



LGBTQ+
PARTICIPANT
GUIDE

pridein
sport

An initiative of the Australian Sports Commission,
Paddle Australia and Pride in Sport.

Paddle 
Australia

COLLABORATION

This guide is an initiative of the Australian Sports Commission, Paddle Australia and Pride in Sport. We believe sport is a human right, and that diversity is key to stronger, resilient and capable sporting communities.

AUSTRALIAN SPORTS COMMISSION

The Australian Sports Commission (ASC) is the Australian Government agency responsible for supporting and investing in sport at all levels.

PADDLE AUSTRALIA

Paddle Australia is the national governing body responsible for the development and promotion of paddling in Australia, including canoe slalom, canoe sprint and paracanoe Olympic and Paralympic programs, canoe freestyle, canoe marathon, canoe ocean racing, canoe polo, stand up paddling and wildwater canoeing, and the promotion and delivery of paddling safety, education, training and recreation. Paddle Australia is affiliated to the International Canoe Federation (ICF) and Australian Olympic Committee (AOC).

PRIDE IN SPORT

Pride in Sport is a national not-for-profit program specifically designed to assist sporting organisations with the inclusion of LGBTQ+ employees, athletes, coaches, volunteers and spectators. The world-first Pride in Sport Index (PSI) benchmarks and assesses the inclusion of LGBTQ+ people across all sporting and recreation contexts. To learn more about Pride in Sport and how your sporting organisation can become more inclusive visit www.prideinsport.com.au

ACKNOWLEDGEMENT OF COUNTRY

We recognise the rich contributions Aboriginal and Torres Strait Islander people make to Australian sport and celebrate the power of sport to bring people together and to promote reconciliation and equality.

We acknowledge the Traditional Owners of the land and waters on which we play.

We pay respect to Elders past, present and emerging and extend this respect to all Aboriginal and Torres Strait Islanders who have inspired and continue to inspire us through participation, team work, courage and leadership in sport.



Australian Government

Australian Sports Commission

Paddle Australia

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INTRODUCTION

There is a place in our sport for everyone, for all that you are.

While sport hasn't always been the most welcoming environment for the LGBTQ+ community, we've taken big steps to build an inclusive and welcoming culture.

This guide highlights the way our sport fosters inclusion. It outlines our commitment to athletes, officials and volunteers who have diverse sexualities and genders, and the support available to you.

Paddle Australia will not tolerate any form of homophobia, biphobia, transphobia, bullying, harassment or vilification. This promise extends beyond on the water, to our regatta grandstands, to our boardroom.

We believe that diverse teams are strong teams, and we celebrate diversity within Paddle.

Annabelle White (She/her)

Sport Operations Manager
Paddle Australia



I'm an ally of the LGBTQ+ community because I believe in inclusion, and I want to share my sport with as many people as I can.

RILEY FITZSIMMONS OLY (HE/HIM)
2 x OLYMPIAN

KEY DOCUMENTS

This guide is supported by a range of strategies, policies and procedures which can be found on the [Documents and Policies](#) page of our website.

These include:

- Paddle Australia LGBTQ+ Inclusion Policy
- Paddle Australia Member Protection Policy
- Paddle Australia Personal Grievances Policy
- Paddle Australia Privacy Policy

Definitions for key terms are included at the end of this guide. While we have done our best to define these words accurately, Paddle Australia acknowledges that language evolves constantly. We encourage members to stay informed with other language and terminology by visiting the Pride in Sport website:

[www.prideinsport.com.au/
terminology](http://www.prideinsport.com.au/terminology)



ENROLMENT AND REGISTRATION

When registering to become a member, each individual has the option of selecting; Male, Female, Non-Binary, or Different Identity.

For participation programs and community sport, anyone can participate in the competition which best reflects their gender identity. Paddle Australia will accept a range of documents, including statutory declarations, and will always use the name, gender and pronouns you use.

Conventional pronouns are 'she/her/hers' and 'he/him/his'. Some people use gender neutral pronouns, such as 'they/them/their'.

Paddle Australia will always use the pronouns you decide in our written records and when we speak to you.

