sportnz.org.nz>, "andrea.blackshaw@sportnz.co.nz" <andrea.blackshaw@sportnz.co.nz>, "[name]" <[name]@sportnz.org.nz>
Subject: RE: Aus sports pledge to tackle homophobia

Hi

We're going with a pretty bland, general comment as below focusing on the diversity challenge. Clearly its early days in this regard and we are only just developing our thinking in this area. Of course it may well be more of an issue across the ditch, but [name] is right, some sort of formal expression by way of policy will be helpful
[name]

"New Zealand Rugby has zero tolerance towards any form of discrimination within our game. We strongly support diversity across rugby and this year have had discussions internally and with a number of other parties to identify opportunities to promote and celebrate diversity within the game."

From: [name] [mailto:[name]@nzrl.co.nz]
Sent: Wednesday, 9 April 2014 4:54 p.m.
To: [name]; [name]
Cc: NZF Media; Laurie Edwards; [name]; andrea.blackshaw@sportnz.co.nz; [name]
Subject: RE: Aus sports pledge to tackle homophobia

Yeah, I guess the distinction here is that although we all consider ourselves "equal opportunity" organisations that cater to all walks of life, we may need to find (or create some) some formal expression of that somewhere in our constitutions (or similar). It probably doesn't even need to be specific that it's a gay thing, because it could just as easily be race or gender based.

[name]

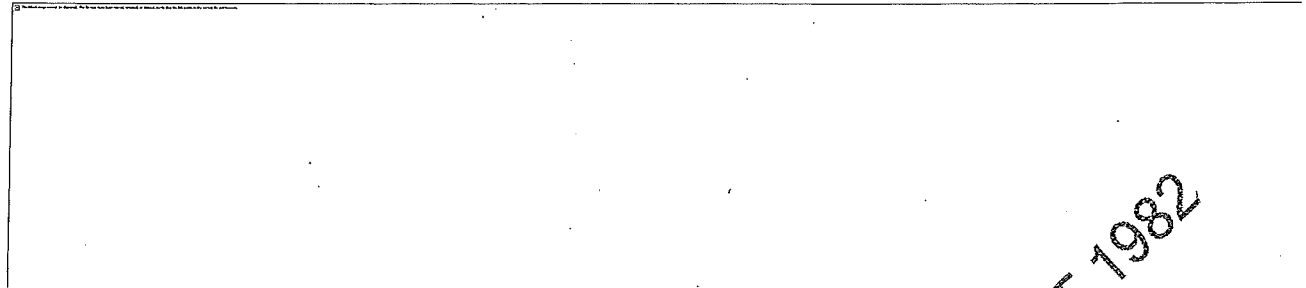
[name]

[title]

New Zealand Rugby League

DDI: +[number]

Mobile: +[number]



From: [name] [mailto:[name]@nzcricket.org.nz]
Sent: Wednesday, 9 April 2014 4:10 p.m.
To: [name]
Cc: [name]; NZF Media; Laurie Edwards; [name]; andrea.blackshaw@sportnz.co.nz; [name]
Subject: Re: Aus sports pledge to tackle homophobia

Thanks everyone. Yes we received it earlier and was giving it some thought.

Was possibly considering tying it in with our broader programme (with the ICC) against racial abuse - saying we could look at widening it to include all discrimination.

Cheers, [name]

Sent from my iPhone

On 9/04/2014, at 3:48 pm, [name] <[name]@nzrugby.co.nz> wrote:

We are working on a wee response which underlines the fact that we are thinking of a diversity policy of some-sorts and have been in discussions in various folk about this. Awaiting approval and will keep u all posted.

[name]

From: [name] [mailto:[name]@nzrl.co.nz]
Sent: Wednesday, 9 April 2014 3:46 p.m.
To: NZF Media; Laurie Edwards
Cc: [name]; [name] ([name]@nzcricket.org.nz); [name]; andrea.blackshaw@sportnz.co.nz; [name]
Subject: RE: Aus sports pledge to tackle homophobia

I wonder whether the key to this is whether our organisations have something their constitutions or strategic plans about equal opportunity, which would seem to cover all manner of issues.

Having gone through the strategic plan exercise recently – we in the process of launching it now – I know we don't have anything specific in there, but it might be a matter of tweaking the constitution at our AGM in a couple of months.

Again, this isn't an issue that has really raised its head in league and I wonder what motivated the Aussies to do something now.

Might make some enquiries.
[name]

[name]
[title]
New Zealand Rugby League
DDI: +[number]
Mobile: +[number]

<image001.png>

From: NZF Media [<mailto:media@nzfootball.co.nz>]
Sent: Wednesday, 9 April 2014 2:54 p.m.
To: Laurie Edwards
Cc: [name]; [name]; [name] ([\[name\]@nzcricket.org.nz](mailto:[name]@nzcricket.org.nz)); [name];
andrea.blackshaw@sportnz.co.nz; [name]
Subject: Re: Aus sports pledge to tackle homophobia

Hi Laurie,

Yes I received this morning.

I replied and said I would circulate within NZF and raise with Sport NZ.

Cheers,
[name]

Sent from my iPhone

On 9/04/2014, at 2:51 pm, "Laurie Edwards" <Laurie.Edwards@sportnz.org.nz> wrote.

Hi [name]

No, we haven't heard anything on this one.

[name] and [name] – have you guys had this one? Cricket and football are mentioned in the original article.

Cheers

Laurie

Laurie Edwards || Manager || Marketing and Communications
Ex.[number] || Mob. [number]
<image003.png>

From: [name] [[mailto:\[name\]@nzrl.co.nz](mailto:[name]@nzrl.co.nz)]
Sent: Wednesday, 9 April 2014 12:20 p.m.
To: [name]; Laurie.Edwards@sportnz.org.nz;
andrea.blackshaw@sportnz.co.nz
Subject: FW: Aus sports pledge to tackle homophobia

Hi people

Anyone else received this email?

Cheers
[name]

[name]
[title]
New Zealand Rugby League
DDI: +[number]
Mobile: +[number]

<image001.png>

From: [name]
Sent: Wednesday, 9 April 2014 12:11 p.m.
To: [name]
Subject: FW: Aus sports pledge to tackle homophobia

From: [name] [mailto:[name]@gaynz.com]
Sent: Wednesday, 9 April 2014 12:08 p.m.
To: [name] ;
Subject: Aus sports pledge to tackle homophobia

Hi there,

I am checking in with our key NZ sporting codes to see whether New Zealand might consider doing the same following the challenge from Australia?

http://www.gaynz.com/articles/publish/3/article_14894.php

Or if any of you already have initiatives in place, I'd love to hear about them!

Regards,

[name]
GayNZ.com
[title]
[number]

<image002.jpg>

This email is free from viruses and malware because avast! Antivirus pr active.



[name]
[title]
(+[number]) (+[number])

[\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz)
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Subject: NSOs approach to inclusion

From: [name] [mailto:[name]@nzrugby.co.nz]
Sent: Thursday, 6 August 2015 12:33 p.m.
To: [name]@nzfootball.co.nz; Andrea Blackshaw; [name]; [name]@nzrl.co.nz; [name]; [name]; [name]@hockeynz.co.nz
Cc: [name]@netballnz.co.nz; Michael Woodside; [name]
Subject: NSOs approach to inclusion

Good afternoon all, and once again thanks for making the time for the meeting last week regarding sports role around encouraging inclusion, with a specific reference to gay and lesbian participation and anti-homophobia.

The conversations provided good context to the wider area of inclusion in sport and it was clear that all were on board with the importance of this work, however we recognised that each NSO, and NZOC, may choose different activities, priorities or timelines relevant to their individual requirements and mandate.

Some of the next steps we agreed were:

- Approach NZ Hockey, with a view to them being involved as another major NSO (welcome [name])
- NZR to draft overall commitment statement for other codes to consider (draft due 21 August)
- NZR to share its draft policy and approach (draft due 21 August)
- NZR to update [name] (and other identified stakeholders) of progress being made (7 August)
- All to update relevant Boards and/or NSO management teams about the cross-code collaboration in this area

If I have missed any actions off this, please let me know.

Cheers

[name]



[name]

[title]

+[number] | +[number]

[name]@nzrugby.co.nz

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Subject:

RE: Inclusion meeting agenda - Auckland

From: [name] [mailto:[name]@nzrugby.co.nz]

Sent: Thursday, 3 December 2015 1:06 p.m.

To: [name]; [name]; [name]@nzrl.co.nz; [name]; [name]@netballnz.co.nz; Michael Woodside; [name]; [name]; [name]; [name]

Cc: [name]

Subject: Inclusion meeting agenda - Auckland

Hi all,

We're looking forward to seeing you on Tuesday. In advance of this session we have prepared the draft agenda below, which we're happy to amend as required. We'll largely focus on inclusion, however there should be opportunity to discuss other priorities if you wish. It might be useful to check out <http://www.playbytherules.net.au/> in advance.

- Introductions
- Background on Play by the rules, inclusion areas of focus
- Background on inclusion experience
 - Why was it a focus, and what it entailed?
 - Perspective on the approach to date and what would be approach differently now
 - What delivery looked like?
 - Policy vs tools and online learning
 - Swimming Australia case study (other experience)
 - Achieving buy-in and commitment
 - Structure, evaluation, measurement
- Other areas of focus for Play by the Rules that might be of interest
- What this all means for NZ
- Next steps

All the best for now.

[name]



[name]

[title]

+[number] | +[number]

[\[name\]@nzrugby.co.nz](mailto:[name]@nzrugby.co.nz)

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Subject: FW: Cricket Australia Media Release - Cricket Australia Launches New Diversity and Inclusion Program, A Sport For All

From: Andrea Blackshaw
Sent: Tuesday, 18 August 2015 2:50 p.m.
To: Michael Woodside; [name]
Subject: FW: Cricket Australia Media Release - Cricket Australia Launches New Diversity and Inclusion Program, A Sport For All

Have we seen this – Aussie cricket effort on diversity – might be something useful ideas here ...

From: Sebastian Kipman [mailto:Sebastian.Kipman@cricket.com.au]
Sent: Tuesday, August 18, 2015 12:21 PM
To: Sebastian Kipman
Subject: Cricket Australia Media Release - Cricket Australia Launches New Diversity and Inclusion Program, A Sport For All

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Media Release

18 August 2015

Cricket Australia Launches New Diversity and Inclusion Program, *A Sport For All*

Cricket Australia today released its new diversity and inclusion training and education program, *A Sport For All*.

The program, developed over 12 months through an investment of \$350,000, is designed to help build welcoming and inclusive cricket environments for all Australians by training and educating community cricket staff, administrators, volunteers, players and officials.

Under-represented groups, such as multicultural, Aboriginal and Torres Strait Islander, LGBTI and disability communities are the particular focus of the *A Sport For All* program. To create the program, Cricket Australia worked closely with these communities, as well as specialised diversity organisations and the Australian Sports Commission.

The program will also further support female participation – which currently sits at 24 per

cent of cricket's overall participation.

By using Australian Cricket's extensive national reach, *A Sport For All* will support cricket's 1.2 million existing participants and build on the record number of Indigenous (26,427), multicultural (146,658), female (290,566) and disability (10,292) participants.

The delivery of the *A Sport For All* Resource and Training Program over the 2015-16 season will include:

- The *A Sport For All* resource, an inclusion and diversity guide featuring strategies, case studies, tips and community insights.
- 50 case studies that demonstrate leading examples of inclusivity in community cricket.
- 100 training workshops for Australian cricket administrators across Australia that will directly reach 3000 administrators and staff.
- A 'Train the Trainer' program involving 20 professionally-trained Australian Cricket staff members who will deliver 91 workshops.
- 24 webinars involving panellists from diverse communities.
- 100 community ambassadors to assist with the delivery of the club and association administrators workshops.
- An E-learning platform for Australian cricket's administrators, volunteers, officials and staff.

Andrew Ingleton, Cricket Australia Executive General Manager, Game and Market Development, said it is vital for Australian Cricket to continue to develop and support Australia's diverse society.

"We have made significant progress engaging our diverse communities in recent years. However, we know that continuing to be Australia's favourite sport requires us to constantly evolve to ensure we are catering for the needs of all Australians," Mr Ingleton said.

"The *A Sport For All* resource and training program will help further educate Australian Cricket's administrators, field staff, associations and clubs. It will aid the creation of inclusive environments and programs that will provide cricket opportunities for all Australians."

The *A Sport For All* resource is available at <http://community.cricket.com.au/a-sport-for-all>

-ends-

For more information, contact:

Sebastian Kipman
CA Communications
0415 155 986

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Subject: RE: LGBT communities in Sport

From: [name]
Sent: Monday, 30 November 2015 12:04 p.m.
To: Brent Thawley; [name]; Peter Cox; [name]; Michael Woodside; Janette Brocklesby; Dave Adams
Subject: RE: LGBT communities in Sport

Happy to help where I can, but also would recommend they contact Jill Crisp at Human Rights Commission too, who are looking into this area

Cheers

[name]

From: Brent Thawley
Sent: Friday, 27 November 2015 12:56 p.m.
To: [name]; Peter Cox; [name]; [name]; Michael Woodside; Janette Brocklesby; Dave Adams
Subject: LGBT communities in Sport

Hi all

Just had a phone call from [name] – he is part of trust that is looking to run a large LGBT (Lesbian, Gay, Bisexual and Transgender) sports event in Auckland in February 2016 and is wanting to hook in with the mainstream sports community.

More broadly the Trust is seeking to support more of the LGBT community to participate in Sport with a strong focus on understanding what barriers to participation there are to the younger members of their community.

The trust is in the early stages of formation and has limited understanding and connection with the wider sport sector so there are some obvious and immediate ways we can help them, such as connecting them into Aktive and Auckland Council ([name]).

But also keen to understand if there are any other opportunities to this connects with that I may be missing, such as:

- Events
- Sport Ethics
- Research
- Insights
- Young people
- Cross government

Please let me know if you there is any interest before I go back to [name] early next week.

Brent Thawley || Acting General Manager || Commercial and Capability
Mob. [number]

www.sportnz.org.nz

Ground Floor, 86 Customhouse Quay
Wellington 6011, PO Box 2251 Wellington 6140
Phone: +64 4 472 8058 Fax: + 64 4 471 0813
New Zealand Government



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Subject:

RE: LGBT communities in Sport

From: Janette Brocklesby

Sent: Friday, 27 November 2015 2:34 p.m.

To: Brent Thawley; [name]; Peter Cox; [name]; [name]; Michael Woodside; Dave Adams

Subject: RE: LGBT communities in Sport

Definitely interested. We know from the Youth 2000 survey this is of concern for young people & it is an opportune time to consider whether or not we include measurement in our new participation survey.

Cheers

Janette Brocklesby || Manager, Research || Public Affairs

Ext. [number] || Mob. [number]

www.sportnz.org.nz

Ground Floor, 86 Customhouse Quay
Wellington 6011, PO Box 2251 Wellington 6140
Phone: +64 4 472 8058 Fax: + 64 4 471 0813
New Zealand Government



From: Brent Thawley

Sent: Friday, 27 November 2015 12:56 p.m.

To: [name]; Peter Cox; [name]; [name]; Michael Woodside; Janette Brocklesby; Dave Adams

Subject: LGBT communities in Sport

Hi all

Just had a phone call from [name] – he is part of trust that is looking to run a large LGBT (Lesbian, Gay, Bisexual and Transgender) sports event in Auckland in February 2016 and is wanting to hook in with the mainstream sports community.

More broadly the Trust is seeking to support more of the LGBT community to participate in Sport with a strong focus on understanding what barriers to participation there are to the younger members of their community.

The trust is in the early stages of formation and has limited understanding and connection with the wider sport sector so there are some obvious and immediate ways we can help them, such as connecting them into Active and Auckland Council ([name]).

But also keen to understand if there are any other opportunities to this connects with that I may be missing, such as:

- Events
- Sport Ethics
- Research
- insights
- Young people
- Cross government

Please let me know if you there is any interest before I go back to [name] early next week.

Brent Thawley || Acting General Manager || Commercial and Capability
Mob. [number]

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Subject:

RE: Out on the Fields Report

From: Andrea Blackshaw

Sent: Tuesday, 25 August 2015 9:26 a.m.

To: [name]; Michael Woodside; Laurie Edwards

Subject: RE: Out on the Fields Report

Hi guys

Have made a few changes to the words [name] – I think this is a case where we can focus on the questions ..

whether there is any action happening in New Zealand to change attitudes ? Is it on our radar ? do nationwide sports policies exist for gender diverse people?

.. so don't know that we need to go into the integrity framework. Think we need to put this into context of other work we do. See what you think Could even leave out the middle par? Basically we're saying yes it's important, there's work underway, it's too soon to say anything more ...

AB

Sport is something that can and should be enjoyed by all Kiwis regardless of race, creed, sexual orientation or any other factor. So everyone involved in running sport has a responsibility to ensure that the experience - from the playground to the podium - is a positive one.

Many sports already have policies in places around broader integrity issues which can be a barrier to participation, including things like member protection, sideline behaviour and child safety.

In the wake of the recent Out on the Fields Report, a number of National Sporting Organisations are considering how best to respond and we are currently part of a working group on this. We would be happy to update you as this work progresses.

ENDS

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Subject:

RE: Proud to Play

From: [name] [mailto:[name]@outlook.com]
Sent: Thursday, 3 December 2015 8:50 a.m.
To: Michael Woodside
Subject: RE: Proud to Play

Hi Michael

Thank you very much

Regards

[name]

From: Michael Woodside [mailto:michael.woodside@sportnz.org.nz]
Sent: Thursday, 3 December 2015 8:48 a.m.
To: [name] ([name]@outlook.com)
Subject: RE: Proud to Play

Hi [name]

I understand that you are meeting with [name] on Monday. She will cover off the feedback of our events team on the below, as well as our organisation's current approach to sport integrity.

