

**OFFICIAL**



AUSTRALIAN  
**DODGEBALL**  
FEDERATION

# **State and National Competition Guidelines**

## Transgender and Gender Diversity Policy

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**Australian Dodgeball Federation Limited  
ACN 674 806 814**

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## 1. Purpose

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The Australian Dodgeball Federation (ADF) is committed to making dodgeball a safe and fair place for all participants. We have developed this policy to outline the ADF's guidelines regarding equal opportunity for transgender and gender-diverse individuals. Our aim is to ensure that all players feel safe, supported, and have fun playing our sport.

## 2. Scope

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This policy applies to participants in ADF-affiliated State and National competitions.

## 3. Definitions

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In this Policy, the following words have the corresponding meaning:

### Gender Identity

A person's internal sense of self and how they identify, understand or perceive their gender.

### Sex

A person's biological sex traits. Sex is recorded on the basis of anatomical, chromosomal and hormonal characteristics. Sex has historically been understood as binary (that is, as exclusively female or male). It is now known that biological sex characteristics include many variations and that sex is not binary.

### Transgender (commonly abbreviated to 'trans')

A general term used to describe a person whose gender identity is different from the sex they were assigned at birth. Being transgender is about how an individual describes their own gender. It is not necessarily about their biological characteristics.

### Transition (or 'affirmation')

Refers to the social, medical or legal steps that a transgender person takes to affirm their gender identity. A transition may or may not involve medical treatment, including surgeries or hormone therapy. People can transition as children or as adults. Each transition is different.

### Inter-Sex

Refers to the status of having physical, hormonal or genetic features that are:

- neither wholly female nor wholly male
- a combination of female and male, or
- neither female nor male

These Guidelines do not specifically address people born with variations in sex characteristics (intersex variations). The term 'intersex' does not describe a person's gender identity (man, woman, neither or both). A person born with a variation in sex characteristics may identify as a man, woman, neither or both.

### Pronouns

Language identifiers used when referring to other people. Common pronouns are 'she/her/hers' and 'he/him/his'. Some non-binary people may have gender neutral pronouns like 'they/them/theirs', use their first name instead of a pronoun, or use another pronoun. It is important to respect a person's pronouns and it is best not to assume it.

### Non-binary

A term used to describe a person who does not identify exclusively as either a man or a woman.

### Genderfluid

A term used to describe a person does not have a fixed gender identity. Instead, their gender is flexible and may shift and change.

### Agender

People who do not identify with any gender or have no gender.

LGBTQIA+ (or variations of it)

An acronym for lesbian, gay, bisexual, transgender, queer/questioning, intersex and asexual. It is used to refer collectively to these communities.

Genderqueer

An umbrella term to describe a gender identity that is fluid, changing, or exists between the binary categories of man and woman. While it's similar to nonbinary, it's not exactly the same.

Gender-Diverse

An umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/transgender, genderqueer, non-binary, gender non-conforming and many more.

Other

For the purpose of this policy, refers to anyone not identifying as male or female within mixed-gender competition.

#### **4. Source Material**

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This policy is based on and should be read in conjunction with the Australian Sports Commission's Transgender and Gender-Diverse Inclusion Guidelines for High Performance Sport.

Thank you to the World Dodgeball Federation and the Latrobe Valley Dodgeball League for their work in this space to date, developing policies that have created a foundation for us to grow from and ensuring our transgender and gender diverse athletes are treated with fairness and compassion.

#### **5. Related documents**

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- Australian Sports Commission's Transgender and Gender-Diverse Inclusion Guidelines for High Performance Sport.
- World Dodgeball Federation's Trans and Gender Diverse Inclusion Policy.
- Australian Dodgeball Federation Code of Conduct.
- Australian Dodgeball Federation Member Protection Policy.