If you are a trans athlete and you intend to apply for an elite sporting activity, contact Paddle Australia (using the details listed in this guide) to discuss the registration process. Elite participation for Trans and Gender Diverse athletes must be managed in accordance with the ICF rules of the discipline.

Our privacy policy and information management processes will ensure that any personal information you provide will be handled securely.

UNIFORMS AND FACILITIES

Paddle Australia uniforms, for both players and officials, is available in a range of sizes and styles. We're working to include a wider selection of options in the future.

You choose the style of uniform you wear, based on what feels comfortable for you.

You have access to the bathrooms and changeroom facilities which reflect your gender identity.

While Paddle Australia does not own or manage all facilities where Paddle Australia events and training takes place, we are advocating for more inclusive practices in sporting venues including the creation of some all-gendered spaces, encouraging modifications to create more private spaces (including higher doors, room dividers and shower curtains) and recommending the inclusion of sanitary bins in all toilet facilities.

I'd hate for anyone to come to our sport and not feel safe and included.

I have a passion for being on the water and I'd like to share that passion with as many people as I can.

RILEY FITZSIMMONS OLY (HE/HIM)
2 x OLYMPIAN

INCLUSION IN OUR CLUBS

While we want all spaces and teams to be inclusive and welcoming, we know some people prefer to connect and train with other LGBTQ+ athletes.

To connect to your local club, [contact your local Paddle State Office](#).

Examples of some of our LGBTQ+ clubs include the Victorian Youth Canoe Polo club, UWA Outdoors club and Western Paddlers in Dubbo.

Inclusion events for the LGBTQ+ community are particularly important, as people know they will be supported and accepted for who they are. They know they won't be judged, or won't have to explain themselves – such as what their gender or sexuality is. There is simply just a culture of acceptance and inclusion at these events.

BRON POWELL (she/her)
PADDLE NSW
DIVERSITY AND INCLUSION COMMITTEE



MAKING A COMPLAINT

If you do experience bullying or harassment, or need to report an incident, please contact our Integrity Manager (integrity@paddle.org.au).

All complaints will be taken seriously, managed confidentially, and dealt with in accordance with the PA Complaints, disputes and disciplines policy.

The Australian Human Rights Commission or State or Territory Human Rights Commission may also help you in relation to any complaints of discrimination, harassment and/or victimisation under Federal or State and Territory laws.

WORKING TOGETHER AS ALLIES

We know how powerful it can be to have an ally. All Paddle Australia members have a role to play as allies for members of the LGBTQ+ community, whether you identify as a part of this community or otherwise.

Here are some simple steps we can all take to support each other.

- We each control our own disclosure. Respect the confidentiality of LGBTQ+ peers.
- The behaviour we accept is the behaviour we approve. If teammates, coaches, volunteers, fans or administrators aren't living up to these inclusive standards – call it out.
- Celebrate each others' visibility. We can amplify our efforts if we join together.
- Model inclusive language and pronoun use for your peers and allies.
- Keep learning about how we can support our LGBTQ+ peers.
- Share this guide (or the accompanying guides) with anyone you think may find it useful or interesting.

Visibility is vital. Show your support on the water or in the boardroom.

prideinsport.com.au/shop/



SUPPORT AND RESOURCES

If you have a question or concern, you can contact Paddle Australia:

- For concerns or complaints:
integrity@paddle.org.au
- For questions:
info@paddle.org.au

For external support, Paddle Australia recommends connecting with the following LGBTQ+ specific providers:

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

Freecall: 1800 063 060

Web: www.acon.org.au/mental-health/#lgbti-counselling

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

Freecall: 1800 184 527

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

Lifeline provides 24-hour crisis support and suicide prevention services to all Australians experiencing a personal crisis.

Phone: 13 11 14

Web: www.lifeline.org.au/gethelp

To find out more about LGBTQ+ inclusion in sport, visit:

Pride in Sport Australia

(prideinsport.com.au)

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

TransHub

(transhub.org.au)

This platform is an initiative from ACON Health, Australia's largest LGBTQ+ health organisation specialising in community health, inclusion and HIV responses for people of diverse sexualities and genders.