Cheers,
Michael

Michael Woodside || Manager Policy & Public Affairs
DDI: +[number] Ext. [number] || Mobile: +[number]
www.sportnz.org.nz

Ground Floor, 86 Customhouse Quay
Wellington 6011, PO Box 2251 Wellington 6140
Phone: +64 4 472 8053 Fax: +64 4 471 0813
New Zealand Government



**SPORT
NEW ZEALAND**

From: Michael Woodside
Sent: Wednesday, 2 December 2015 4:00 p.m.
To: [name]
Subject: RE: Proud to Play

Hi [name]

I'll check in with our events people on this and will get back to you.

Cheers,
Michael

Michael Woodside || Manager Policy || Public Affairs
DDI: +[number] Ext. [number] || Mobile: +[number]

www.sportnz.org.nz

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Wellington 6011, PO Box 2251 Wellington 6140
Phone: +64 4 472 8058 Fax: + 64 4 471 0813
New Zealand Government



From: [name] [mailto:[name]@outlook.com]
Sent: Tuesday, 1 December 2015 9:11 a.m.
To: Michael Woodside
Subject: RE: Proud to Play

Hi Michael

Laurie said I should email you in regards to this. I have also spoken to Brent last week, who I think is working on a few things.

In Feb 13-20 2016 we are holding the first Proud to Play Sports Festival. This event is aimed at promoting LGBTIF sports groups and celebrating their achievements. Also, as there is still a large stigma around being 'gay' and playing sports, we aim to break these barriers and reduce the fear. Also we have identified that youth who are sporty, are not comfortable 'coming out' till much later in life and therefore generally suffer mental illness. We want to create an environment where Sport in NZ is safe for everyone and policies are in place for inclusion and diversity.

We are planning to hold 15 sports, a youth conference and opening and closing celebrations.

The sports are:

- Badminton
- Bridge
- Dancesport
- Dragon Boating
- Golf
- Lawn Bowls
- Netball
- Ocean Swim
- Road Running
- Roller Derby
- Swimming
- Tennis
- Tenpin Bowling
- Touch
- Volleyball

This event has a troubled history.

In August 2014 - Auckland was awarded host city for the Asia Pacific Outgames, a competition that has run in Wellington, Melbourne and Darwin.

In June 2015, the board felt the games should be moved away from the Auckland Pride Festival as it conflicted with funding that the pride group were trying to source.

The Outgames Board requested to the international association to change the date, however as many athletes had booked travel, the request was turned down and therefore the board walked away from the event.

I have just returned from London where I managed technology and production for the Olympic Games and worked closely with other sporting events. Prior to this I managed VIPs, Media and IRB for the NZ Rugby World Cup.

I came on board and offered my volunteer assistance to the group. They were all burnt out, so I formed a new team, rebranded the event and started from scratch.

We have secured sponsorship to cover the costs of the Trust Arena, Te Atatu Peninsula Community Centre and West Wave Pools. This means the costs to athletes are as minimal as we can.

The youth conference has been greatly supported by the Auckland Museum by donating their top event space and Blake Skjellerup has agreed to speak. We are going to hold small group discussions and team building activities to form trust and relationships and then seek answers to the following questions:

- Are you LGBTIF?
- Are you 'out'?
- Do you play sports?
- What are the barriers stopping youth coming out at high school?
- Are sports groups in NZ accepting of gay people?
- Do you know about the gay sporting groups?
- Would you join a group like this?

The aim is to find out what can be done to have young people feel comfortable about being fully themselves while remaining competitive in sports.

This is following a movement that is gaining momentum in the USA.

So a large group of sport coordinators and organising committee are working extremely hard to make sure somethings happens.

We would love any assistance from Sport NZ and would appreciate the involvement of the events team to help offer direction.

We have funding applications in with a range of groups and hope that these will help to cover the capital expenses.

We are however, are prepared to reduce the event to just the sports that are covered and lose all ceremonies, registration packs and the conference, in order to be at no risk.

In the ideal world we would love to work with NZ Sport and make this event a regular feature for NZ and I would love to get your support for this Feb event and would like to ask that Sport NZ encourage groups around NZ to promote it to their members.

I would love your thoughts.

[name] | Event Organiser
+[number] | @[address]

you are asked to respect that confidentiality and not disclose, copy or make use of its contents. If received in error, you are asked to destroy this email and contact the sender immediately. Your assistance is appreciated.

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Subject:

RE: Transgender participants in sport

-----Original Message-----

From: [name]

Sent: Tuesday, 24 November 2015 5:30 p.m.

To: [name]@xtra.co.nz

Cc: Michael Woodside

Subject: RE: Transgender participants in sport

Hi [name],

Thanks for contacting us, Michael has asked me to reply to you.

Sport NZ strongly believes that sport is something that can and should be enjoyed by all Kiwis regardless of race, creed, or sexual orientation. Although we do not specifically have a policy on transgendered participants, we do have a broader Sport Integrity Framework which guides our work, and that of the sector around areas of ethics and integrity.

Our Framework encompasses two areas. One is fair and honest competition in sport with a focus on match fixing, corruption and anti-doping. The other area is ensuring positive conduct by all who participate in and support sport and this covers player welfare, protection of members and addressing diversity. Current focus areas include anti-doping and providing guidelines for safe sport for children.

However, we can provide some general guidance on transgendered participants. In the UK, the Department of Culture, Media and Sport have produced Transsexual People and Sport – Guidance for Sporting Bodies. I have attached this for your information.

It notes:

“It should always be remembered that gender reassignment is a complex and long-term process based on genuine medical need. It is not something people undertake lightly or in order to gain competitive advantage. Individual sports are best placed to decide on what basis a situation might arise whereby a transsexual person’s participation poses risks to safety or fair competition. The technical and physiological aspects will vary from sport to sport and the application of one model or set of regulations would be inappropriate.”

Sporting codes in Australia have produced policies similar to the UK guidance. Attached are the policies of Athletics Australia and Swimming South Australia.

Finally, in New Zealand, some clubs have published policies. For example, the Papakua Netball Centre policy says: “PNC has the discretion to grant a dispensation for a transgender player (person who is undergoing medical treatment to transition from male to female gender) to be treated as a female under which these regulations apply. Dispensation will be given on a year by year basis. Should dispensation be granted, this will be to play in a PNC competition only (other Netball Centres will not be bound by the discretionary decision made by PNC). The player for whom dispensation has been given, will not be eligible to represent PNC. When full transition is complete and the person is legally regarded as a female, then they would no longer require dispensation as described in 1.3 b.”

I have also discussed it with my colleagues here at SportNZ, and have contacted Physical Education New Zealand to see if they have any policy or guidance on transgendered athletes competing.

Thank you for contacting us, I hope the information provided is of assistance. If you would like to discuss anything further please do not hesitate to contact me on the details below.

[name] || [title] || Sport NZ
Tel: [number] || [name]@sportnz.org.nz

-----Original Message-----

From: [name] [mailto:[name]@xtra.co.nz]
Sent: Sunday, 8 November 2015 7:43 p.m.
To: Michael Woodside
Subject: Transgender participants in sport

Hello Michael.

please read all below. I have been to Sports Bay of Plenty, Sport NZ, the Human rights commission who have referred me to you. I am on the Board of [sports organisation] and we need clarification around a paddler who wants to paddle in a women's team after a transgender change from male to female. We as a board need to write some kind of policy but wish to do so in an inclusive and non discriminatory way which is fair to all paddlers. We have looked at Universities in the USA for some ideas but would like some input from the likes of yourself who may have a policy all ready set up to give us guidance. I can be contacted on [number]. Regards [name]

Sent from my iPad

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Subject: RE: Transgender participants in sport
Attachments: AA Regulations_Eligibility of Transgender Athletes for Womens Competition.pdf; Swimming South Australia Transgender_Policy.pdf; Transsexual people and sport - guidance for sporting bodies.pdf

-----Original Message-----

From: [name]
Sent: Wednesday, 25 November 2015 9:23 a.m.
To: [name]@xtra.co.nz
Subject: RE: Transgender participants in sport

Morning [name],

My apologies, I forgot to attach the 3 documents I referred to in my email.

They're attached this time!

Regards,

[name].

[name] || [title] || Sport NZ
Tel: [number] || [name]@sportnz.org.nz

-----Original Message-----

From: [name]
Sent: Tuesday, 24 November 2015 5:30 p.m.
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Department for Culture, Media and Sport
Sports Division



Transsexual people and sport

Guidance for sporting bodies

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Transsexual people and sport: Guidance for sporting bodies

Transsexual people

1. Transsexual people have the deep conviction that the gender to which they were assigned at birth on the basis of their physical anatomy (referred to as their "birth gender") is incorrect. That conviction will often lead them to take steps to present themselves to the world in the opposite gender. Often, transsexual people will undergo hormonal or surgical treatment to bring their physical identity into line with their preferred gender identity (referred to in this guidance as their "acquired gender").
2. Transsexualism is not the same as cross-dressing for sexual thrill, psychological comfort or compulsion. It is not the same as being sexually attracted towards people of the same sex.
3. Many transsexual people will wish to keep their condition private, and this must be respected. Others may be willing to discuss their transsexualism confidentially or in the open. This is a matter for them. In any event, transsexual people should be treated as members of their acquired gender.

This guidance

4. The purpose of this guidance is to assist those involved in running or administering organised and competitive sport in the United Kingdom to deal with the very special set of circumstances that transsexual people present.

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5. The guidance seeks to make individuals and governing bodies aware of the legal framework with regard to transsexual people and to provide some practical suggestions on best practice in this area. The guidance covers access to facilities, participation in sports by transsexual people and the issues of drug testing and gender verification.
6. Sports organisations will be given an overview of their responsibilities under the law and non-statutory ways in which they can ensure transsexual people have access to opportunities in sport.

Why publish guidance?

7. Sporting bodies have been dealing with transsexual people for a number of years, usually with no cause for difficulty or conflict. Until recently there has been an absence of legal framework which has meant that organisations of all kinds have approached the particular needs of transsexual people on a case by case basis.
8. There are varying opinions about the causes of transsexualism and how best to deal with it. Increasingly, however, the Government and the courts have taken the view that controversy over the nature of transsexualism should no longer stand in the way of transsexual people enjoying their human rights, as others do. This extends far beyond sport and into such fundamental issues as the right to marry and the right to privacy.
9. Recognition that transsexual people should be afforded some protection by the law has led to the legal provisions on sex

discrimination being extended to cover discrimination on grounds of gender reassignment, and new legislation granting transsexual people legal recognition in their acquired gender.

10. The extension of legal rights to transsexual people means that everyone has a responsibility to uphold those rights. A better understanding of the challenges facing transsexual people has developed along with the legal framework. It is therefore timely to publish guidance about how best to respond to those challenges in areas such as sport.

The legal context

11. There are several legal provisions relevant to the treatment of transsexual people. In particular

- **The Gender Recognition Act 2004** makes it possible for transsexual people to gain full legal recognition in their new gender.
- **The Sex Discrimination Act 1975 (as amended by the Sex Discrimination (Gender Reassignment) Regulations 1999 and by the Gender Recognition Act 2004)** makes discrimination against transsexual people in the area of employment and vocational training unlawful, except within narrow exceptions.

12. The legal requirements need to be understood and taken into account by sporting bodies in their dealings with transsexual people, whether as participants in sport or as employees. However, they do *not* give transsexual people the automatic right to participate in competitive sport alongside other people of their acquired gender. In certain circumstances explained

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below, the participation of transsexual people in sporting events may be legitimately restricted in order to ensure fair competition or the safety of competitors.

Gender Recognition Act 2004

13. The primary driver behind this guidance is the Gender Recognition Act 2004. Under the Act, transsexual people can, for the first time, be recognised in the eyes of the law as belonging to the gender with which they identify. Briefly, legal recognition in the acquired gender entitles a transsexual person to obtain a birth certificate stating the acquired gender, to marry in that gender, and to enjoy all the other rights and responsibilities appropriate to someone of that gender.
14. Gender Recognition Panels assess applications from transsexual people. If the applicant meets the criteria, he or she will be granted a Gender Recognition Certificate. From the date of issue of a full certificate the holder is legally entitled to be treated for all purposes as a person of their acquired gender. The criteria for recognition are contained in the Act. In most cases applicants must provide medical evidence of 'gender dysphoria' – the medical term for transsexualism – and demonstrate that they have lived fully in the acquired gender for at least two years and that they intend to do so permanently. Transsexual people who have been legally recognised in their acquired gender in another member State of the European Union or European Economic Area are also entitled to have that recognised in the UK without having to obtain a UK Gender Recognition Certificate.

15. Section 19 of the Act relates to sport. It makes clear that the Act does not require persons responsible for regulating participation of competitors in sporting events to permit transsexual people to compete in their acquired gender in all circumstances. In certain circumstances they may be restricted or prohibited from doing so to ensure fair competition or the safety of competitors.
16. This may only be done where all of the following conditions apply:
 - The body is responsible for regulating the participation of persons as competitors in an event or events in the sport in question; and
 - The sport is a "gender-affected sport", which means one where the physical strength, stamina or physique of average persons of one gender would put them at a disadvantage to average persons of the other gender; and
 - The prohibition or restriction is necessary to secure fair competition or the safety of competitors (including the safety of transsexual competitors).
17. Where these conditions are not fully met, transsexual competitors should be allowed to compete in their acquired gender.
18. This exemption only covers those participating in the sport as 'competitors' and cannot be applied to people participating in the sport as non-competitors, e.g. referees or line judges. Neither can the exemption be applied to those involved in or connected with the sport, e.g. managers, coaches, spectators, supporters, or sports-ground staff.

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Sex Discrimination Act 1975

19. The Sex Discrimination Act 1975 (SDA) as amended prohibits discrimination in the fields of employment and vocational training on the ground that a person intends to undergo, is undergoing or has undergone gender reassignment (ie the process of changing from one sex to the other or any part of that process).
20. Section 44 of the SDA provides an exception in relation to single-sex sporting activities. It relates only to those sports, games or competitive activities in which the physical strength, stamina or physique of the average woman puts her at a disadvantage to the average man or vice versa – so it would apply, for example to football, tennis or athletics but not to bridge or chess. It states that nothing in the Act applies to the participation of a person as a competitor in single-sex events involving such sports.
21. This exception therefore means that discrimination in the employment or vocational training of transsexual people as competitors in single-sex competitive sport is not unlawful under the SDA. However it does not permit discrimination against transsexual people in relation to their employment in ancillary roles such as coaches, referees or line judges, which does not involve participation as a competitor in the sport itself.
22. Given that section 44 applies only to competitors, sporting organisations need to be aware of their obligation under the SDA not to discriminate against transsexual people in relation to sports-related employment or vocational training. Here the

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SDA provides for a number of situations in which being of a particular sex is regarded as a "genuine occupational qualification" and where discrimination against transsexual people, up until the time when they have obtained a full Gender Recognition Certificate under the Gender Recognition Act, may be lawful provided the employer's conduct is reasonable. Guidance on the Sex Discrimination Act, including on the limited circumstances in which exceptions apply, can be obtained from the Women and Equality Unit of DTI (www.womenandequalityunit.gov.uk).

Participation in sports by transsexual people

23. Transsexual people already participate in a wide variety of sports and physical activities, enjoying the benefits of a healthy lifestyle and sharing the social and competitive aspects of such activities. They also contribute to sport in a variety of ways as officials, coaches and administrators in paid and voluntary capacities, benefiting the sport sector through their involvement and participation.

24. A transsexual person who has had their new gender recognised will often be able to participate in physical activity and sport in their new gender. However this is subject to the exception set out above.

It should always be remembered that gender reassignment is a complex and long-term process based on genuine medical need. It is not something people undertake lightly or in order to gain competitive advantage.

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26. Individual sports are best placed to decide on what basis a situation might arise whereby a transsexual person's participation poses risks to safety or fair competition. The technical and physiological aspects will vary from sport to sport and the application of one model or set of regulations would be inappropriate. Sports are advised to review the principles against which safety of competitors and fair competition are assessed. These should be based on sound evidence and ensure no group is unfairly discriminated against. This will help avoid legal challenge. A review of existing policies, including equality policies in light of the Gender Recognition Act might be a useful starting point before reviewing other areas including membership or selection. For many sports bodies, guidance from International Federations will support this process.

27. In a case of dispute, in order to minimise the risk of successful legal challenge the organising body should take all reasonable steps to enable the person concerned to submit appropriate evidence, including inviting the person to submit evidence from their GP and to give consent to the Gender Recognition Panel being approached, that any evidence submitted should be properly and fairly considered, that the authority should remain open to further evidence being submitted later.

Club membership

28. Most sports clubs in the UK are community amateur clubs that offer an open membership, and transsexual people can expect to gain access to such clubs in the same way as any other individual.

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29. Transsexual people who have been issued with a Gender Recognition Certificate should be treated in their acquired gender. Clubs should respect the person's acquired gender and treat them in that gender for the purposes of membership categories.
30. Single-sex clubs will be able to admit transsexual members provided they can show suitable identification in the appropriate gender.
31. Clubs that organise or are involved with competitive sporting events should be aware of the governing body policy on competition and consider whether it is necessary to exclude a transsexual person from competitive events on the basis of fair competition or safety.

