



British Dodgeball Transgender Policy

Introduction

British Dodgeball has developed this policy in respect of transgender people, which includes those who are transsexual, in all aspects of the sport: players, employees, coaches, volunteers and spectators.

British Dodgeball promotes a zero-tolerance approach to transphobia. Transphobia includes discriminatory language and behaviors directed towards anyone who comes under the umbrella term of transgender. These behaviours may be towards a transgender person's friends or anyone that may be perceived to be a transgender person (whether they are transgender or not). The behaviours may include a reluctance or refusal to provide access to services to the same extent as that provided for a non-transgender person.

British Dodgeball and its affiliated clubs will ensure that unacceptable behaviours and language is tackled appropriately and sanctions implemented by the rules and disciplinary committee to ensure compliance and the creation of a safe, inclusive and welcoming environment for all people, including those that come under the umbrella term of transgender.

The following points are considered good practice for local sporting organisations:

- Treat the individual with dignity and respect.
- Explain the NGB policy and procedure and ask the player's view on how to proceed. Provide contact details for Head of Rules for any clarification needed: jess@britisdodgeball.com.
- Respect the private and confidential nature of the individual's situation.
- Agree with the individual what information is to be shared with others and how this should be shared. In general, no information should be shared by a local official unless they have express permission from the transgender person.
- Ask the individual what communal changing facilities they would prefer to use, as not every changing facility will have private cubicles. This will depend on whether the individual has transitioned or is in the process of transitioning and whether they have undergone any gender reassignment surgery. It may be that the most appropriate option is to use cubicles in the toilets appropriate to their full-time gender role, or that they should arrive ready to play in order to avoid any misunderstanding should they still have secondary sex characteristics of their former gender. In line with good safeguarding practice, British Dodgeball recommends that adults (unless they are parents) do not use the same changing facilities as children under the age of 18 unless there are separate cubicles.
- Encourage the individual to feedback any inappropriate language or behavior from other individuals so that it can be dealt with. This can be registered using the [complaints form](#).

Trans People Competing

NGBs must not restrict the participation of a transsexual person in competitive sport unless this is strictly necessary to uphold fair or safe competition; any other restriction would amount to direct discrimination. NGBs should treat a transsexual person as belonging to the sex in which they present (as opposed to the biological sex they were born with) unless this might give the transsexual person an unfair advantage or would be a risk to the safety of competitors. Any negative effect of restricting the participation of transsexual people must be mitigated as far as possible, to permit as much inclusion as is fair and safe.

IOC guidelines have been adopted by many professionalised sports that have the capability to perform testing. British Dodgeball does not currently have the capability for this. Additionally, these guidelines do not allow for the different approaches to treatment and legal status in the UK. The Sports Council advises that IOC Guidelines should not therefore be applied to competitions run by UK NGBs. A more pragmatic solution is to adopt different policies for the inclusion of transgender players, taking into consideration the difference between trans people. The aim should be to include transgender people, as far as is possible. Accordingly, for competition, British Dodgeball has adopted this policy.





Trans People as Players

A transgender man (female-to-male transgender person) may compete in his affirmed gender in any male or mixed sex competition. He must confirm that he identifies as a male when completing [playing registration](#). In mixed competition, he will be counted as one male on court.

A transgender woman (male-to-female transgender person) may compete in her affirmed gender in any female or mixed-sex competition. She must confirm that she identifies as a female when completing [playing registration](#). In mixed competition, she will be counted as one female on court.

A player must have been living as their affirmed gender for a minimum of one year before confirming their gender when completing [playing registration](#). A player's gender cannot be changed, for sporting purposes, for a minimum of one year to safeguard against fraudulent competition eligibility.

Transgender females who are aged under 16 may also play in junior events; these events are open to all genders and so there are no restrictions on competition entry.

Safety issues & concerns

Dodgeball is an impact sport, and player safety is paramount. For trans people who have a Gender Recognition Certificate (GRC), the Gender Recognition Act (GRA) (section 19) is not breached where prohibition or restriction of their participation is necessary to secure fair competition, or the safety of competitors, including that of transsexual people themselves. Similarly, under the Equality Act 2010, all transsexual people are protected against discrimination, but this should be proportionate to the aim of securing fair and safe competition.

Upon formal written request from a concerned player (or their parent/guardian if the athlete is a minor), coach, or organiser about an athlete on an opposing team, British Dodgeball will evaluate the situation on a case by case basis.

The designated point of contact at British Dodgeball for all enquiries relating to the participation of trans people in dodgeball is the Head of Rules, who will liaise with other organisations for support and advice should this be necessary. You can contact the Head of Rules by emailing jess@britishdodgeball.com.

Trans People as Spectators

Spectators may themselves be transgender and may be subjected to transphobic comments from others around them. Transphobic language and behaviours can be reported either directly to club officers or event coordinators. In the same way that racist or homophobic language and behaviour is challenged, it is vital that coaches and club staff respond to transphobic language whenever it happens and take all reasonable steps to resolve the situation safely and effectively.