## **6. Details**

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- 6.1 The ADF (Australian Dodgeball Federation) recognises the difference between sex and gender identity. (See definitions)
- 6.2 The ADF board and/or operators of affiliated state affiliates/leagues may use these guidelines to assess a person's placement in a team/division, in accordance with relevant gender ratio rules and reserve the right to do so on a case-by-case basis.
- 6.3 Despite any ruling as to an individual's placements in a team, by the individual and/or the ADF/State affiliates/leagues, the individual should be referred to by pronouns (see definition) and name that they identify with. Understanding and intent should be considered by all parties when considering this. Honest mistakes will be considered as such; however discrimination will not be tolerated.
- 6.4 The ADF will support participation of transgender and gender diverse people in competition as appropriate to their identified gender.
- 6.5 The ADF recognises that there are individuals who do not identify as male or female (see definitions on pages 3 and 4).
- (a) Single-gender competitions: A player who does not identify as male or female (gender identity) will be allowed to elect which division they consider more appropriate to join.
- (b) Mixed gender competitions: A player who does not identify as male or female (gender identity) will be allowed to elect to participate as "Male", "Female" or "Other".
- (b.i) A team with a player (or players) who elect "other" are not exempt from the gender ratio rules for minimum and maximum required of males and females (gender identity) on court.
- Examples:*
- **In a 4:2 ratio division;** a team will be eligible to participate with 4 males, 1 other and 1 female (gender identity).  
They will not be eligible to participate with 4 males and 2 others as they have not met the minimum requirement of 1 female (gender identity).
  - **In a 3:3 ratio division;** a team will be eligible to participate with 2 males, 1 other and 3 females (gender identity).  
They will not be eligible to participate with 3 females and 3 others as they have not met the minimum requirement of 1 male (gender identity).
- (c) A player may elect "other" in mixed gender competition and still elect to play either "male" or "female" for single gender competition.
- (c.i) A player may not elect both "male" and "female" at the same time across any formats or divisions.
- 6.6 Where an individual has elected as outlined in 6.4 and 6.5, the individual will be responsible for adhering to that arrangement until such a time as they contact the ADF or State affiliate/league to alter it.
- (a) The individual must make this decision for themselves and understand that this will be applied to all divisions and formats (i.e. cloth and foam) of Dodgeball that they wish to participate in for ADF affiliated state and national competitions.
- (b) Should their circumstances alter, they should communicate this to the ADF board or state affiliates/league organisers ahead of time if possible. Alterations to these circumstances may not be reasonably put into effect without adequate notice, prior to a round, season or competition.

- (c) Should a team be found to have breached such an arrangement, even unintentionally, they may be issued with a retrospective penalty.
- 6.7 An individual who identifies as set out in 6.5 may choose to have their biological sex considered for the purpose of playing dodgeball, despite what their preferred pronouns may be.
- 6.8 An individual in the process of transitioning, and unsure of how to identify for the purpose of playing dodgeball is encouraged to contact the ADF board or state affiliates/league organisers for discussion and assistance.
- (a) If no decision can be made, the player in question may be considered by their biological sex or considered under the categories as outlined in 6.5 until they have reached a point that they are comfortable to announce their transition.
- 6.9 Information shared by an individual to ADF board or state affiliates/league organisers will be in confidence. The individual should be made aware that the ADF board or state affiliates/league organisers may be required to share aspects of this information with the following people in order for the competition to function in accordance with this policy;
- Other ADF Board Members or State league/affiliate organisers.
  - Referees
  - Team Captains
  - Competition Staff
- 6.10 Disclosing information to parties that do not need to be made aware of it is misconduct unless the individual in question has agreed to do so.
- 6.11 ADF board or state affiliates/league organisers do not have control over the restrooms and change rooms provided at the facilities used for Dodgeball. As such, they cannot provide guarantee of gender-neutral restrooms or change rooms.
- (a) Members should not be questioned on their use of gendered restrooms should they need to use them.

## **7. Conduct**

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- 7.1 Any participant, staff, organiser or board member found to be in breach of this policy is in breach of Australian Dodgeball Federation's Code of Conduct and will face disciplinary action at the discretion of the ADF's Board of Directors, or state affiliate/league organiser, in accordance with the Australian Dodgeball Federation Policy.

The Australian Dodgeball Federation does not tolerate harassment & will investigate any person found to be in breach of these guidelines, member protection policy or our Code of Conduct.