High performance sport

32. Some transsexual participants will wish to extend their involvement in competitive sport and seek selection at higher levels. Not all sports will be affected by the physical or hormonal changes undergone by a transsexual person and would therefore not need to exclude the individual from selection at elite levels. However it remains for the governing bodies of each gender-affected sport to ensure there are valid reasons for single sex competition as well as deciding whether it is necessary to exclude transsexual athletes in order to ensure fair competition or the safety of competitors, in compliance with the provisions of the Gender Recognition Act as set out above.
33. The International Olympic Committee has set out its policy on selection and participation in the Olympic Games by

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transsexual athletes (see the section on IOC guidance) and this may form the basis on which International Federations set their own policies and direct their national federations.

34. Sports bodies are likely to have established systems for developing and communicating policies and procedures and these same systems can be adopted for policies and procedures for transsexual people. Where a sport is governed by more than one body, the established communication, consultation and decision making procedures should be used.

Use of facilities by transsexual people

35. The use of facilities prior to and during gender reassignment where the individual may present an ambiguous appearance and be highly self-conscious represents a difficult issue. Many transsexual people prefer to refrain from using communal sports facilities during this time, particularly facilities where privacy is likely to be an issue.
36. You may be asked if there are private changing facilities by transsexual people during this period of transition, just as you may be asked for other reasons. Such requests should be treated with sensitivity.
37. Staff training should sensitise staff to the issues involved and ensure they are aware of the organisation's equal opportunities policy. It is good practice in club or facility management to provide:
- changing facilities with cubicles which offer greater privacy and feel safe

- where no cubicles are available, club officials should discuss where the transsexual individual would be most comfortable changing
- courteous and sensitive treatment from staff or club officials
- existence of an equality policy that outlines the facility or club position on transsexual people and participation, including action that can be taken in the event of unfair discrimination.

Not only will these steps cater for the needs of transsexual people but all users of the club and facilities are likely to benefit including people with diverse religious beliefs and disabled people.

38. It is recognised that many community amateur sports clubs may not have facilities as described above. However they are encouraged to consider how a transsexual person can continue to gain access to their facilities and participate without fear or humiliation or misunderstanding. This may be as simple as discussing the situation with the transsexual person in order to find a solution. Whilst some transsexual people may wish to keep their condition secret, others may be willing to discuss it confidentially or openly.
39. Complaints from other users must be handled carefully. It may be that other users find it uncomfortable to share facilities with transsexual people but it is the duty of staff or club officials to ensure that confidentiality is not compromised and that members are not subjected to abuse, whether physical or verbal, on any ground. However other users' or members' discomfort must not be ignored and they too should be treated

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with dignity. The provision of good quality facilities, an open and welcoming atmosphere and well trained staff may help alleviate such discomfort.

Drug testing

40. There is no change to the drug testing procedures. Athletes will be tested by a Doping Control Officer (DCO) of the same gender. Where an athlete has yet to complete gender reassignment surgery he/she will be given the choice as to the gender of the DCO to test them. When providing a sample, only the athlete and DCO will be in the toilet thereby providing the athlete with the optimum amount of privacy. The DCO must observe the urine sample leave the athlete's body and this cannot be compromised. The UK Sport DCOs will be trained for such a scenario and will be expected to handle the situation sensitively, sympathetically and confidentially (see the section on confidentiality below). No written record disclosing a variance between the athlete's gender and their genitalia will be made.
41. Where a transsexual athlete is receiving treatment involving a Prohibited Substance or Method as described on the World Anti-Doping Agency's Prohibited List 2005, as amended from time to time, he/she may apply for a standard Therapeutic Use Exemption (TUE). The UK Sport Therapeutic Use Exemption Committee (TUEC) will assess the requirement for the use of the Prohibited Substance or Method based on the supporting medical evidence submitted by the athlete. At this stage an athlete would need to disclose the fact that he/she is undergoing gender reassignment and a medical or gender recognition certificate may be submitted in support of their

TUE application. An athlete's identity and medical status must remain confidential between the panel members of the TUEC (see the section on confidentiality below).

42. Where an athlete undergoes a drug test and returns an adverse finding, by reason of the hormones he/she is taking as part of their reassignment process, UK Sport will establish whether there is a valid and applicable TUE in place for that athlete and the substance concerned. Where there is such a TUE no further action will need to be taken by the athlete's national governing body. An athlete who returns an adverse analytical finding but who has not applied for a TUE for the medication he/she has been prescribed will be subject to the full disciplinary hearing and appeal process if applicable. A national governing body is expected to disclose the identity of any athlete who, after completing the due process, is determined to have committed a doping offence. At this stage an athlete's identity would be put into the public domain, although the details surrounding their adverse finding, that is, the fact that he/she is undergoing gender reassignment should not be disclosed (see the section on confidentiality below).

Verification of gender

43. It is possible that a national governing body will have been made aware that a particular athlete is undergoing gender reassignment. If the governing body's policy on transsexual athletes' participation permits transsexual athletes to compete in their acquired gender, the athlete may need to provide evidence that they are legally a person of that gender. Under the Gender Recognition Act, transsexual people can, for the

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first time, be recognised in law as belonging to the gender with which they identify. Legal recognition in the acquired gender entitles a transsexual person, among other things, to obtain a birth certificate stating the acquired gender. This should therefore be considered suitable identification to enable them to compete in that gender.

44. As indicated above, in certain limited cases sports governing bodies may be permitted to exclude transsexual people from competing in their acquired gender in gender-affected sports in order to ensure fair competition or the safety of competitors (see paragraphs 15-18 above).
45. Accordingly there may be cases where in order to give effect to such a policy, it is genuinely necessary for a sports body to ascertain the birth gender of a competitor. If this should be the case, sporting bodies need to handle the matter sensitively, with due respect to the individual's right to privacy and the law on confidentiality (see below). Requesting such information will not be in breach of the Gender Recognition Act, provided the club or governing body can demonstrate that it is necessary to do so in order to give effect to a lawful policy on participation of transsexual athletes. Verification would be expected to be based on documentation rather than a physical gender test as physical tests have at times proved inconclusive including the Barr body test administered in the Olympic Games until 1996 but no longer carried out due to its fallibility.
46. Because the Gender Recognition Act permits the issue of birth certificates showing a transsexual person's acquired gender, provision of a birth certificate will not be sufficient to confirm a person's biological gender at birth. However, sporting bodies

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who wish to verify the birth gender of a participant could request that the individual present a letter from his or her GP, confirming the birth gender.

Confidentiality

47. As from April 2005, it will be illegal under the Gender Recognition Act 2004 for a person who has acquired the information in an official capacity to disclose personal information about a transsexual person's gender history once he/she has applied for a gender recognition certificate or been granted one, except with his/her permission or in other very limited circumstances.
48. A governing body or club may seek evidence of a participant's transsexual status and in order to minimise the risk of successful legal challenge, the organising body should take all reasonable steps to enable the person concerned to submit appropriate evidence. This includes inviting the person to submit evidence from their GP and to give consent to the Gender Recognition Panel being approached, that any evidence submitted should be properly and fairly considered, that the governing body or club should remain open to further evidence being submitted later.

IOC guidance

49. In May 2004 the International Olympic Committee (IOC) announced the conditions under which transsexual athletes may compete in sports competitions. This announcement follows a period of consideration and consultation carried out by

an ad hoc committee convened by the IOC Medical Commission. These conditions were applied as of the Athens Olympics in 2004.

50. Any transsexual women who underwent sex reassignment surgery before puberty should be accepted in sport as girls and women (female). This also applies to individuals undergoing female-to-male reassignment, who should be regarded as boys and men (male).
51. The group also recommends that individuals undergoing sex reassignment after puberty be eligible for participation in the acquired gender under the following conditions:
- Surgical anatomical changes have been completed, including external genitalia changes and gonadectomy (the surgical removal of the testes or ovaries)
 - Legal recognition of the acquired gender has been conferred by the appropriate official authorities
 - Hormonal therapy appropriate to the acquired gender has been administered in a verifiable manner and for a sufficient length of time to minimise gender-related advantages in sport competitions.
52. The group recommends that eligibility should begin no sooner than two years after gonadectomy. A confidential case-by-case evaluation will occur.
53. In the event that the gender of a competing athlete is questioned, the medical delegate (or equivalent) of the relevant sporting body shall, as now, have the authority to take all 'appropriate measures' to determine the gender of a competitor.

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54. Any body regulating entry into competitions in the UK must also comply with the stricter requirements of the GRA, which are that if the person has obtained legal recognition they may only be excluded from participation in that gender in the limited circumstances described above.
55. For further information, please see the explanatory note by IOC Medical Commission Chairman Arne Ljungqvist:
www.olympic.org/uk/news/media_centre/press_release_uk.asp?id=855

Courses of Action

56. National governing bodies and sports organisations are advised to:
- Review existing policies and procedures in light of the Gender Recognition Act to ensure transsexual people are not being discriminated against illegally. This will include any existing equality policies that may not have previously considered the rights of transsexual people yet which should now include this group.
 - Any changes should be based on consultation with relevant groups and individuals, and be published for the wider audience.
- Review and reinforce the definition and parameters of competitive parity within the sport. All participants should be assured that they take part within a safe and fair environment. This should address any potential safety factors affecting both transsexual and non-transsexual competitors. In addition, each sport should consider whether an individual

who has reassigned his or her gender has a competitive advantage as a result of the reassignment process.

- Review the reasons for sports organised on a single sex basis in competition. This will enable them to make informed decisions about the involvement of transsexual individuals as competitors.
- Establish fair, sensitive and confidential procedures for establishing whether it is necessary to exclude a transsexual competitor in order to ensure fair competition and the safety of competitors.
- Seek legal advice in the event that the sport is challenged on the basis of its policies or practices in relation to transsexual people.

Case Study

57. Following the release of the IOC policy on transsexual athletes' participation in the Olympic Games, the international federation for cycling, Union Cycliste Internationale (UCI), has amended its policy on transsexual athletes and competition. This took place after the British Cycling Federation negotiated the issue of a competition licence to a transsexual athlete who wished to continue competing in her acquired gender.

By adopting the IOC policy, the UCI was able to establish consistency with the policy of the British Cycling Federation which had originally issued a competition licence thereby providing access to the individual athlete. Ultimately, finding a consistent approach to this issue has made it possible for the

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international federation and national governing body to develop a degree of uniformity in policy and practice whilst ensuring equal and fair access to competition.

Contacts

59. This guidance aims to give sports organisations an overview of their responsibilities under the law and non-statutory ways in which they should seek to accommodate transsexual people. It also seeks to allay the fears of sporting bodies by outlining some of the things that they do not need to do, especially with regard to competition.
60. In some cases, organisations faced by a particularly complex issue may feel they have to resort to legal advice. However, in the first instance, if you wish to receive advice on gender reassignment the following organisations may be able to help:

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Contacts

The Gender Trust

A registered charity which specifically helps people who are transsexual, gender dysphoric or transgender

PO Box 3192, Brighton, BN1 3WR

Helpline 07000 790347

www.gendertrust.org.uk

The Women's Sport Foundation

An organisation dedicated to improving and promoting opportunities for women and girls in sport and physical activity

3rd Floor, Victoria House, Bloomsbury Square, London, WC1B 4SE

Phone 020 7273 1740

E-mail: info@wsf.org.uk

www.wsf.org.uk

CCPR

An umbrella body covering governing bodies of sport and recreation

Francis House, Francis Street, London, SW1P 1DE

Phone 020 7854 8500

E-mail: info@ccpr.org.uk

www.ccpr.org.uk

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UK Sport

UK Sport is the agency charged by the Government with responsibility for creating a strategy for developing high-performance sport in the UK

40 Bernard Street, London, WC1N 1ST

Phone 020 7211 5100

Email: info@uksport.gov.uk

www.uksport.gov.uk

The Department for Culture, Media and Sport (DCMS)

DCMS is responsible for Government policy on sport

2-4 Cockspur Street, London, SW1Y 5DN

Phone 020 7211 6200

Email: enquiries@culture.gov.uk

www.culture.gov.uk

The Department for Constitutional Affairs (DCA)

The Government department responsible for upholding justice, rights and democracy

Selborne House, 54-60 Victoria Street, London, SW1E 6QW

Phone 020 7210 8500

Email: general.queries@dca.gsi.gov.uk

www.dca.gov.uk

The Gender Recognition Panel

<http://www.grp.gov.uk/>

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Department for Culture,
Media and Sport
7-8 Gaudspine Street
London SW1A 9DF
02 7531 1144

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ATHLETICS AUSTRALIA BY-LAWS GOVERNING ELIGIBILITY OF ATHLETES WHO HAVE UNDERGONE SEX REASSIGNMENT TO COMPETE IN WOMEN'S COMPETITION

Preface

As the governing body for world athletics, the IAAF has recognised that in many countries, transsexuals/transgender persons may obtain official recognition in their acquired sex through the formal issue of a sex recognition certificate or other form of identification of sex (passport, identity card, birth certificate, etc.) and, once such recognition is obtained, they are afforded the legal rights of their acquired sex.

Although such cases to date are rare, male to female transsexual/transgender athletes have from time to time sought to compete in their acquired sex in Athletics. The IAAF recognises that male to female transsexual/transgender athletes may compete in women's competition in Athletics subject to their compliance with IAAF Rules and Regulations that are designed to preserve the fairness and integrity of International Competition in Athletics for all female athletes.

Athletics Australia ("AA") takes the same position in relation to competitions held under its jurisdiction

Chapter 1 Scope of By-Laws

1.1 These By-Laws establish a framework for the determination of the eligibility of athletes who have undergone male to female sex reassignment to compete in International Competitions (as defined in IAAF Rules) and in competitions held under the jurisdiction of AA in the female category.

1.2 The By-Laws are of mandatory application to all athletes competing in International Competitions and are adopted by AA for the management of any cases that might arise at competitions under its jurisdiction.

1.3 No male to female transsexual/transgender athlete shall be permitted to compete in the female category of an International Competition or any competition held under the jurisdiction of AA until her case has been evaluated by the IAAF or AA in accordance with these By-Laws.

1.4 These By-Laws do not apply to cases of female to male sex reassignment. The IAAF and AA position in relation to such cases is that, in accordance with Rule 141, a female to male transsexual athlete shall be permitted to compete in the male category of International Competitions or any competition held under the jurisdiction of AA upon production of a sex recognition certificate or other form of identification of sex confirming that he is recognised in law as a male (passport, identity card, birth certificate, etc.) and provided that he is

otherwise eligible to compete in accordance with the Rules, By-Laws and Regulations.

Chapter 2 Notification of cases of sex reassignment to IAAF

2.1 An athlete who has undergone male to female sex reassignment and who seeks to compete in an International Competition in the female category is required to notify the IAAF of her case as soon as possible and, in any event, at least three (3) months before the International Competition in which she seeks to compete. A failure to notify the IAAF at least three (3) months before the relevant International Competition may result in the athlete not being declared eligible to compete in the competition concerned. A male to female transsexual athlete who competes in an International Competition without notification of her case for evaluation in accordance with these By-Laws shall be considered to have committed a breach of IAAF Rules which may result in the imposition of sanctions, including ineligibility from competition.

2.2 Notification by an athlete to the IAAF of a male to female sex reassignment shall be made in confidence to the IAAF Medical Manager (a physician). An athlete may choose to contact the IAAF Medical Manager with such information directly or via her National Federation's team doctor or other supervising physician.

2.3 Notification by an athlete to the IAAF under these By-Laws shall include providing the IAAF with details of the following information at a minimum:

- (i) evidence of acquired sex under applicable law (e.g., sex recognition certificate or other form of legal recognition of acquired sex);
- (ii) details of any sex reassignment procedure undertaken (including date of orchidectomy or other surgical procedure);
- (iii) details of any post-re-assignment treatment (name, frequency and duration of treatment and dosage); and
- (iv) details of any post-re-assignment monitoring of treatment.

2.4 An athlete who has undergone male to female sex reassignment and who seeks to compete in any competition held under the jurisdiction of AA in the female category is required to notify AA of her case as soon as possible and, in any event, at least one (1) month before the competition in which she seeks to compete. A failure to notify AA at least one (1) month before the relevant competition may result in the athlete not being declared eligible to compete in the competition concerned. A male to female transsexual athlete who competes in a competition without notification of her case for evaluation in accordance with these By-Laws shall be considered to have committed a breach of AA By-Laws which may result in the imposition of sanctions, including ineligibility from competition.

2.5 Notification by an athlete to AA of a case of male to female sex reassignment shall be made in confidence to the AA Medical Manager (a physician). An athlete may choose to contact the AA Medical Manager with such information directly or via a team doctor or other supervising physician.

2.6 Notification by an athlete to AA under these By-Laws shall include providing AA with details of the following information at a minimum:

- (i) evidence of acquired sex under applicable law (e.g., sex recognition certificate or other form of legal recognition of acquired sex);
- (ii) details of any sex reassignment procedure undertaken (including date of orchidectomy or other surgical procedure);
- (iii) details of any post re-assignment treatment (name, frequency and duration of treatment and dosage); and
- (iv) details of any post-reassignment monitoring of treatment.

Chapter 3 Confidential management of cases

3.1 All cases that are notified to the IAAF or AA under these Regulations shall be treated in strict confidence.

3.2 As a necessary pre-condition of her eligibility to compete, an athlete who has undergone male to female sex reassignment shall consent to the disclosure of her medical information to such person or persons as may be required to review such medical information in accordance with these By-Laws (for example, the Expert Medical Panel described below). Medical information for these purposes shall include both information provided pursuant to 2.3 above and any further information collected in the course of implementation of these By-Laws.

3.3 The IAAF or AA Medical Manager and members of the IAAF Medical Department or AA staff involved in the management of an athlete's case under these Regulations shall conduct their activities at all times in strict confidence. All medical information and data relating to an athlete pursuant to these By-Laws shall be treated as sensitive personal information and the IAAF or AA Medical Manager shall ensure at all times that it is processed as such in accordance with applicable data protection and privacy laws.