Transphobic comments from spectators may also be directed at players. Whenever phobic language is used it creates a hostile environment and must be addressed. This can be through informing an events coordinator at British Dodgeball events or alternatively registered using the [complaints form](#).

Trans People as British Dodgeball Employees

British Dodgeball will not discriminate against transsexual people in any aspect of their employment and will endeavour to ensure that the culture of the workplace is supportive and welcoming throughout the transitioning process or as a transgender person. Any discrimination or unfair or unreasonable behaviours will be taken seriously and action will be taken. British Dodgeball will work to meet the individual needs of each person to ensure that they have a positive experience of their employment with British Dodgeball.





Confidentiality

It is 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 transgender 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. Any information relating to a transsexual person's former gender (regardless of whether or not they have a Gender Recognition Certificate) is also likely to be classed as sensitive personal data under the Data Protection Act 1998 & General Data Protection Regulations (GDPR). British Dodgeball will treat gender data as sensitive information as such and will handle this data in accordance with our privacy policy.

Date adopted: 29th August 2019

APPENDIX 1: PREFERRED TERMS

In the UK context, a trans person is someone whose gender identity does not match their physical body and who proposes to undergo, is already undergoing, or has undergone 'gender reassignment', that is a permanent change of gender role, which may or may not be facilitated by medical treatment such as hormones or surgery. This is not the same as a crossdresser or transvestite, nor is it the same as sexual orientation. Trans people, as well as those who transition part or full time from living as men to living as women, or vice versa, may prefer the description 'trans woman' or 'trans man'. The term transgender originally referred to individuals who had chosen to live as the opposite gender without the aid of surgery or hormones. Currently, transgender is used as an umbrella term which includes all people who have gender identities, expressions, or behaviours not traditionally associated with their birth sex, which may be expressed intermittently or full time. This includes, individuals such as transsexuals and cross dressers, as well as other gender variant individuals, this may (but does not necessarily) include, male-to-female and female-to-male transsexuals, male and female cross dressers, drag kings and queens, and others with non-traditional gender expressions. Some people also regard themselves as non-gendered, i.e. people who identify as neither male nor female and may have medical treatments that neutralise their sex characteristics. In this document the description 'trans person' is used in respect of those who transition their role permanently, because this is a protected characteristic and the law distinguishes between them, and those who fall under the wider transgender umbrella description.

Gender identity disorder (GID) is the formal diagnosis used by psychologists and physicians to describe persons who experience significant gender dysphoria (discontent with their biological sex and/or the gender they were assigned at birth). The role change is not a life-style choice. The change of role and medical treatments help to align the physical presentation with the innate gender identity thus alleviating the gender dysphoria. The changes are onerous and challenging, and are not undertaken lightly, nor in order to gain competitive advantage

APPENDIX 2: RELATED LEGISLATION

Equality Act 2010

The law covers transgender people in different ways. The small number of transsexual people who, by definition, have the 'protected characteristic' of 'gender reassignment', are specifically protected, by the Equality Act 2010, from discrimination, harassment and victimisation, in employment and in the provision of goods, facilities and services, from the time that they disclose their intention to change their role. However, equality law does also protect individuals in the wider transgender community, if they are discriminated against or harassed on the grounds that they are 'perceived' to be transsexual, as well as those who are 'associated' with a transsexual person, such as partners, family members or carers. The Act is, therefore, relevant to transgender employees, club members, volunteers and spectators who are, or who may be perceived to be transsexual and could, potentially, be subjected to transphobic behaviour.





Gender Recognition Act 2004

A minority of the people who have undergone permanent transition of their gender role, obtain a gender recognition certificate (GRC) in accordance with the Gender Recognition Act, 2004 (GRA). In order to obtain a GRC it is not necessary to have had genital or other surgeries. Those whose births were registered in the UK, automatically receive a new birth certificate. The GRA provides enhanced privacy protection with regard to sensitive information about their gender status, from the time of application to the Gender Recognition Panel (GRP). In these circumstances, breach of privacy by any club official could amount to a criminal offence. The GRC confers on transsexual people their post-transition gender status 'for all purposes'. It may be considered to be harassment, to ask if a person has a GRC, so it is advisable to extend the same level of protection and privacy to all those who have changed their gender role on a permanent basis. The privacy of the wider group of transgender people, as well as transsexual people, is also protected under the Data Protection Act 1998 and GDPR, which means that any processing of their data should seek to avoid causing any damage or distress.

Human Rights Act 1998

The Human Rights Act 1998 is wide ranging in its protections. Article 8 particularly, protects the right of individuals to have their private lives respected, and to be treated with dignity. Article 14 ensures that this and the other rights and freedoms contained in the Act, are enjoyed without discrimination.

