



Policy Name: Trans and Gender Diverse Athletes in Australian Cheerleading

Controlling Body: Australian Cheer Sport Alliance (ACSA)

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Cheerleading as a sport is a leading example of the strength of diversity, the importance of a team being supported by individual contributions, and the importance of each individual athlete being supported by the team.

The Australian Cheer Sport Alliance (ACSA) and the ACSA Gym Owners Advisory Group (GOAG) support gender diversity and the inclusion of transgender, non-binary and intersex athletes without judgement or discrimination.

ACSA follows the guidelines of the Victorian Equal Opportunity and Human Rights Commission Guideline: Trans and Gender Diverse Inclusion in Sport

Coaches, Gym Owners, Clubs, Event Producers and others may not discriminate on the basis of sex or gender identification.

- Gender diverse individuals will be encouraged to participate fully in the sport and will be supported to register and compete under the gender with which the athlete identifies.
- Gym owners will liaise with Event Producers to ensure athletes are entered in the correct division:
 - Event Producers may require appropriate documentation verifying that the athlete lives as their preferred gender. Documentation can include, but is not limited to; Government issued documents, or a statement prepared by a health care provider Counsellor, or another qualified professional not related to the athlete. Event Producers may, at their discretion, also accept a statement from a Gym Owner.
- Exceptions may be made in the following situations, for divisions offered to athletes of 12 years or more only:
 - If a Gym Owner or Event Producer believes that inclusion will present a significant unfair competitive advantage and it can be shown that scores are likely to be significantly affected.
 - Inclusion in teams eligible for international bids will follow the relevant guidelines from the IASF / ICU / IOC or other relevant body.



RECOMMENDATIONS FOR COACHES AND GYM OWNERS

Trans and gender diverse athletes should:

- be referred to by their preferred pronouns and names.
- not be subject to comments, gossip or exclusion by any official, coach, club member, team mate or supporter.
- be placed in CoEd teams where possible - it is in the best interests of the athlete and the sport that they are included in the team that best suits their identity and skills, as judged by their Coach and Program Director.
- be encouraged to select any style of uniform offered to their team (e.g. skirt or pants).
- have the opportunity to periodically check in with coaches or owners to make sure they're comfortable and address any concerns or issues.
- only disclose their situational, medical or personal information when, how and to whom they feel comfortable and expect that their privacy be protected.

THINGS TO REMEMBER

False assumptions can lead to discrimination against trans and gender diverse people, including in sport. Key things to remember include:

- **There is much more to sporting ability than strength and testosterone.** Fitness, training, experience and teamwork play a bigger part in making a person a good athlete.
- **No-one 'changes gender' to reap rewards in sport.** Transitioning or affirming gender is a deeply personal decision and is not something done on a whim.
- **Trans and gender diverse people use toilets as toilets and change rooms as change rooms.** There is no evidence to support the notion that trans and gender diverse people use toilets, change rooms or other facilities to assault or harass others. Trans and gender diverse people are generally at high risk of being victimised, assaulted or harassed in toilets and change rooms.

RESOURCES FOR GYM OWNERS & ATHLETES:

- **Zoe Belle Gender Collective**
<http://www.zbgc.com.au/factsheet-how-many-are-gender-diverse/>
 - <http://www.zbgc.com.au/wp-content/uploads/2015/08/how-many-people-are-gender-diverse-update-2015.pdf>
- **Transgender Victoria** - happy to send brochures etc
<https://tgv.org.au/>
- **Victorian Equal Opportunity and Human Rights Commission**
–<https://www.humanrightscommission.vic.gov.au/home/our-resources-and-publications/ea-practice-guidelines/item/1560-guideline-trans-and-gender-diverse-inclusion-in-sport-complying-with-the-equal-opportunity-act-2010>
 - Refer to resources section for 'The Basics' PDF and Policy Template should you wish to create and adopt a policy for your gym.
- **Monash Gender Clinic**
<http://monashhealth.org/services/services-f-n/gender-clinic/>
- **Royal Children's Hospital Gender Dysphoria Fact Sheet**
https://www.rch.org.au/kidsinfo/fact_sheets/Gender_dysphoria/