3.4 Transmission of the athlete's medical data and information to the Expert Medical Panel as provided in these By-Laws shall be done on an anonymous basis without identifying the name of the athlete involved.

3.5 The IAAF or AA shall only retain an athlete's medical data and information as long as it is necessary to keep the athlete's case under review in accordance with IAAF or AA By-Laws and Rules and/or the provisions of these By-Laws or where otherwise required by applicable law.

3.6 Once the athlete's medical information and data no longer serves any of the above purposes, it shall be destroyed or permanently anonymised.

Chapter 4 The Expert Medical Panel

4.1 The IAAF is required by its Rules to appoint a pool of independent international medical experts to review cases that are submitted to it under these By-Laws, one of whom shall be appointed as the Chairman. Members shall be appointed to the pool for an initial period of 4 years. AA shall appoint a similar panel to consider cases relating to competitions under its jurisdiction where the athlete is not seeking to compete internationally.

4.2 The current Chairman and list of international medical experts appointed by the IAAF are set out in Appendix 1 to these By-Laws.

4.3 In the course of exercising its functions under these By-Laws, the IAAF or AA Expert Medical Panel may:

- (i) exchange views on the athlete's case by e-mail, telephone, facsimile or in person;
- (ii) call for any evidence or documents that it considers to be relevant to the athlete's case; or
- (iii) seek any medical, scientific or other specialist advice that it considers necessary in order to review the athlete's case.

Chapter 5 Initial review of notified case by the IAAF

5.1 Following notification of a case to the IAAF or AA under Chapter 2 above, the IAAF or AA Medical Manager shall conduct an initial review of the medical information notified by the athlete to ensure that a complete file has been provided in accordance with the requirements of these By-Laws.

5.2 As part of this initial review, the IAAF or AA Medical Manager may seek such further clinical and/or anamnestic data relating to the athlete as he considers appropriate for assessment of the athlete's case.

Chapter 6 Endocrine assessment

6.1 Following initial review of the case by the IAAF or AA Medical Manager, the athlete shall be asked to submit to an endocrine assessment.

6.2 For the purposes of the endocrine assessment, the athlete shall be required to provide urine and blood (serum) samples which shall be sent for analysis to a laboratory that is accredited to conduct such analyses. If no accredited laboratory is available in the athlete's location, the IAAF or AA shall decide upon the accredited laboratory to be used in each case.

6.3 The athlete shall be fully advised as to the purpose of the endocrine assessment and the fact that it is part of an overall process to be conducted under IAAF or AA Rules in accordance with the provisions of these By-Laws

Where the athlete is a minor, the physician shall provide such explanation to the athlete's parents or legal guardian(s). The athlete (or athlete's parents or legal guardian(s) where the athlete is a minor) shall designate a physician to be recipient of the results of the endocrine assessment on the athlete's behalf.

6.4 The laboratory shall analyse the athlete's urine for at least the following androgenic hormones (including their urinary metabolites): Testosterone, Epitestosterone, Androsterone, Etiocholanolone, 5 α -androstanediol, 5 β -androstanediol, Dihydrotestosterone and Dehydroepiandrosterone.

6.5 The laboratory shall analyse the athlete's blood (serum) for recorded levels of Testosterone and Sex Hormone-Binding Globulin at a minimum. Depending on the circumstances of the case, the IAAF or AA may also decide to analyse for recorded levels of additional hormones/substances, including, but not limited to, Dihydrotestosterone, Luteinizing Hormone, Follicle-stimulating Hormone, Estradiol, Anti-Mullerian Hormone, Inhibin B, 17-OH-Progesterone, Dehydroepiandrosterone Sulfate and Delta 4 Androstenedione.

6.6 The report of the analysing laboratory in respect of the above analyses shall be transmitted confidentially to the athlete's designated physician and to the IAAF or AA Medical Manager. A summary document of the process involved shall be available for the examining physician's use if need be.

Chapter 7 Referral of case to an Expert Medical Panel

7.1 Upon receipt of all the athlete's medical information and data, including the results of the endocrine assessment, the athlete's case is required to be referred by the IAAF or AA Medical Manager to an Expert Medical Panel.

7.2 Any Expert Medical Panel constituted to review a case under these By-Laws shall normally comprise the Chairman and a minimum of two other persons from the panel of experts at Appendix 1. In exceptional cases, the Chairman or another appointed person may sit as a single independent expert to review a case.

7.3 The composition of the Expert Medical Panel shall be decided in each case by the IAAF or AA Medical Manager and, unless otherwise unavailable, the Chairman shall sit in each case. The IAAF or AA Medical Manager may consult with the Chairman as regards the appointment of any particular

member of the Panel from the panel of experts at Appendix 1 depending on the circumstances of the case.

7.4 In each case, the members of the Expert Medical Panel shall sign confidentiality undertakings and shall confirm in writing that they have no conflicts of interest.

7.5 The Expert Medical Panel once constituted shall review the athlete's medical information and data forwarded by the IAAF Medical Department or AA and it shall determine in the first instance whether it has sufficient information upon which to make a determination as regards the athlete's eligibility in accordance with these By-Laws. To enable it to make such a determination, the Expert Medical Panel may call for such additional information, data or specialist advice as it considers necessary. Exceptionally, the Expert Medical Panel may require the athlete to undergo further medical assessment.

7.6 Upon referral of an athlete's case, the Expert Medical Panel may make a recommendation to the IAAF or AA based on the evidence before it as to whether or not the athlete should be declared provisionally eligible to compete in Athletics in the female category whilst further assessment of the case is conducted. If the Expert Medical Panel makes such a recommendation, the IAAF or AA Medical Manager shall take a decision on the athlete's provisional eligibility taking account of the recommendation that it has received.

7.7 If the IAAF or AA Medical Manager decides that the athlete shall not be eligible to compete whilst undergoing further assessment of the case, he shall notify the decision to the athlete and her designated physician and to AA.

The IAAF's or AA's decision in this regard shall not be subject to review but the athlete shall be entitled to an expedited follow up of the case and to a final decision taken as regards her eligibility under these By-Laws.

7.8 If the IAAF or AA Medical Manager decides that the athlete should be declared provisionally eligible to compete whilst undergoing further assessment of the case, he shall notify the decision to the athlete and her designated physician and to AA. At the same time, he shall notify the athlete that, in accordance with IAAF Rules, if it is later decided under these By-laws that the athlete was not eligible to have competed during that period, all the athlete's competition results as from the date of notification of provisional eligibility shall be annulled (including, where applicable, the results of any team in which the athlete has competed) and all medals, awards, certificates and prizes forfeited.

Chapter 8 Recommendation of Expert Medical Panel on Athlete's Eligibility

8.1 The Expert Medical Panel shall conduct a comprehensive review of the athlete's case and make an informed recommendation as to the athlete's eligibility to compete in women's competition.

8.2 In conducting its review of the athlete's case, the Expert Medical Panel shall have access to all potentially relevant information, including:

(i) the athlete's full medical file, including details of any sex reassignment procedure undertaken (in particular, the date of orchidectomy) and all post reassignment treatment and monitoring conducted to date;

(ii) the results of any blood analyses conducted, including reported levels of androgenic hormones;

(iii) the results of any urine analyses conducted, including reported levels of androgenic hormones and their urinary metabolites;

(iv) the results of any further medical assessment conducted at the request of the Panel; and

(v) any other information the Expert Medical Panel determines to be relevant to assessment of the athlete's case, including any written submission and/or further documents as may be requested from the athlete.

8.3 The Expert Medical Panel's recommendation as regards the athlete's eligibility to compete in women's competition shall take into consideration the following factors at a minimum:

(i) the age of the athlete;

(ii) whether the athlete's sex reassignment took place pre or post-puberty;

(iii) the nature of the sex reassignment procedure undertaken;

(iv) the period of time since the completion of the athlete's sex reassignment procedure;

(v) the athlete's androgen levels; and

(vi) the nature, duration and results of any treatment and monitoring undertaken following completion of the sex reassignment procedure.

8.4 Upon due consideration of the athlete's case, the Expert Medical Panel shall recommend that the athlete is eligible to compete in women's competition if it determines that her medical treatment following sex reassignment has been administered in a verifiable manner and for a sufficient length of time to minimise any advantage in women's competition.

8.5 The applicable standard of proof for the Expert Medical Panel in making its recommendation as regards the athlete's eligibility in accordance with the criteria in 8.4 above shall be to the comfortable satisfaction of the Panel.

8.6 If the Expert Medical Panel's recommendation is that the athlete does not meet the criteria in paragraph 8.4, it shall provide its reasons in writing and may further recommend:

(i) conditions under which it would be acceptable for the athlete to compete in women's competition; and

(ii) a schedule of monitoring of the athlete's prescribed medical treatment with a view to the athlete being eligible to compete once the conditions so determined have been met (Pre-Competition Monitoring).

Chapter 9 IAAF or AA decision on Eligibility

9.1 The recommendation of the Expert Medical Panel shall be communicated in writing to the IAAF or AA Medical Manager who shall decide upon the athlete's eligibility taking account of the recommendation that has been made.

9.2 The decision of the IAAF regarding the athlete's eligibility is required to be notified to the athlete and her designated physician and, where necessary, AA and her Member Association. The IAAF or AA decision may be appealed exclusively to CAS in accordance with the provisions of IAAF Rule 60.23 and following and/or the AA By-Laws.

9.3 The IAAF or AA may decide that the athlete is eligible to compete in women's competition subject to meeting any conditions for competition as recommended by the Expert Medical Panel. In this event, the athlete shall not compete until such conditions have been met, including satisfactory compliance with any schedule of Pre-Competition Monitoring.

9.4 The athlete shall be responsible for complying with any prescribed medical treatment during the period of Pre-Competition Monitoring and shall provide the IAAF Medical Department or AA with satisfactory evidence of such compliance, as it may request. The IAAF or AA Medical Manager may consult with the Chairman of the Expert Medical Panel at any stage during this period as he considers necessary.

9.5 At the end of the period of Pre-Competition Monitoring, the athlete's case shall be referred back to the Expert Medical Panel to make a recommendation on the athlete's eligibility to compete in women's competition. For this purpose, the IAAF Medical Department or AA shall provide the Expert Medical Panel with all evidence of the athlete's compliance with the prescribed medical treatment, including the results of any tests that have been conducted as part of such treatment during the Pre-Competition Monitoring period.

9.6 Upon receipt of the athlete's further medical information and data, the Expert Medical Panel shall make a recommendation on the athlete's eligibility to compete provided that it is satisfied that the athlete has met the conditions for competition that it has previously determined. If the athlete meets the conditions determined by the Expert Medical Panel, the athlete is required to be notified by the IAAF or AA that the athlete is eligible to compete in women's competition with immediate effect. If the athlete does not meet the conditions determined by the Expert Medical Panel, the athlete

shall be notified by the IAAF or AA that the athlete is not eligible to compete until such time as the conditions are met. In this event, the Expert Medical Panel may recommend that the athlete undergoes a further period of Pre-Competition Monitoring before reviewing her case again.

9.7 The athlete's eligibility for competition shall in each case be subject to ongoing monitoring by the IAAF or AA to ensure compliance with the conditions for eligibility determined by the Expert Medical Panel (Competition Monitoring). The Expert Medical Panel may determine in this regard a minimum periodicity of Competition Monitoring which may be supplemented by random unannounced testing conducted by the IAAF or AA at any time. For Competition Monitoring purposes, the IAAF or AA may collect urine and/or blood samples from the athlete.

9.8 If an athlete refuses to be tested by the IAAF or AA for Competition Monitoring purposes or if, when tested, is found not to be compliant with the conditions determined by the Expert Medical Panel, the athlete shall not be eligible to compete in Athletics for a minimum period of 2 weeks and until the Expert Medical Panel is satisfied that the athlete is so compliant.

Chapter 10 Entry into force

10. These By-Laws were adopted by the AA Board on XX-YY-1012 and shall enter into force on AA-BB-2012.

APPENDIX 1

LIST OF INTERNATIONAL MEDICAL EXPERTS

[Name and Area of Expertise]

Prof. Louis J. Gooren (NED) (Chairman) - Endocrinology

Prof. Martin Ritzen (SWE) - Pediatrics/endocrinology

Prof. Myron Genel (USA) - Pediatrics/endocrinology

Prof. Angelica Linden Hirschberg (SWE) - Gynecology/endocrinology

Prof. Guy G. Sjoen (BEL) - Endocrinology

APPENDIX 2

LIST OF AUSTRALIAN MEDICAL EXPERTS

[Name and Area of Expertise]

to be inserted

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POLICY

TRANSGENDER/SEXUAL ATHLETES

Updated May 2014



The purpose of this document is to provide policy and procedure information to the SwimmingSA Community with regards to transgender/sexual* participation in the sport.

**Transgender is a general term applied to individuals and behaviours that differ from the gender role commonly, but not always, assigned at birth. It does not imply any specific form of sexual orientation.*

**Transsexual is a term referring to a person who does not identify with the sex they were assigned at birth and wishes, whether successful or not, to realign their gender and their sex through use of medical intervention.*

This document is not to be referred to in isolation and should be implemented in conjunction with the:

- Swimming Australia Member Welfare Policy
- Swimming Australia Gender Identity Position Statement
- Swimming Australia Privacy Policy
- SwimmingSA Privacy Policy
- South Australian Equal Opportunity Act 1984
- International Olympic Committee Transgender Regulations

THE POLICY

SwimmingSA is committed to providing a safe, fair and inclusive sporting environment where people of all backgrounds can contribute and participate. People who identify as transgender or transsexual should be treated fairly and with dignity and respect at all times. This includes acting with sensitivity when a person is undergoing gender transition.

We will not tolerate any unlawful discrimination or harassment of a person who identifies as transgender or transsexual or who is thought to be transgender or transsexual. If a transgender or transsexual person feels he or she has been harassed or discriminated against by another person or organisation bound by this policy, he or she may make a complaint.

SwimmingSA recognises that excluding transgender and transsexual people from participating in sporting events and activities has significant implications for their health, well-being and involvement in community life. In general, we will support their participation in our sport on the basis of the gender with which they identify. We also recognise that there is debate over whether a male-to-female transgender person obtains any physical advantage over other female participants to which the adoption strategies contained in this policy aim to address to ensure a fair field of play for all members.

Drug testing procedures and prohibitions also apply to people who identify as transgender. A person receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Exemption Form.

SwimmingSA recognises that the following sporting bodies are responsible for implementing transgender/sexual regulations for participation in swimming:

- SwimmingSA Incorporated (SSA)
- Swimming Australia Limited (SAL)
- Fédération Internationale de Natation (FINA)
- International Olympic Committee (IOC)

POLICY

TRANSGENDER/SEXUAL ATHLETES

Updated May 2014



Please reference these organisations policies for participation at competitions not sanctioned by SwimmingSA.

Membership Rights

A transgender/sexual athlete/member has equal membership rights to those of any other SwimmingSA member and may not be discriminated against based upon their identified gender. Membership levels (state, district & club) must comply with all relevant state legislation, SwimmingSA and Swimming Australia Policies.

SwimmingSA Competition Policy for Transgender Athletes

A SwimmingSA member undergoing sex reassignment of male to female before puberty are regarded as girls and women (female). This applies as well for female to male reassignment, who are to be regarded as boys and men (male). This applies for all levels of SwimmingSA Approved Competitions.

A SwimmingSA member undergoing sex reassignment from male to female after puberty (and the converse) is eligible for participation in female or male competitions, respectively, under the following conditions:

- Club Carnivals and Events: Transgender/sexual athletes are eligible for competition in events assigned to their identified gender* with no restrictions applied. Athletes must meet the entry criteria for the event they wish to enter.

*Identified gender definition:

- Athletes must be living full time as their desired gender
- Athletes must have the name they wish to be referred to legally changed with birth deaths and marriages to be compatible with their identified gender.

- District Carnivals and Events: Transgender/sexual athletes are eligible for competition in events assigned to their identified gender* with no restrictions applied. Athletes must meet the entry criteria for the event they wish to enter.

- SwimmingSA Events (excluding State Championships): Transgender/sexual athletes are eligible for competition in events assigned to their identified gender* with no restrictions applied. Athletes must achieve all qualifying criteria (where applicable) and meet the entry criteria for the event they wish to enter.

- SwimmingSA State Championships: Transgender/sexual athletes are eligible to enter as their identified gender* and "swim for a time" they are however not eligible to:

- Compete in finals (unless there are insufficient number of athletes available to fill available lanes)
- Achieve points
- Be awarded medals and
- Swim in a club or district relay team.

For all intents and purposes until the criteria listed below is achieved transgender/sexual athletes are to compete at State Championships with the designation of an exhibition swimmer.

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POLICY

TRANSGENDER/SEXUAL ATHLETES

Updated May 2014



Criteria

- Surgical anatomical changes have been completed, including external genitalia changes and gonadectomy
- Legal recognition of their assigned sex has been conferred by the appropriate official authorities
- Hormonal therapy appropriate for the assigned sex has been administered in a verifiable manner and for a sufficient length of time to minimise gender-related advantages in sport competitions (athletes doctor to verify via letter)
- A minimum of two years have passed after a gonadectomy is performed.

State Representation

Athletes are eligible to represent South Australia if:

- (a) They are prepubescent and identify to a specific gender or
- (b) They are post puberty and meet the criteria listed above

Athletes must also meet the selection (performance) criteria to be considered for state squads or teams.

National Competition and Representation

Please refer to the Swimming Australia Gender Identity Position Statement and Policy.