Pride Cup

(pridecup.org.au)

By connecting with community clubs of all codes to help them run their own Pride Cup matches and attend facilitated education sessions, Pride Cup empowers sportspeople to become leaders for inclusivity and diversity in their communities.

Proud2Play

(proud2play.org.au)

Proud 2 Play focuses on increasing LGBTIQ+ engagement in sport, exercise and active recreation. To do this, P2P work with all levels of the sporting community, from individual participants and grassroots communities, to state and national sporting organisations.

Australian Human Rights Commission

(humanrights.gov.au)

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



FURTHER READING

Out on the Fields

(outonthefields.com)

The world's largest study into experiences of lesbian, gay and bisexual athletes.

Out for Sport

(<https://equality-network.org/wp-content/uploads/2013/03/Out-for-Sport-Report.pdf>)

A detailed analysis of homophobia, biphobia, transphobia and community attitudes towards inclusive sport in Scotland.

Rainbow Laces Toolkit

(<https://www.stonewall.org.uk/our-work/campaigns/rainbow-laces>)

A best-practice guide for sports inclusion produced by Stonewall UK.

Come out to Play

(vu.edu.au/sites/default/files/Come%20Out%20To%20Play%20May%202010.pdf)

A report examining The Sports experiences of Lesbian, Gay, Bisexual and Transgender (LGBT) people in Victoria.

Sport Australia

(humanrights.gov.au/our-work/lgbti/publications/guidelines-inclusion-transgender-and-gender-diverse-people-sport-2019)

Guidelines for the inclusion of transgender and gender diverse participants in Australian sport.

The Australian Human Rights Commission

(humanrights.gov.au)

An independent statutory organisation, established by an act of Federal Parliament to protect and promote human rights in Australia and internationally.

Play by the Rules

(playbytherules.net.au)

Provides information, resources, tools and free online training focusing on discrimination, harassment, child safety, inclusion and integrity issues in sport.

KEY WORDS AND PHRASES

Brotherboy is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people who have a male spirit and take on male roles within the community. Brotherboys have a strong sense of their cultural identity.

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

Gender dysphoria is the discomfort a person feels with how their body is perceived and allocated a gender by other people. The experience may occur when a person feels their biological or physical sex doesn't match their sense of their own gender (gender incongruence). This feeling, that there is a mismatch, can trigger a range of responses. Some people experience serious distress, anxiety and emotional pain, which can affect their mental health. Others experience only low-level distress — or none at all. For this reason, gender dysphoria is no longer considered a mental illness. Gender Incongruence is included by the WHO in their Manual of International Statistical Classification of Diseases and Related Health Problems (ICD-11) as a condition related to sexual health. This is a significant step toward recognising Transgender experience as a natural state, rather than a disorder. (Not to be confused with 'Body Dysmorphia')

Gender identity is defined in the Act as 'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth'. For example, a person's birth certificate may include a marker which indicates that the person's designated sex is female when that person identifies as a man (in other words, their gender identity is that of a man).

Cisgender / cis is a term used to describe people who identify their gender as the same as what was assigned to them at birth (male or female). 'Cis' is a Latin term meaning 'on the same side as'.

Deadname is a term used by some trans people to describe the name they were given and known by prior to affirming their gender and/or coming out.

Intersex (Intersex status) is a protected attribute under the Act. Under the Act 'intersex status' means 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.

The term 'intersex' does not describe a person's gender identity (man, woman, neither or both). A person with an intersex variation may identify as a man, woman, neither or both.

LGBTQ+ (or variations of it) is an acronym for lesbian, gay, bisexual, transgender, and queer/questioning. It is used to refer collectively to these communities. The 'LGB' refers to sexuality/sexual identity; the 'T' refers to gender identity; and the 'Q' can refer to either gender identity or sexuality.

Non-Binary is a term used to describe a person who does not identify exclusively as either a man or a woman. Genders that sit outside of the female and male binary are often called non-binary. A person might identify solely as non-binary, or relate to non-binary as an umbrella term and consider themselves genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else.

Pronouns are a grammatical means of referring to a person or persons. Conventional pronouns are 'she/her/hers' and 'he/him/his'. Some people use gender neutral pronouns, such as 'they/them/their'. The pronoun a person uses to describe themselves generally reflects their gender identity.