Facilities, Support, and Education

Change Rooms

Anyone using sports facilities at SwimmingSA activities (whether a member or visitor) shall have access to the changing, shower, and toilet facilities that accord with their gender identity. Private facilities will be made available if asked for but transgender people will not be required to use them. It is implied that all members (transgender or not) will afford every member with the appropriate respect with regards to changing facilities.

Accommodations for travel

When possible, athletes representing clubs, districts and South Australia will be assigned accommodations based on their gender identity, with more privacy provided, if possible, when requested.

Names and Pronouns

Teammates, coaches, and other participants in sports shall refer to people by their preferred names and pronouns.

Dress Codes and Uniforms

Dress codes should enable all athletes and other members to dress in accord with their gender identity and those relevant to the gender in which the athlete competes.

Education

Athletes, coaches, support staff, and other people involved in SwimmingSA should be educated about trans identities and the principles of transgender inclusion. They should be knowledgeable about how, in their particular roles, to support trans people, and prepared to put this knowledge to use without naming or violating the privacy of transgender athletes or personnel in question.

POLICY

TRANSGENDER/SEXUAL ATHLETES

Updated May 2014



ADOPTION OF STRATEGIES

Prior to competing at any SwimmingSA approved competition:

1. Transgender athletes must meet with the SwimmingSA General Manager and be involved with the creation of a confidential personalised action plan for their transition.
2. This plan is to be submitted to the SwimmingSA Board for review and approval prior to commencing competition.
3. SwimmingSA Events & Competitions Coordinator, Meet Director and Referee's will be notified that there is a current approved transition plan in place and during this time an athlete will be listed as an exhibition swimmer in meet manager.
4. Plan is to be reviewed quarterly (or more frequently if required) by the transgender athlete and SwimmingSA General Manager

In the event that the gender of a competing athlete is questioned, the medical delegate (or equivalent) of the relevant sporting body shall have the authority to take all appropriate measures for the determination of the gender of a competitor.

PENALTIES FOR NON COMPLIANCE

Any SwimmingSA Member (Club, District or Individual) who does not apply with this policy will face disciplinary action.

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Subject:

Russia's anti-gay laws worry Labour

From: Laurie Edwards

Sent: Wednesday, 14 August 2013 7:42 a.m.

To: Michael Woodside

Subject: Russia's anti-gay laws worry Labour

FYI – further to yesterday's conversation.

Russia's anti-gay laws worry Labour

3News NZ

New Zealand Olympic speed skater and gay rights campaigner Blake Skjellerup opposes a boycott but has said he intends wearing a rainbow pin at the games - even if it gets him into trouble. Labour's sports spokesman, Trevor Mallard, says the Government ...

[See all stories on this topic »](#)

Laurie Edwards || Manager || Marketing and Communications
Ext. [number] || Mob. [number]

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Subject:

FW: Transgender Rights for Hockey Players

From: Michael Woodside
Sent: Monday, 20 July 2015 3:14 p.m.
To: [name]
Cc: [name]; [name]
Subject: FW: Transgender Rights for Hockey Players

Hi [name]

Are you able to please give [name] at NZ Hockey a call about this one? Not sure how much we will be able to help but you could advise that there is some discussion occurring across sports on gender diversity (led by NZ Rugby) and we could raise this with other NSOs and get back to him.

Let me know how you get on.

Thanks.

Michael

Michael Woodside || Manager Policy || Public Affairs
DDI: +[number] Ext. [number] || Mob +[number]
[@SportNZ](#) || [@HPSportNZ](#) || [facebook.com/hpsnz](#) || [facebook.com/SportNZ](#)

From: [name]
Sent: Monday, 20 July 2015 3:01 p.m.
To: Michael Woodside
Subject: Transgender Rights for Hockey Players

Hi Michael,

I'm not sure if you're the right person to talk to about this, but I just had a call from [name] at Hockey NZ who wants some advice about rules and regulations regarding transsexual players. He would like someone to give him a call if possible on [number].

Thanks so much

[name]

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Subject:

FW: NZRU work on inclusion

From: Michael Woodside
Sent: Monday, 23 September 2013 4:13 p.m.
To: [name]; [name]
Subject: FW: NZRU work on inclusion

FYI

From: Andrea Blackshaw
Sent: Monday, 23 September 2013 12:17 p.m.
To: Michael Woodside; [name]; Peter Miskimmin; Dave Adams
Cc: Laurie Edwards
Subject: NZRU work on inclusion

Hi all

A heads up from [name] at the NZRU – they are looking at potentially developing a charter around preventing discrimination on the basis of sexuality. They have been looking at ..

The ARU's work on this - <http://www.rugby.com.au/News/NewsArticle/tabid/1699/ArticleID/10113/Default.aspx>
The UK Charter: <https://www.gov.uk/government/news/fight-against-homophobia-and-transphobia-in-sport>
The ASC's work on this: <http://www.playbytherules.net.au/got-an-issue/discrimination/homophobia>

They were interested to know if we had any work underway in this area, or intention to work in this area. I advised that we do not, but we are currently doing some work around the wider ethics area, and this might eventually be part of that. However, it's likely they will be ahead of us as they are looking to develop something to implement early next year.

I have asked them to keep us in the loop as they develop this work, and have said we will let them know how our thinking evolves. This could also be something to add to the Oct Board paper on the wider ethics debate.

AB

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Subject: FW: Inclusion Policy
Attachments: image001.png@01CFC912.7DEB9860; ethics and sport Aug 2013.docx

From: Michael Woodside
Sent: Friday, 5 September 2014 3:36 p.m.
To: Sophie Lee; Andrea Blackshaw
Subject: FW: Inclusion Policy

<http://www.hrc.co.nz/2014/07/17/homophobia-the-opponent-only-gay-athletes-face/>

Michael Woodside || Manager Policy || Public Affairs
Ext. [number] || Mob +[number]

From: Michael Woodside
Sent: Friday, 5 September 2014 2:10 p.m.
To: [name]
Cc: [name]
Subject: Inclusion Policy

Hi [name]

The only reference I can find to this on KC is in the attached paper we drafted around ethics and sport (referring to an Australian Rugby Union policy aimed at stamping out discrimination and homophobia).

However, if they are talking about encouraging inclusion of people with disabilities in sport then would be worth having a chat to [name] from a community sport angle or [name] from a Paralympics angle.

Cheers,
Michael

Michael Woodside || Manager Policy || Public Affairs
Ext. [number] || Mob +[number]

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Subject: RE: homophobia/integrity

From: Peter Miskimmin
Sent: Wednesday, 3 June 2015 7:04 a.m.
To: Andrea Blackshaw
Subject: RE: homophobia/integrity

Thanks Andrea,
I have sent this off as suggested.
Cheers P.

From: Andrea Blackshaw
Sent: Tuesday, 2 June 2015 10:24 p.m.
To: Peter Miskimmin
Subject: homophobia/integrity

Hi Pete

If you have not gone back to David Rutherford, suggest you go back with the following (or I can?)

Hi David

Thanks for sending this through. We have been talking to NZ Rugby about their thinking on a charter on homophobia, which other codes have also expressed an interest in. They see our role in this as supporting rather than leading, which is similar to how it came about in Australia. We'll be attending their Forum on June 22, and we expect that's the role they'll ask us to take – support, with the sports themselves leading and each committing to a work programme.

Where we see ourselves leading is around a wider integrity framework, which takes wider view and includes things like anti-doping, match-fixing, inclusion, child and member protection etc – again similar to what has happened in Australia. We're doing some work on this with a plan to take it to our Board in a month or so. If they're supportive we may look to ask the sector to voluntarily sign up to this, again with their own work programme as appropriate to the issue in their own code. We would provide resources and education as we currently do.

We'll touch base as this work progresses.

Thanks

Andrea Blackshaw || General Manager || Public Affairs
Ext. [number] || Mob. [number]
@SportNZ || @HPSportNZ || facebook.com/hpsnz || facebook.com/SportNZ

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Subject:

FW: Homophobia in sport and Ministry of Education FYI

From: Laurie Edwards

Sent: Friday, 29 May 2015 12:28 p.m.

To: [name]; [name]; Michael Woodside; [name]

Subject: FW: Homophobia in sport and Ministry of Education FYI

FYI

Laurie

Laurie Edwards || Manager || Marketing and Communications
Ex.[number] || Mob. [number]

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From: [name]

Sent: Friday, 29 May 2015 12:14 p.m.

To: Laurie Edwards

Subject: Homophobia in sport and Ministry of Education FYI

Interesting in the light of the homophobia in sport survey recently – looks like Min Education has included advice on PE classes and coaches along the lines of:

“sports coaches needed to understand gender identity and be vigilant for homophobia and other signs of discrimination.”

<http://tvnz.co.nz/national-news/education-bosses-want-gender-neutral-uniforms-in-nz-schools-6325684>

[name] || [position]

Ex. [number] || Mob. +[number]

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To: Brent Thawley
Subject: LGBT communities in Sport

From: Brent Thawley
Sent: Friday, 27 November 2015 12:56 p.m.
To: [name]; Peter Cox; [name]; [name]; Michael Woodside; Janette Brocklesby; Dave Adams
Subject: LGBT communities in Sport

Hi all

Just had a phone call from [name] – he is part of trust that is looking to run a large LGBT (Lesbian, Gay, Bisexual and Transgender) sports event in Auckland in February 2016 and is wanting to hook in with the mainstream sports community.

More broadly the Trust is seeking to support more of the LGBT community to participate in Sport with a strong focus on understanding what barriers to participation there are to the younger members of their community.

The trust is in the early stages of formation and has limited understanding and connection with the wider sport sector so there are some obvious and immediate ways we can help them, such as connecting them into Active and Auckland Council ([name]).

But also keen to understand if there are any other opportunities to this connects with that I may be missing, such as:

- Events
- Sport Ethics
- Research
- insights
- Young people
- Cross government

Please let me know if you there is any interest before I go back to [name] early next week.

Brent Thawley || Acting General Manager || Commercial and Capability
Mob. [number]

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**SPORT
NEW ZEALAND**

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Subject:

RE: Draft response to Radio NZ's query re inclusion policy

From: Andrea Blackshaw
Sent: Friday, 5 September 2014 4:01 p.m.
To: [name]; Laurie Edwards; Michael Woodside
Subject: RE: Draft response to Radio NZ's query re inclusion policy

Thanks [name] .. some subtle changes and I think it's looking good.

AB

From: [name]
Sent: Friday, 5 September 2014 3:48 p.m.
To: Laurie Edwards; Andrea Blackshaw; Michael Woodside
Subject: Draft response to Radio NZ's query re inclusion policy

Hi there,

Please find below for your comment the draft response to Radio NZ's query around whether or not Sport NZ has an overarching policy that addresses homophobia:

Sport contributes many positive things to both individuals and our society, so protecting the integrity of sport is important. Discrimination of any kind has no place in sport, so any sport that feels it has a problem in that area should be addressing it.

Kind regards,
[name] || [title] || Media and Communications
Ex.[number] || Mob. [number]

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Subject: RE: Homophobia in sport

From: Andrea Blackshaw
Sent: Monday, 11 May 2015 8:30 p.m.
To: Laurie Edwards; Michael Woodside
Cc: [name]
Subject: RE: Homophobia in sport

Probably fine for us to sit on this, but if the Minister's office wants something we'll need to expand.
AB

From: Laurie Edwards
Sent: Monday, 11 May 2015 5:06 p.m.
To: Andrea Blackshaw; Michael Woodside
Cc: [name]
Subject: Homophobia in sport

Hi all

Here's where we got to last time on this issue, in terms of generic messaging.

Sport contributes many positive things to both individuals and our society, so protecting the integrity of sport is important. Discrimination of any kind has no place in sport, so any sport that feels it has a problem in that area should be addressing it.

The question is whether we now need to go further in a policy sense, given the recent report, developments in Australia etc. But until we're clearer on what our response is, I think we need to stick with the above messaging.

Any thoughts?

Laurie

Laurie Edwards || Manager || Marketing and Communications
Ex.[number] || Mob. [number]

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Subject: RE: LGBT communities in Sport_Policy Work
Attachments: Sport Integrity Framework_4 Nov 2015_Board Paper.docx; Integrity Framework_DRAFT.pptx

From: Michael Woodside
Sent: Wednesday, 2 December 2015 3:59 p.m.
To: Brent Thawley
Cc: [name]; Peter Cox; [name]; [name]; Janette Brocklesby; Dave Adams; Andrea Blackshaw; [name]; [name]; [name]; [name]; [name]; [name]
Subject: RE: LGBT communities in Sport_Policy Work

Hi Brent

Sorry for the delay in coming back to you. In terms of Policy work in this area there are a couple of things to mention.

The first is that the Board recently approved publication of a sport integrity framework on our website next year (see attached paper and ppt). The Framework includes a section on addressing diversity and what is happening in this space (including relevant government agencies / organisations). We could potentially include the work of the Trust in here.

Secondly, in the Board paper we outline what our priority areas within the framework are in 2015/16. Addressing diversity is not one of these but we will continue to support NZ Rugby's work in this area – who are leading a project with some other major sporting codes around developing a diversity charter (in response to the 'Out on the Fields' report - <http://www.outonthefields.com>).

Happy to discuss.

Cheers,
Michael

Michael Woodside || Manager Policy / Public Affairs
DDI: +[number] Ext. [number] || Mobile: +[number]

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From: Brent Thawley
Sent: Friday, 27 November 2015 12:56 p.m.
To: [name]; Peter Cox; [name]; [name]; Michael Woodside; Janette Brocklesby; Dave Adams
Subject: LGBT communities in Sport

Hi all

Just had a phone call from [name] – he is part of trust that is looking to run a large LGBT (Lesbian, Gay, Bisexual and Transgender) sports event in Auckland in February 2016 and is wanting to hook in with the mainstream sports community.

More broadly the Trust is seeking to support more of the LGBT community to participate in Sport with a strong focus on understanding what barriers to participation there are to the younger members of their community.

The trust is in the early stages of formation and has limited understanding and connection with the wider sport sector so there are some obvious and immediate ways we can help them, such as connecting them into Active and Auckland Council ([name]).

But also keen to understand if there are any other opportunities to this connects with that I may be missing, such as:

- Events
- Sport Ethics
- Research
- insights
- Young people
- Cross government

Please let me know if you there is any interest before I go back to [name] early next week.

Brent Thawley || Acting General Manager || Commercial and Capability
Mob. [number]

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Chief Executive's Report to 14 May 2015

[out of scope]

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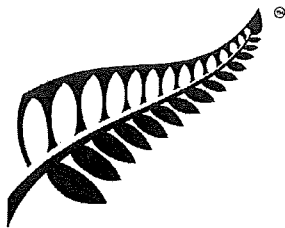
HOMOPHOBIA IN SPORT

We have been dealing with the results of a study by Melbourne Victoria University into homophobia in sport (Out on the Field). The study found "rampant homophobia in NZ sport, and found many young gay students had their first bad experiences with homophobia during PE". The report found "rugby was the sport most commonly played by LGB (Lesbians, Gays and Bisexuals) New Zealanders". "Nearly 70% of gay men surveyed said sport was more homophobic environment than greater society". "Gay boys were more likely to hide their sexual orientation from team-mates, coaches and officials due to fear of discrimination than any other country surveyed (NZ, Aust, USA, Canada, Ireland, Britain). The author of the study called on teachers, schools and sport leaders to be more inclusive.

The results of this study were featured in an article in SST and this has led to a range of questions directed to us, the Minister and Rugby. This issue falls within the wider integrity of sport and we have been working with the Human Rights Commission and some lead NSOs to develop up an appropriate (policy) response. This I will update you on progress at the Board meeting.

[rest of document out of scope]

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**SPORT
NEW ZEALAND**

4 November 2015

To : The Board
From : Andrea Blackshaw
Subject : **SPORT INTEGRITY FRAMEWORK**

STATUS: Decision

Purpose

1. The purpose of this paper is to advise you of our proposed approach to work on safeguarding the integrity of sport, including our sport integrity framework.

Background

2. In October 2013, the Sport NZ Board was briefed on our high-level thinking about a framework to guide our work in the areas of ethics and integrity in sport. Since then our main focus has been on leadership of the Sport Integrity Inter-Agency Group and implementing the National Match-fixing Policy.
3. In the wake of several recent integrity issues, we have refreshed the framework, and now feel there is an opportunity to share it with the sector to provide leadership, guidance and support. We consider the framework is a key element within the strategic priority area of protecting the value of sport.

[rest of document withheld under section 18(d) of the Official Information Act 1982 as information regarding Sport NZ's Integrity Framework will soon be made publicly available]

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Date: 27 September 2013

Fortnightly Update

[out of scope]

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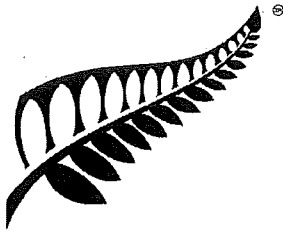
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NZRU Inclusion Project

15. The NZ Rugby Union has advised that they are considering developing a charter around preventing discrimination on the basis of sexuality. This approach would align them with the Australian Rugby Union, who announced in August their intention to release an Inclusion Policy, aimed at stamping out discrimination and homophobia, to coincide with the launch of the 2014 Bingham Cup - also known as the "gay Rugby World Cup". The NZRU are looking to develop their charter for implementation in early 2014.

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**SPORT
NEW ZEALAND**

29 July 2015

To : The Board
From : Andrea Blackshaw
Subject : **Sport Integrity Work Update**

STATUS: Noting

[out of scope]

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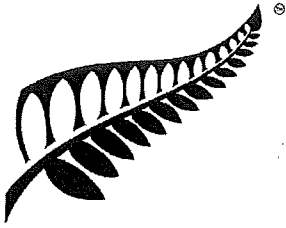
Sport Integrity Framework

14. In the last couple of CE Reports updates have been provided on developments in the wider sport integrity space, in particular our involvement with the work NZ Rugby is continuing to lead on addressing homophobia in New Zealand sport.
15. We are currently developing our wider sport integrity framework with the intention that this be published to help support the sport sector in determining roles, responsibilities and locating guidance materials. The framework will include the government response to match-fixing, anti-doping and corruption as well as issues such as child protection, side-line behaviour and diversity (e.g. addressing homophobia, sexism, racism etc.).
16. We intend to provide a copy of the draft sport integrity framework for discussion at the next Board meeting.

[rest of document out of scope]

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**SPORT
NEW ZEALAND**

24 October 2013

To : The Board
From : Andrea Blackshaw
Subject : **INTEGRITY FRAMEWORK**

STATUS: DISCUSSION

[out of scope]

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7. The NZ Rugby Union is currently developing a charter around preventing discrimination on the basis of sexuality. This approach would align them with the Australian Rugby Union, who announced in August their intention to release an Inclusion Policy, aimed at stamping out discrimination and homophobia, to coincide with the launch of the 2014 Bingham Cup - also known as the "gay Rugby World Cup". The NZRU are looking to develop their charter for implementation in early 2014.

[rest of document out of scope]

Sport Integrity Inter-Agency Group meeting 09/07/2015

[out of scope]

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Sport NZ is currently developing a wider sport integrity framework, which will include the response to match-fixing, anti-doping and corruption as well as issues such as child protection, side-line behaviour and diversity (e.g. addressing homophobia, sexism, racism etc.).

[rest of document out of scope]

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**SPORT
NEW ZEALAND**

Minister for Sport and Recreation

28 August 2015

FORTNIGHTLY UPDATE

[out of scope]

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28. We continue to receive occasional queries about homophobia in sport, this week from Radio NZ. We responded that sport is something that should be enjoyed by all Kiwis regardless of race, creed, sexual orientation or any other factor.

[rest of document out of scope]

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Chief Executive's Report to 19 June 2015
[out of scope]

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Last month I provided you with an update on our response to the release of the *Out on the Fields* report, which found concerning levels of homophobia in New Zealand sport. This report led to a flurry of media activity, the bulk of which was directed towards NZ Rugby.

Since then NZ Rugby has scheduled a workshop on 22 June 2015 to consider a draft proposal for a NZ Rugby framework and action plan for inclusion within their game, with a specific focus on homophobia. We have been invited to this workshop, along with a number of NSOs and the Human Rights Commission. The purpose of the workshop is to review and contribute to the development of this framework. This workshop will help inform the work the Policy team is doing around developing our own broader sport integrity framework, which will indicate the areas that Sport NZ takes a leadership role (e.g. match-fixing) versus those areas that are more sport specific or societal (e.g. concussion, alcohol harm reduction).

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[rest of document out of scope]

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Subject:

FW: Player Eligibility

-----Original Message-----

From: [name]

Sent: Wednesday, 11 March 2015 3:29 p.m.

To: [name]

Subject: RE: Player Eligibility

Thanks lovely, most helpful.

Cheers

[name]

-----Original Message-----

From: [name]mailto:[name]@KPMG.co.uk]

Sent: Wednesday, 11 March 2015 11:02 a.m.

To: [name]

Subject: Re: Player Eligibility

The general guidance for pre puberty and school level sport is that there are no issues. This would particularly be the case for netball as its (allegedly!) a non contact sport and a team sport so there would be no advantage that could be claimed.

The best guidance That's been produced is a joint piece in Cornwall and is here - there is a section about physical activity

<http://www.cornwall.gov.uk/media/3625429/Cornwall-Schools-Transgender-Guidance.pdf>

Most sports are beginning to develop their own policy but netball isn't there yet (it directs to the IFNA policy which doesn't say much at all!)

[name]

Sent from my iPhone

On 10 Mar 2015 at 18:17, [name][name]@sportnz.org.nz<mailto:Jo.Colin@sportnz.org.nz>> wrote:

Hi Hun

Thanks for any help you can provide, much appreciated! But out of my depth on this one!!

X

Sent from my iPhone

Begin forwarded message:

From: [name] <[name]@netballnz.co.nz<mailto:[name]@netballnz.co.nz>>
Date: March 10, 2015 at 9:31:26 PM GMT+13
To: [name] <[name]@sportnz.org.nz<mailto:[name]@sportnz.org.nz>>
Cc: Rodger Thompson <[address]@sportnz.org.nz<mailto:[address]@sportnz.org.nz>>, [name] <[name]@sportnz.org.nz<mailto:[name]@sportnz.org.nz>>
Subject: Re: Player Eligibility

Thanks very much for the help all of you.

I have our student looking into human rights commission [name] and any input you can get from the UK would be great, [name].

The specific question this time was related to gender reassignment (make to female school aged) but we have also had more generic trans gender questions for both teenagers and adults.

We have generally provided dispensation for boys who identify as girls to play in female competition and would like us to be as positive and inclusive as can, as well as understand guidance that is of there.

Thanks very much.

[name]

Sent from my iPad

On 10/03/2015, at 9:16 pm, "[name]" <[name]@sportnz.org.nz<mailto:[name]@sportnz.org.nz>> wrote:

Ok leave with me!

-----Original Message-----

From: Rodger Thompson
Sent: Tuesday, 10 March 2015 9:15 p.m.
To: [name]
Cc: [name]; [name]@netballnz.co.nz<mailto:[name]@netballnz.co.nz>
Subject: Re: Player Eligibility

Thanks, [name]. That'd be great.

Rodger

-----Original Message-----

From: Rodger Thompson
Sent: Monday, 9 March 2015 9:08 p.m.
To: [name]; [name]
Cc: '[name]@netballnz.co.nz<mailto:[name]@netballnz.co.nz>'
Subject: FW: Player Eligibility

Hi [name] and [name].

Please see [name] email below. Are either of you aware of anything we can provide? [name], anything you've come across in the UK?

Thanks
Rodger

-----Original Message-----

From: [name] [mailto:[name]@netballnz.co.nz]
Sent: Monday, 9 March 2015 4:42 p.m.
To: Rodger Thompson
Subject: FW: Player Eligibility

Hi Rodger,

Does sport NZ have any guidelines on transgender students in sport? We have had a couple of queries already this year and wondered whether you have anything. We have dealt with this on a case by case basis in the past but if you are aware of anything nationally or any sports/RST that have such guidelines in place, let me know.

Thanks,
[name]

[name]
[title]
Netball New Zealand

DDI +[number]
MB +[number]

-----Original Message-----

From: [name] [mailto:[name]@staff.[highschool].co.nz]
Sent: Sunday, 8 March 2015 11:26 a.m.
To: Info
Subject: Player Eligibility

Hi - if a player is undergoing gender reorientation and they intend to become female, are they eligible to play as a female?

[name]
[title]
[high school]

Sport New Zealand is the crown entity responsible for promoting, encouraging and supporting sport and physical recreation in New Zealand. For more details, visit www.sportnz.org.nz<<http://www.sportnz.org.nz>>

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Subject: FW: Player Eligibility
Attachments: Cornwall-Schools-Transgender-Guidance.pdf

-----Original Message-----

From: [name]
Sent: Wednesday, 11 March 2015 3:35 p.m.
To: [name]
Cc: Rodger Thompson; [name]
Subject: RE: Player Eligibility

Hi [name]

This is what my colleague in the UK has passed on to me, I hope this helps? Looks like an area for sport that not much has been done on.

The general guidance for pre puberty and school level sport is that there are no issues. This would particularly be the case for netball as it's a non contact sport and a team sport, so there would be no advantage that could be claimed.

The best guidance That's been produced is a joint piece in Cornwall and is attached- there is a section about physical activity

Most sports in the UK are beginning to develop their own policy but netball isn't there yet (it directs to the IFNA policy which doesn't say much at all!)

-----Original Message-----

From: [name] [mailto:[name]@netballnz.co.nz]
Sent: Tuesday, 10 March 2015 9:31 p.m.
To: [name]
Cc: Rodger Thompson; [name]
Subject: Re: Player Eligibility

Thanks very much for the help and for you.

I have our student looking into human rights commission [name] and any input you can get from the UK would be great, [name].

The specific question this time was related to gender reassignment (make to female school aged) but we have also had more generic trans gender questions for both teenagers and adults.

We have generally provided dispensation for boys who identify as girls to play in female competition but I'd like us to be as positive and inclusive as can, as well as understand guidance that is of there.

Thanks very much.

[name]

Sent from my iPad

> On 10/03/2015, at 9:16 pm, "[name]" <[name]@sportnz.org.nz> wrote:

>
> Ok leave with me!
>
> -----Original Message-----
> From: Rodger Thompson
> Sent: Tuesday, 10 March 2015 9:15 p.m.
> To: [name]
> Cc: [name]; [name]@netballnz.co.nz
> Subject: Re: Player Eligibility
>
> Thanks, [name]. That'd be great.
>
> Rodger
>
>> On 10/03/2015, at 20:55, "[name]" <[name]@sportnz.org.nz> wrote:
>>
>> Hi all
>>
>> I have a friend who works in this area within the UK and leads the GLTG sports group there, would you like me to
get in touch with her?
>>
>>
>> Cheers
>>
>> [name]
>> -----Original Message-----
>> From: Rodger Thompson
>> Sent: Monday, 9 March 2015 9:08 p.m.
>> To: [name]; [name]
>> Cc: '[name]@netballnz.co.nz'
>> Subject: FW: Player Eligibility
>>
>> Hi [name] and [name].
>>
>> Please see [name] email below. Are either of you aware of anything we can provide? [name], anything you've
come across in the UK?
>>
>> Thanks
>> Rodger
>>
>> -----Original Message-----
>> From: [name] [mailto:[name]@netballnz.co.nz]
>> Sent: Monday, 9 March 2015 4:42 p.m.
>> To: Rodger Thompson
>> Subject: FW: Player Eligibility
>>
>> Hi Rodger,
>>
>> Does sport NZ have any guidelines on transgender students in sport? We have had a couple of queries already
this year and wondered whether you have anything. We have dealt with this on a case by case basis in the part but if
you are aware of anything nationally or any sports/RST that have such guidelines in place, let me know.
>>
>> Thanks,
>> [name]
>>
>> [name]

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>> [title]
>> Netball New Zealand
>>
>> DDI +[number]
>> MB +[number]
>>
>>
>> -----Original Message-----
>> From: [name] [mailto:[name]@staff.[highschool].co.nz]
>> Sent: Sunday, 8 March 2015 11:26 a.m.
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>> Subject: Player Eligibility
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>> Hi - if a player is undergoing gender reorientation and they intend to become female, are they eligible to play as a female?
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>> [name]
>> [title]
>> [high school]
> Sport New Zealand is the crown entity responsible for promoting, encouraging and supporting sport and physical recreation in New Zealand. For more details, visit www.sportnz.org.nz
>
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Cornwall Schools

Transgender Guidance



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Devon & Cornwall Police
Building safer communities together



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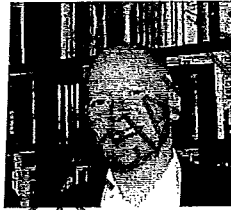
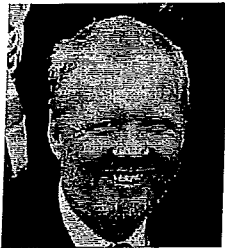
Foreword

Thank you to all of the young people in Cornwall in education that identify as Transgender, their parents, carers and guardians that inspired the creation of this document.

Cornwall Schools Transgender Guidance has been written in collaboration with Cornwall Council, The Intercom Trust, Devon & Cornwall Police and head teachers. It is the first of its kind within the UK to be incorporated into schools and colleges, specifically aimed at supporting Transgender pupils and students.

It is a pioneering piece of partnership working showing that Cornwall can be at the forefront of making improvements in understanding and supporting pupils and students that identify as Transgender who are in education.

Cornwall Council, The Intercom Trust and Devon & Cornwall Police are extremely proud to have been involved in this document. We jointly support and endorse it to encourage schools and colleges to hold the guidance as best practice in the support of fair and equal education for all pupils & students in education across the county.



Trevor Doughty

Dr Michael Halls
Executive Director

ACC Sharon Taylor

Director of Childrens, Schools
and Families

Cornwall Council

The Intercom Trust:
lesbian gay bisexual and
trans community resource
in the South West

Assistant Chief Constable
Devon & Cornwall Police
Local Policing and
Partnership

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Introduction

The purpose of this guidance is to deeper embed Cornwall's good practice in the field of Transgender work in schools and colleges and minimise the distress and disruption to pupils, students and schools and colleges by:

- Ensuring teachers and governors are dealing with Trans matters inclusively; benefiting from professional advice and guidance.
- Promoting inclusion for all within education in Cornwall by improving services for Trans children and students.
- Empowering supporters of Trans pupils and students by providing a practical guidance to their experiences.

The preparatory work to this guidance established the need to provide support and guidance to schools and colleges so that a consistent approach to Trans matters can be adopted throughout Cornwall's schools and colleges.

Gender Identity issues are becoming increasingly recognised by schools and colleges because in recent years, research, legislation and the professional capacity to understand the issues have increased the awareness of Gender Dysphoria. One positive consequence of this increased awareness is the increasing number of young people coming forward with issues around their gender.

This guidance informs schools and colleges so that they can support, inform, protect and enable pupils and students questioning their gender identity to achieve their full potential whilst in education in Cornwall.

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Transgender* Identity

A Transgender person feels that their external appearance (*sex*) does not match up with the way they feel internally about their gender identity. A Female to Male (*F2M*) person will have the external appearance or body of a female and identify their gender as male; a Male to Female (*M2F*) person will have the external appearance or body of a male and identify their gender as female.

The word transgender is sometimes used interchangeably with the term *gender-variant* but usually has a narrower meaning and different connotations than gender variant, including non-identification with the gender assigned at birth. Children and students that experience or show gender variance may or may not be transsexual, as some will not retain their gender variance following puberty because gender variance can be fluid.

Gender Dysphoria (*or Gender Identity Disorder*) is a clinical condition that can present from as early as age 2 and can only be diagnosed by a medical and/or psychiatric expert. A person diagnosed with Gender Dysphoria may require treatment (e.g. hormone blockers) to ameliorate the symptoms associated with being Transgender. A Transgender person may live their life without being or needing to be diagnosed as having Gender Dysphoria.

Diagnosis and treatment for young people is currently only possible through a specialist team from the Tavistock clinic in London (*the Tavistock hold regular satellite clinics in Exeter*). It must be understood that some people with Gender Dysphoria may not want any treatment. Some may choose to be known by a different name or to wear different clothes. However, most or all young Trans people (and their families) will need some expert support as they grow up and develop.

- * The editors recognise that there is a rich diversity of vocabulary that different stakeholders will prefer to use and have deliberately chosen a vocabulary that is suitable for use in practice in schools and colleges

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Legislation

Legislation that informs the participation of Trans (including gender variant) pupils and students in schools and colleges include the Human Rights Act 1998, Gender Recognition Act 2004 and the Equality Act 2010.

The Human Rights Act 1998

The following Articles from The Human Rights Act 1998 support the rights and needs of Trans people to live their lives in their true gender.

- Article 8: right to respect for private life and family life
- Article 10: freedom of expression
- Article 14: the prohibition of discrimination
(See resources section for more information)

The Gender Recognition Act 2004

The Gender Recognition Act 2004 is mainly concerned with the process by which a person can get a Gender Recognition Certificate, and correct their original birth certificate to match their true gender. This can only occur after a person reaches 18 years of age but is something that many younger people may aspire to.
(See resources section for more information).

The Equality Act 2010

The Equality Act 2010 ensures legal protection against discrimination (direct or indirect) for everyone under the nine protected characteristics defined in the Act, one of which is Gender Reassignment (also known as Transgender).

Part 6 of the Equality Act 2010 makes it clear that the Act specifically refers to Schools and young people (See resources section for more information).

The Equality Act 2010 (2:1:7) states that;

A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

The act applies to employment, education and a range of other areas where discrimination may take place. In order to be protected under the Act, a pupil will not necessarily have to be undergoing a medical procedure to change their sex, but they must be taking steps to live in the opposite gender, or be proposing to do so.

Discrimination

The Equality Act 2010 ensures legal protection against discrimination in employment, education, the provision of services and the delivery of public functions, in relation to the nine protected characteristics defined in the Act, one of which is Gender Reassignment.

The legislation lays down that a school must not discriminate against a pupil because of their transgender status. Discrimination can be direct or indirect. Indirect discrimination occurs when a provision, criterion or practice applies to everyone but puts a person with a particular protected characteristic at a particular disadvantage, and it can't be justified as a proportionate means of meeting a legitimate aim. An example might be an inflexible school uniform rule which offers no "unisex" options such as trousers for girls, and which would therefore create a particular difficulty for an F2M pupil.

Unlike most of the protected characteristics, such as sex, race and religion, but like disability, this protection works in one direction only – not being transgendered is not a protected characteristic. Schools are therefore free to take special steps to meet the needs of Trans pupils without being accused of discriminating against pupils who are not Trans. There is no legal requirement, as there is for disability, to make "reasonable adjustments" for Trans pupils, but schools may take a similar approach to ensure that Trans pupils are properly catered for, and some of the possible steps discussed in this document are described as "reasonable adjustments". How this is done in practice may differ between schools as facilities and curriculums do vary, but should be worked towards, for the benefit of both school and pupils.