Sex refers to a person's biological sex or sex characteristics. These may be genetic, hormonal, or anatomical. Unlike 'gender identity', 'sex' is not defined in the Act.

Sistergirl is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people that have a female spirit and take on female roles within the community. Including looking after children and family. Many Sistergirls live a traditional lifestyle and have strong cultural backgrounds.

Transgender (commonly abbreviated to 'trans') is a general term used to describe a person whose gender identity is different to the sex they were assigned at birth. Being transgender is about how an individual describes their own gender, not necessarily about their biological characteristics. Trans people may position 'being trans' as a history or experience, rather than an identity, and consider their gender identity as simply being female, male or a non-binary identity. Some trans people connect strongly with their trans experience, whereas others do not. Processes of gender affirmation may or may not be part of a trans or gender diverse person's life.

Transition / Gender Affirmation means the personal process or processes a trans or gender diverse person determines is right for them in order to live as their defined gender and so that society recognises this. Transition may involve social, medical/surgical and/or legal steps that affirm a person's gender. Affirming gender doesn't mean changing gender, 'having a sex change' or 'becoming a man or a woman', and transition isn't the same as being trans. A trans or gender diverse person who hasn't medically or legally affirmed their gender is no less the man, woman or non-binary person they've always been.

- **Social transition** is the process by which a person changes their gender expression to better match their gender identity. This may include changing their name, pronouns, and appearance.
- **Medical transition** is the process by which a person changes their physical sex characteristics to align with their gender identity. This may include hormone therapy, surgery or both.
- **Legal transition** is the process by which a person changes their identity documents, name, or both, to reflect their gender identity. This may include changing their gender marker on a passport or birth certificate or changing their name on a driver license or bank card.

SOCIETAL ATTITUDES/ ISSUES

An **ally**, **straight ally**, or **heterosexual ally** is typically a heterosexual and cisgender person who supports equal civil rights, gender equality, LGBTQ+ social movements, and challenges homophobia, biphobia, and transphobia. Not everyone who meets this definition identifies as an "ally". An ally acknowledges that LGBTQ+ people face discrimination and thus are socially disadvantaged. They aim to use their position as heterosexual and cisgender individuals in a society focused on heteronormativity to counter discrimination against LGBTQ+ people. An ally can also be someone who identifies within the LGBTQ+ community and supports an aspect of that community in which they don't identify with (e.g. a Cisgendered gay man may identify as an ally to transgender individuals).

Biphobia is abuse towards someone who is attracted to more than one gender, and even includes when that person's identity is erased. This can be in the form of telling someone that their sexuality is "just a phase", or even telling them to "pick a side."

Cissexism is where something is based on a discriminatory social or structural view that positions (either intentionally or otherwise) the trans experience as either not existing or as something to be pathologised. Cissexism believes that gender identity is determined at birth and is a fixed and innate identity that is based on sex characteristics (or 'biology') and that only binary (male or female) identities are valid and real.

Heteronormativity (also known as **cisnormativity**) the view that heterosexual relationships are the only natural, normal and legitimate expressions of sexuality and relationships, and that other sexualities or gender identities are unnatural and a threat to society.

Homophobia refers to negative beliefs, prejudices and stereotypes that exist about people who are not heterosexual. Verbal homophobia is the most common form. Things like name-calling, rumours and abusive words ('f*g' or 'd*ke'). Phrases like "that's so gay" which compare sexuality to words like 'crap' can have a negative impact. Homophobia also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their sexuality.

Misgendering is an occurrence where a person is described or addressed using language that does not match their gender identity. This can include the incorrect use of pronouns (she/he/they), familial titles (father, sister, uncle) and, at times, other words that traditionally have gendered applications (pretty, handsome, etc.). It is best to ask a person, at a relevant moment, what words they like to use.

Transphobia refers to negative beliefs, prejudices and stereotypes that exist about transgender/trans and gender diverse people. You may have heard transphobic language like 'tr*nny', or seen restrictions on the way that people are allowed to express their gender. Things like which uniform you're allowed to wear or toilets you can use. Transphobia can also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their gender.



Diverse teams are strong teams.

We celebrate diversity in Paddle.

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