The Public Sector Equality Duty (PSED), at [section 49 of the Equality Act 2010](#) requires public bodies to consider all individuals when carrying out their day to day work – in shaping policy, in delivering services and in relation to their own employees. It requires public bodies – including schools - when carrying out their activities to have due regard to the need to:

- eliminate discrimination
- advance equality of opportunity,
- foster good relations between different people

The duty for schools applies to all the protected characteristics except age.

The School's governing body has a responsibility to ensure that the school is complying with its requirements under the Equality Act.

Schools have to publish information to show how they are complying with the Duty, and equality objectives. Unlike earlier equality duties the PSED does not require equality schemes to be produced, although some schools may choose to continue their existing Single Equality Scheme. It is also good practice for schools to keep a written record to show that they have actively considered their equality duties in respect of all relevant protected characteristics, including Transgender, when making decisions or creating policies, and have asked themselves the relevant questions. Publishing this will help to demonstrate that the duty to have due regard to equality is being fulfilled. There is no legal requirement to

produce a formal equality analysis document; although for key decisions this might be a helpful tool.

Absence from School or College

Schools and colleges must make reasonable adjustments to accommodate absence requests for treatment and support from external sources in line with their absence policy.

Care must be taken to accurately and sensitively record the reason for the absence e.g. the pupil or student may need time off for a medical appointment which does not merit being recorded as sick.

Terminology and Language

It is good practice to focus on correct terminology and the use of language in school. In addition, there may be a need to focus some education in class around sexual orientation and gender, so that young people have a clear understanding that sexual orientation (being heterosexual, bisexual, gay or lesbian) and gender (being male or female), are completely different things.

Terminology and language can be confusing around Trans issues. Different organisations and individuals sometimes prefer different terms to identify themselves and the nature of being Trans.

Often Trans people choose a different first name for their new identities and want documentation and records to reflect this, for example, the school roll and register.

It is extremely important, as a matter of fairness, respect and inclusion, to ensure that the correct gender, name and pronouns are used uniformly to address Trans people. Hearing people use 'him' or 'her' incorrectly can be uncomfortable or seriously detrimental for a Trans person to hear, especially when they are trying hard to confirm people's awareness of a new identity.

It can be very difficult for a Trans pupil or student, and the school or college to get used to the change of name or gender if the pupil has not been known by that identity since the start of their school career. There may well be times when a mistake is made and this can be embarrassing for all parties. If there is difficulty in 'getting it right,' the use of the chosen first name will help to overcome this.

Transphobia and bullying

There are a number of resources in our resources section that can help schools and colleges deal with and report Transphobia and Transphobic bullying. A robust and preventative anti-bullying strategy will deal with many of the issues that will arise. Transphobic incidents or crimes must be recorded and dealt with in the same manner as other incidents that are motivated by prejudice or hate e.g. racist and homophobic incidents.

Trans people are often the subject of prejudice and the target of bullying because of their "difference". This can be compounded by a lack of understanding and clear explanations; which in turn can generate confusion causing people to revert to learned negative gender stereotyping. Transphobic behaviour may be directed to the actual Trans person, a friend or supporter, or anyone that may be perceived to be Trans (whether they are Trans or not). All of these situations must be managed in line with school policies. If further guidance is required contact the Local Authority.

Training

Schools and colleges may identify a knowledge and understanding need amongst staff, governors, volunteers and other stakeholders in the subject of Transgender in which case it is necessary to source training in the subject. Cornwall Council may help with identifying and supporting the school's or college's identified training need. There is also a list at the end of this document of key resources and organisations; some of whom offer suitable training packages.

Recommendations

To develop the skills of staff, governors, volunteers and other stakeholders to support and teach Trans pupils and students the following important training topics should be considered in training needs assessment:

- Confidentiality;
- Gender identity;
- Privacy and dignity;
- Tackling trans phobia; and
- Relevant legislation

Sports and Physical Education

Sports and Physical Education is a key aspect of the national curriculum and the physical and mental well-being of young people. Physical education develops pupils' competence and their confidence to take part in a range of physical activities that become a central part of their lives, both in and out of school. A young Trans person has the same right to physical education and fitness as other young people.

With regard to young Trans people at school or college PE lessons, there should be reasonably few, if any issues regarding participation within the sports of their true gender. There should certainly be no issue at primary level (where indeed most lessons will be mixed gender). At secondary level, this should also be the case. There may be sports where, as puberty develops, M2F Trans participants may have a physical advantage over other girls but this should not present a problem within a carefully and sensitively managed lesson context. The issue of physical risk within certain sports should also be managed properly within the lesson context rather than by preventing young Trans people from participating, (which would be discriminatory).

It may be that due to the nature of contact and physicality of sports such as rugby that the school would consider whether Trans participation in full contact lessons is appropriate towards the latter stages of puberty. This is something schools are advised to take a view on prior to the delivery of those lessons, in discussion with parents or guardians.

The use of changing room facilities also needs to be carefully considered. Facilities for Trans participants should be sensitive to their needs and also recognise the needs and sensitivities of other students.

Within the competitive and representative aspects of school sports (outside of PE lessons), schools are advised to seek the advice of the various sporting governing bodies, which are beginning to attend to Trans issues bearing in mind the Equality Act 2010. That said, in the legislative framework of some sporting governing bodies, there is currently little clarity regarding Trans participation particularly around competition and representation at school level.

Certainly, F2M young people may not gain a physical advantage in some sports, so there should be no issue regarding their participation (except those sports where there may be an issue regarding physical risk in high contact sports, where the school would need to carefully consider its approach).

The issues of competitive sport in relation to M2F is a little more complex, as there may be a physical advantage gained by M2F Trans participants in some sporting contexts. Whilst the various sporting bodies have not given specific advice about this at school level, schools are advised to take a common sense approach to the issue and deal with specific circumstances on an individual case by case basis. *For example*, it is highly likely that in football, no physical advantage would be gained in participation at the age of 11-12, but by the age of 15-16, there may be significant differences which may need to be taken into account. In certain circumstances some pupils or students may be in receipt of hormone blockers which may affect performance and eligibility for competition.

Whilst schools are advised to be cognisant of the advice of the various sporting bodies, which do have more issues with M2F participation than F2M, they are also encouraged to treat each case individually and sensitively, and to have close liaison with families and carers through this process. Changing facilities would need to be managed sensitively at competitive or representative level. When competing at another school or outside venue, school staff would need to make sure appropriate and sensitive provision is made for changing which respects both the dignity of a young Trans participant and also their privacy.

A situation where a Trans pupil or student arrived in another school as part of a team and found that no appropriate provision had been made in advance for changing and showering could be both distressing and detrimental.

Recommendations

- Considering the legislation and available sporting bodies' advice, it is recommended that pre-puberty, there should be no issue regarding Trans participation in the sport of their choice at competitive or representative level.
- At secondary level, schools are advised to take a common sense approach to whether participation in a sport gives a physical advantage. If not, there should be no reason why a trans pupil or student could not represent their school.

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Transition from one school to another

Changing schools can be seen as a new start so this may well be the point at which young Trans people make a conscious decision to be known by their true gender. At times this may be problematic, negatively effecting friendships, behaviours and reputation in the school. However, changing schools can also be a very empowering time if the correct support and preparation is in place. It must be remembered that in school transition young trans people may, for the first time, find they are able to express themselves and be truly happy, and thus contribute positively and successfully both to their own academic development and to the school's and college's learning environment.

The management of a move between schools and colleges needs consideration and good communication between the old and new school or college. The thoughts, concerns and wishes of the young Trans person and their family or carers need to be sought and considered at the earliest opportunity. Preparations might include identifying a single point of contact in the next school or college so that the young Trans person has the opportunity to develop a relationship with that single contact prior to arrival. This will help make the transition from one school or college to the other as seamless as possible. The new school then takes on a responsibility for preparing their school community in a safe and secure way so that the child is supported in the most appropriate way for them.

Transition in a Single Sex School

Transition may be one of the most difficult environments for a young Trans person to be who they are, as additional pressures from their peers may contribute to feeling, in some cases, isolated and excluded. A young Trans person will be clearly more identifiable in a single sex school.

If the young Trans person is transitioning, outside that of the school's or college's single sex status, then clear and concise communication should be made with the new school or college (If this is a new school please see "Transition from one school to another", above).

Transitioning by a pupil is not a threat to the school's single-sex status because;

A girl's school which permits a pupil who is undergoing gender reassignment to remain after they adopt a male gender role would not lose its single-sex status.

(Taken from - Department for Education, March 2012, "Equality Act 2010: Advice for School Leaders, School Staff, Governing Bodies and Local Authorities", 2.2 'Single-Sex Schools')

Dealing with the Concerns of Staff, Families and Carers

Staffs concerns can be dealt with by providing appropriate training and having a clear policy (Equality and Diversity Policy) for the school to address the issues that are most commonly raised. Showing that the social, moral, spiritual and cultural considerations and also any legal and financial issues have all been addressed can reduce the anxieties that develop amongst staff e.g. disclosure. There are a number of factors that determine how much information schools and colleges may disclose. Confidential information about pupils must not be shared with other parents.

The following suggested press release has been used and will be suitable in most circumstances in relation to Trans issues:

As this issue involves the personal circumstances of a young child we are unable to make any comment on this individual case.

The Council is committed to working with schools, families and other agencies to ensure that the needs of all children and young people in Cornwall are met and that they can achieve their full potential.

Recommendations

- In general schools should not engage with the press over this issue. Any questions around media concerns should be directed towards the appropriate press officer or media relations officer.
- Early contact is made with your local press officer to obtain advice and guidance regarding possible press interest into the school and the young Trans person so that all school staff are aware of the potential interest and that they are prepared. This will allow staff to remain professional and calm throughout and remain clear about the message that the school endorses.
- Staff must know their duties and responsibilities around data protection so that they fully understand why information is protected, and when, how and to whom certain information can be released.

It must be recognised that people have their own prejudices. A parent or guardian may not always be the most supportive or appropriate person to assist the young person through transitioning. It may not be necessary for a parent or guardian to provide their permission for a Trans pupil or student to take steps to transition.

Everyone's experience of life, particularly in respect to diversity, is different. Sometimes this can be because they do not know, or have not needed to think about what it means or how it feels to be a Trans person. Sometimes concerns can arise from the fear of wanting to get things right but not knowing how to approach the subject, or even what to say and what

words to use. This can be addressed through school policies and specific awareness raising to help staff feel more supported and comfortable in dealing with these issues.

Work Experience

There is an obligation on the part of the school or college and its work experience placements to keep pupils safe. As already stated the Equality Act 2010 encompasses every environment that pupils will be working in, therefore all placements should be aware of their duties and responsibilities. Where a school is considering allowing a trans young person to attend a work experience placement the school must complete a suitable assessment on the potential placement to establish if there is any risk to the young Trans person taking account of the young Trans persons right to privacy - as a general principle personal information on the young Trans person must not to be shared.

Schools must be sensitive to this in their planning before any young Trans person is placed in any business or organisation. Careful discussion about the placement with the pupil, parents or guardians needs to occur to find the most suitable way forward to ensure the placement is successful.

Use of Toilets and Changing Facilities in School or College

The use of toilets and changing facilities often causes the most amount of debate around inclusion of Trans pupils and students. Concerns of Trans pupils and students are that they may find themselves in vulnerable situations such as a toilet or changing room where they could fall victim to unwanted attention, that could (if escalated), lead to sexual bullying, assault or other physical or emotional harm, but equally, that they are seen and treated as a member of their true gender.

Trans pupils and students are often told use the 'accessible' facilities rather than those for their true gender. It may then be appropriate to rename these facilities using terms such as 'unisex accessible toilets', 'larger toilet', 'toilet and changing facility' or simply 'toilet' to reduce the stigma of using toilets commonly identified as 'Disabled Toilet'. This will help ensure schools and colleges respect the dignity and privacy of Trans pupils and students, whilst ensuring their safety.

Possible solutions will depend on existing facilities and curriculum; some may already provide toilets and changing facilities that are unisex.

Recommendations

- Conduct an appropriate risk assessment and audit of your facilities.
- Identify, consider and make any reasonable adjustments.

Personal Social Health Education and Curriculum

PSHE lessons are an important part of preparing young people for some of the issues that they will come across in their lives. Awareness of Trans issues can be embedded within the curriculum from the outset. There are organisations that can support schools through all the key stages to widen their breath of knowledge. It might be as simple as ensuring, from the earliest key stage, that the resources available (see resources section) are more widely used in the school.

When reading to classes or setting history projects selecting as broad a spectrum of people/subjects as possible does not highlight any one individual, but Trans issues are made more mainstream. It may be appropriate that lessons intended for an older age range should be brought forwards a year or two and lessons might need to be more flexible in their content, particularly if you are aware that you have a Trans child/teacher/parent within the school community. Schools may find the lesson-resources provided on the 'School's Out' website useful in this respect (see resources section for more information).

School Uniform and Regulations

School uniform should not present an issue for Transgender young people: just as for any other pupil, they should be expected to follow the school uniform policy. All schools have a set of rules for makeup and appropriate dress and this will need to be enforced for any pupil. In schools which have uniform, there is generally a broad range available for both genders (*i.e. girls can wear skirts, shorts or trousers and boys can wear trousers and shorts also*) so that pupils that are having gender issues can have a 'gender neutral' option. There might need to be some consideration in relation to F2M pupils who are binding.

Where a school has a gender specific uniform, including PE kit, the young Trans person should be able to wear the uniform of their true gender (please see PE/Sport section). In some schools consideration may need to be given to the swimwear worn by pupils when participating in swimming lessons or water based activities. Exploring alternative swimwear options may avoid potential issues that could develop due to the revealing nature of this type of clothing. For example, schools may wish to permit young Trans pupils to wear skirted swimsuits, rash vests, 'baggy' shorts or short wetsuits as alternatives to traditional costumes.

The most likely situation where clothing may be an issue is in a school that does not have uniform. Where children are free to choose clothing, making a transition from M2F or F2M may be harder as the change in clothing may be more obvious. However, many people will enjoy the freedom to choose clothing that expresses their individual style. Provided the child is dressing in an appropriate manner for the school regulations and feels safe and supported there should not be an issue.

Changing Names and Exam Certificates

Changing their name and gender identity is a pivotal point for many Trans people. If a Trans pupil or student wishes to have their preferred name recognised on school systems, this needs supporting and will feed on to letters home, report cycles, bus pass information etc. Furthermore the change of name and associated gender identity should be respected and accommodated in the school. It is a real indicator that the Trans pupil or student is taking steps to, or proposing to move towards a gender they feel they wish to live in. It is relatively simple to change a name on a register and school or college roll for a preferred name and when sending details of young people to exam boards.

Students can be entered under any name with an exam board. However, once a result is accredited it will need to be linked with a Unique Pupil Number (UPN) or Unique Learner Number (ULN) which existed in the school census information submitted in January of the exam year. UPNs and ULNs are only linked with legal names *, not preferred names. It is possible for exam certificates to be issued in the preferred name.

Schools and colleges are encouraged to ensure a strategy is agreed with the pupil or student and their parents / carers, then agreed with the various exam boards prior to starting GCSE courses as some exams may be sat in Year 10 and the length of time the process re-registering may take. Schools will also need to be aware that the DfE analysis of school performance may still present the student in the gender registered by their UPN.

It is possible for any document to be changed to reflect the chosen name of the young person. Changing the gender record on a birth certificate is not possible until a Gender Recognition Certificate has been issued. In order to change a name on other official documents such as a passport it might be necessary for evidence of change of name to be produced: there are two main ways in which this can be done, by deed poll and by statutory declaration. The Citizens Advice Bureau and other Trans support organisations listed in the resources section will have more information on this subject. A person under 16 years cannot change their name legally without the consent of a parent.

Recommendations

- When sending data about the pupil or student to 3rd parties always ensure you are sending the correct information.
- Ensure that the correct name is used on exam certificates before being sent to pupils and students.
- Engage with the pupil or student as well as their parents and guardians to agree a strategy for presenting the correct information to the examination boards.
- The examination officer should contact the relevant exam board to discuss their processes.

**Legal Name refers to the name in which a pupil or student arrives in education for the first time; this is often the name on their birth certificate.*

Vaccinations

Historically vaccinations have been given to young people of all genders together in a large space such as sports hall. More recently, GP surgeries provide some schools with their vaccinations at the surgery while some vaccinations are given in school.

Consideration should be given to allowing the young Trans person to receive their vaccinations from their GP if the vaccination is gender specific i.e. a F2M Trans pupil or student may find it very difficult to stand in a queue of girls awaiting a female specific vaccination.

It should also be recognised that vaccinations are not always separated by gender (*male/female*) and if it is still necessary to have mass vaccination sessions in school, then a mixed gender queue could be used, as well as screens for the person receiving the vaccination be supplied to promote privacy whilst being included in the mainstream

(See Article 8 Human Rights Act 2004)

School Trips, Exchanges and Overnight Stays

Learning about different cultures and, lives, and taking part in activities, may lead to overnight stays, both at home and abroad. Issues may arise for both young Trans pupils and students but this must not mean that they cannot be included on the trip. Consideration should be given well in advance to any additional needs which may include having a parent or guardian (as a member of staff) accompany the trip to ensure that the student is fully included.

The sleeping arrangements will need to be thought about before a trip is undertaken; it is possible that the student would prefer to have a separate room etc. Each individual case and trip needs to be thought of separately and in depth discussions should happen well in advance with any and all appropriate bodies.

The school or college should consider, just as anyone can be searched, Trans pupils and students may be searched at borders and other places. Different countries will have policies and procedures that they will follow. Contacting the relevant border control or agency in advance will ensure that any policy or risk assessment completed by the school or college is accurate for that visit or trip.

There are countries that are not as legally and culturally open as the UK. In fact some have laws that make it illegal to be part of the Transgender community. Some countries even make it an offence not to report to the authorities that someone is part of the Transgender community. Schools and colleges should consider and investigate the laws regarding Trans

communities in countries considered for school visits. The International Lesbian and Gay Association (ILGA) have more information on their website about countries that pose a risk to Trans individuals.

In relation to passports the passport office has a confidential service for people that are Trans (0800 448 8484) and more advice can be found here:
<http://www.ukdps.co.uk/AdviceForTranssexuals.html>



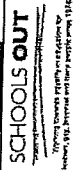

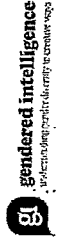

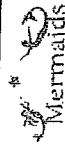




Recommendations

- A risk assessment for the school or college visit/trip should be conducted to include Trans pupils and students.
- Any risks identified from the assessment should be managed so that any reasonable adjustments can be considered to facilitate the participation of the Trans pupils and students.

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Appendix 1: External Support and Resources

There are a number of organisations locally and nationally that exist to provide support to pupils, staff and parents around Transgender issues. There are also many books, DVD's and materials to assist integrating Transgender issues into the curriculum and wider school life. (see book list)

Agency	Contact: Details	Web links	Services provided:
	The Laurels Gender Clinic	(use logo to link)	Offering ongoing support to people with Gender Identity issues through the NHS
	YAY!	www.lgbtyouthcornwall.co.uk	LGBTQ Youth Cornwall is for Lesbian, Gay, Bisexual, Trans and Questioning young people who are aged up to 25 years in Cornwall.
	Schools out	www.Schools-out.org.uk	There are lesson plans, items about LGBT History Month (February), Transphobic bullying and info for teachers.
	The Intercom Trust	www.intercomtrust.org.uk	South West charity that provides local professional community support and advocacy for LGB and Trans people and their families, and training and consultancy on LGB and Trans issues.
	Gendered Intelligence	http://genderedintelligence.co.uk/	A community interest company that runs arts programmes, creative workshops, mentoring, and youth group sessions to Trans youth (under the age of 25) across the UK.
	Gender Identity Research and Education Society	www.gires.org.uk	National body that examines the science around gender and Transgender individuals produces a wide range of resources for schools and other public bodies, including a toolkit on combating Transphobic bullying and an e-learning package.
	Mermaids	www.mermaidsuk.org.uk	National charity that connects and supports young Trans people and their families
	Trans Media Watch	www.transmediawatch.org	Provides guidance for the Media in representing Transgender people as well as guidance for Transgender people in dealing with the Media
	Qwest	www.qwestfmuk.org	South west based national charity supporting F2M Trans people
	The Beaumont Society	www.beaumontsociety.org.uk	National society that supports mainly M2F Trans people and their families and friends
	International Lesbian and Gay Association	www.ilga.org	ILGA - International Lesbian and Gay Association information on international LGB&T issues

These organisations provide advice and support on a national and regional level and have policies and regulations governing their practices

Appendix 2: Resources, Links and Guidance:

The external links, books & DVDs listed below are not an exhaustive list of resources that are available to support young Trans people. They are merely a guide to the range of resources available and should at all times be assessed and screened for their appropriateness and validity.

It should be noted that the content of external websites and other resources - sometimes vary over time. Therefore the content of these resources may need checking periodically to ensure that they are current and remain suitable.

Department for Education	http://www.education.gov.uk/schools/pupilsupport/inclusionandlearnerssupport/inclusion/equalityanddiversity/a0064570/the-equality-act-2010
Equality & Human Rights Commission	http://www.equalityhumanrights.com
Home Office	https://www.gov.uk/equality-act-2010-guidance
Cornwall Council Equality & Diversity	http://www.cornwall.gov.uk/default.aspx?page=1958
Local schools network	http://www.localschoolsnetwork.org.uk
Human Rights Article List	http://www.legislation.gov.uk/ukpga/1998/42/schedule/1
Equalities Act 2010 (Part6)	http://www.legislation.gov.uk/ukpga/2010/15/part/6
Citizens Advice Bureau (Change of name advice)	http://www.adviceguide.org.uk/england/your_family/family_index_ew/change_of_name.htm
AQA Education Board	http://www.aqa.org.uk/
Useful DVD list (Wikipedia)	http://en.wikipedia.org/wiki/List_of_transgender_characters_in_film_and_television
Useful Book List (Wikipedia)	http://en.wikipedia.org/wiki/List_of_books_featuring_transgender_persons
True Vision Online Crime Reporting	http://www.report-it.org.uk
Government Advice for School Leaders	https://www.education.gov.uk/publications/standard/publicationDetail/Page1/DFE-00062-2011

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Appendix 3: Useful Book List – (Please check the book's age range to ensure it is appropriate)

The book list is not meant to be a definitive guide. New books are published regularly and checking websites such as Amazon, Waterstones and other book retailers will add to your library of resources.

Cornwall Council Equality and Diversity service have a large range of books and films available to borrow, to assess their suitability for your target school group. They welcome schools to borrow these items and their contact details are towards the end of the document. If you discover an interesting or relevant document please inform them so that they can add it to their portfolio of support resources.

Different Families

It's Okay To Be Different

The Family Book

Who's in a Family?

Picnic in the Park

Prince Cinders

The Princesses Have a Ball

You're Different and That's Super

We're Different, We're the Same

Incredible You

– Todd Parr

– Todd Parr

– Robert Skutch

– Joe Griffiths

– Babette Cole

– Teresa Bateman

– Carson Kressley

– Bobbi Kates

– Wayne Dyer

Children

10,000 Dresses

The Boy in the Dress

My Princess Boy

The Sissy Duckling

William's Doll

The Turbulent Term of Tyke Tiler

Be Who You Are!

Tutus Aren't My Style

– Marcus Ewert

– David Walliams

– Cheryl Kilodavis

– Harvey Fierstein

– Charlotte Zolotow

– Gene Kemp

– Jennifer Carr

– Linda Skeers

Teenagers

Choir Boy

Freak Show

Morgan in the Mirror

My Brother Beth

Parrotfish

Linda

My Gender Workbook:

How to Become a Real Man, a Real Woman,
the Real You or Something Else Entirely

Feeling Wrong in Your Own Body:

Understanding What it Means to be Transgender

– Charlie Anders

– James St James

– C C Saint Clair

– Rebecca Sardella

– Ellen Wittlinger

– Julie Anne Peters

– Kate Bornstein

– Jaime A Seba

- How Stephen Became Stephanie and Other Transgender Tales – *Kate Lesley*
- Grrl Alex: A personal journey to a transgender identity – *Alex Drummond*
- Finding the Real Me: – *Tracie O’Keefe & Katrina Fox (eds)*
- True Tales of Sex and Gender Diversity – *A Lite*
- Am I Transgender?: The Transgender Primer Vol 1

Adults:

- The Transgender Child: A Handbook for Families and Professionals – *Stephanie Brill & Rachel Pepper*
- Transparent: Love, Family and Living the T with Transgender Teenagers – *Cris Beam*
- True Selves: Understanding Transsexualism – *Mildred Brown & Chloe Rounsley*
- Helping Your Transgender Teen: A Guide for Parents – *Karin Krieger*
- Transgender Explained For Those Who Are Not – *Joanne Herman*
- The Transgender Studies Reader – *Susan Stryker & Stephen Whittle (eds)*

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Appendix 4: Useful DVD List

Tomboy – rated U

Ten year old Laure isn't like most girls. She prefers football to dolls and sweaters to dresses. When her family move to a new neighbourhood a local girl mistakes Laure to be a boy. Laure becomes Michael, and begins a summer of long sunny afternoons, playground games and first kisses. Yet with the school term fast approaching, and with suspicions arising amongst friends and family, Laure must face up to an uncertain future.

TransAmerica – rated 15

A movie about Bree, a pre-operative male-to-female transsexual awaiting gender-reassignment surgery who learns she has a wayward teenage son named Toby. When facing her past, she bails Toby out of jail and they end up on a road trip across the country.

Boys Don't Cry - rated 18

Based on real life events with some violent scenes, this groundbreaking film charts the life of an F2M young man and the intolerant people around him.

The Adventures of Priscilla Queen of the Desert – rated 15

The mostly light-hearted story of a trans woman, a drag queen and a gay man who travel to perform their stage show in the Australian outback.

Ma Vie En Rose – rated 12

The story of a little boy; Ludovic, who wants to be a girl. Convinced that he's the product of misplaced chromosomes (he imagines the mix-up in one of many delightful daydream sequences), he sets about righting the mistake by wearing dresses and high heels and experimenting with lipstick and makeup.

Breakfast on Pluto – rated 15

A dark comedy about a M2F foundling searching for love and her long-lost mother in small town in Ireland and London in the 1970s.

Better than Chocolate – rated 15

Comedy, drama and romance with a group of friends and family including characters across a hugely diverse spectrum.

Appendix 5: Glossary of Terms

Binding – a F2M adolescent that is developing breasts may strap down their chest so that it is less obvious. This can be hot, uncomfortable and restrictive but very important to their psychological and emotional wellbeing. It might make certain PE lessons difficult for them to participate in and could sometimes lead to breathing difficulties, skeletal problems and fainting.

F2M – Female to Male, a person that was identified as Female at birth but came to feel that their true gender is actually male.

Gender – the way that a person feels about themselves in relation to their physical and mental self; the basis of their identifying as male, or female, or neither, or either, both.

Gender Dysphoria – the medical condition that describes the symptoms of being transgender.

Gender Identity Disorder – GID is a medical term describing being transgender, this tends not to be used owing to the subtext around the word disorder.

Gender Recognition Certificate – an official document presented by a Gender Recognition Panel that enables all official documents and records (including birth certificate) to be amended to the true gender of the individual thereby providing full legal recognition.

M2F – Male to Female, a person that was identified as male at birth but came to feel that their true gender is actually Female.

Packing – a F2M person may wear a prosthetic item in their pants that will give a 'bulge' in their trousers so as to appear more male.

Sex – the way a person's body appears, sometimes wrongly, to indicate their gender.

Transgender – a person that feels the assigned gender and sex at birth conflicts with their true gender.

Transitioning – the process by which a person starts to live in their true gender.

Trans – a word used as an umbrella term to encompass all forms of Transgender, Transsexual, Transitioning etc

Transsexual – a Transgender person who lives full time in their true gender.

True Gender – the gender that a person truly feels they are inside.

SMSC – Social, Moral, Spiritual & Cultural.

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CASH	-	Cornwall Association of Primary Head teachers.
CAPH	-	Cornwall Association of Secondary Head teachers.

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Q & A for meeting with Rainbow NZ Parliamentary Network

Q What do the initials stand for in the term LGBTIQ communities?

A: L for lesbian G for gay B for bisexual T for transgender I for intersex and Q for those who identify as queer or who are questioning their sexual identity.

Q. Was Sport NZ concerned about the findings of the Out on the Fields report in relation to NZ?

A. We are concerned about anything that could be a barrier to participation or undermine the integrity of sport.

Q. What is Sport NZ doing to support gay and lesbian people in sport?

A. Sport New Zealand strongly believes that sport is something that can and should be enjoyed by all Kiwis regardless of race, creed, or sexual orientation. Everyone involved in sport has a responsibility to ensure that the sport experience - from the playground to the podium - is a positive one for all involved. Sport NZ invests in partners who can provide quality sports experiences for all, and we provide guidance, resources and tools to support both the sector and participants.

Q: Australia has a multi-sport diversity code which was led by its Government. Why doesn't New Zealand have one?

A: In the wake of the Out on the Fields Report, a number of National Sporting Organisations are considering whether there should be a similar NZ response, and we are currently part of a working group on this.

Sport NZ also has a broader Sport Integrity Framework which guides our work, and that of the sector, around areas of ethics and integrity. Our recent focus has been on a national match-fixing policy and providing guidelines for safe sport for children. We are currently redeveloping the framework to reflect current integrity issues, which include player welfare, protection of members and addressing diversity. We're also considering whether this is something the sector may be interested in 'signing up to', to show a united front on these matters. As part of this framework review, we'll also look at what resources are available, and where there are gaps.

Q What issues does the Sport Integrity framework look at?

A. The Framework encompasses two areas. One is fair and honest competition in sport with a focus on match fixing, corruption and anti-doping. The other area is ensuring positive conduct by all who participate in and support sport and this covers player welfare, protection of members and addressing diversity.

Q. Has the gay and lesbian community been consulted on the Framework?

A. Shortly after the release of the Out on the Fields Report, we were involved in a Forum hosted at New Zealand Rugby which considered the findings of the report and potential responses. That forum involved the authors of the reports, the Bingham Cup (gay rugby tournament) organisers, NZDF (who do some great work in the area) the Human Rights Commission, and several of a major codes including Football, Netball, Cricket and League. MP Louisa Wall was also there. Those conversations have helped shape this work. The work from that forum is continuing, and we are continuing to be a part of that.

Q. Is Sport NZ taking a leadership role to ensure the LGBTIQ community is supported in the sport and recreation sector?

A. Sport New Zealand is committed to getting more New Zealanders active and involved in sport and recreation and this includes the LGBTIQ community. The Sport Integrity Framework and our work with National Sporting Organisations and Regional Sporting Trusts will contribute to this.

Key New Zealand findings from Out on the Field study

Out on the Fields is the largest and the first international study on homophobia in sport. Nearly 9500 people took part, primarily from English speaking countries. Participants included around 25% heterosexual men and women.

Sport Participation

- The majority of lesbian, gay and bisexual people said they played a wide variety of sports in New Zealand, particularly in their youth (under 22).
- 1 in 5 (20%) gay men did not play youth team sports with many of these men saying negative experiences in school PE class (55%) turned them off team sports or they feared they would be rejected because of their sexuality (36%).

Sporting Culture

- 41% of all participants and 51% of gay men believed LGB people are 'not accepted at all' or only 'accepted a little' in sporting culture.
- 58% of all participants and 69% of gay men believe homophobia is more common in New Zealand sports than the rest of society.

Homophobia and Discrimination

- 78% of participants witnessed or experienced homophobia in sport (both straight and LGB)
- Participants were more likely to have witnessed homophobia than experienced it personally. More than half (55%) of gay men, nearly half (45%) of lesbians and 27% of straight men said they had personally experienced homophobia.

Of those who have been personally targeted

- 19% of gay men and 4% of lesbians said they have received verbal threats of harm.
- 32% of gay men and 9% of lesbians have been bullied.
- 15% of gay men and 2% of lesbians have been physically assaulted.
- 87% of gay men and 76% of lesbians have received verbal slurs such as "faggot" or "dyke".

Youth Sport (under 22)

- 71% believe youth team sports are not welcoming or safe for LGB people.
- 88% of gay youth and 76% of lesbian youth in New Zealand said they were at least partially in the closet, keeping their sexuality secret from all or some of their teammates.
- These youth said they stayed in the closet because they feared multiple forms of discrimination, for example 45% of gay youth and 23% of lesbians feared they would be bullied and 29% of gay youth were worried about discrimination from coaches and officials.

Spectator Stands

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- 76% believe an openly gay, lesbian or bisexual person would not be very safe as a spectator at a sporting event.
- Spectator stands (39%) followed by school PE class (20%) were chosen as the most likely locations for homophobia to occur.

How New Zealand Compares to other English speaking countries

- New Zealand participants had the highest number of gay men and second highest number of lesbians who said they kept their sexuality secret while playing youth sport.
- Gay men in New Zealand were the most likely (tied with Australia) to say they remained in the closet in youth sport because they were worried about discrimination from coaches and officials.
- Gay men in New Zealand were the most likely to say they did not play team sports in their youth because of negative experiences in school PE class.
- New Zealand is in second place for the highest number of gay men who stopped playing team sports when they became adults. One in four (25%) gay men said they didn't play adult team sports because of a fear of discrimination and more than one in three (34%) said they stopped playing because of negative experiences in school PE class.
- On a positive note, New Zealand gays and lesbians were the least likely to report verbal threats or physical assaults.

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Homophobia slurs at rugby test - Q&As

What do you make of the homophobic abuse that occurred at the French rugby test?

There's no place for any type of abuse in sport, either on the field or on the sidelines. People who go to watch a game of sport, whether it's a Saturday morning kids game or an international test match, want it to be an enjoyable experience and the actions of these a few spectators shouldn't be allowed to ruined that experience for [name] and others nearby.

What do you make of Eden Park Management saying it wasn't for them to get involved?

Our view is that attending any sports event should be a safe and enjoyable experience, and for most people, being within earshot of abusive comments detracts from these that enjoyment levels. Everyone involved in organising sport has a measure of responsibility for stamping out abuse, even if it's only reporting it to the proper bodies.

As the leader of sport in NZ shouldn't you be doing something to stamp out homophobia in sport?

There's no place for any type of abuse in sport, no matter its nature or who it's directed at and we a're focused on creating a positive environment in and around sport. This includes actions to promote positive sideline behaviour and working with our partners - National Sport Organisations, Regional Sports Trust and bodies like the Greater Auckland Coaching Unit (GACU), who are implementing initiatives such as New Zealand Rugby's Applaud, New Zealand Rugby League's Pledge and GACU's One Team, to promote appropriate behaviour. We also supported the recent Herald on Sunday Sideline Champs series.

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Comment [Lauriee1]: Although I added it I'm not sure we should say this?

Speaking of Applaud, there have been calls for NZ Rugby to include homophobia as part of the initiative – do you agree?

That's really a question for NZRU. But it seems to me that Applaud is about improving the behaviour of parents on the sidelines of rugby games and that includes abuse of any kind, whether it's to do with homophobia, race, sex, age and so on.

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