



Archery Victoria			
Title:	Policy and Procedures Manual		
Subject:	Transgender Policy		
Author:	Secretary		
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0531. Transgender Policy

Relevant Archery Australia Policy	Transgender Policy - Number 1042	Effective: April 2012
Relevant Legislation	<i>Sex Discrimination Amendment (Sexual Orientation, Gender Identify and Intersex Status) Act 2013 (Cth) (SDA Amendment Act)</i> – inserts new grounds into the <i>Sex Discrimination Act 1984 (Cth) (SDA)</i> .	

1. Policy Background

Changing social views and laws regarding sexuality have resulted in an increasing number of transgender and transsexual athletes participating in sport. As such, Archery Australia in April 2012 enacted the Transgender Policy – number 1042 to reflect these changes. This policy supports the guidelines and rules stipulated within the Archery Australia policy. Should there be any discrepancy between policies; the Archery Australia policy will take precedence.

2. Policy Rationale

Archery Victoria has an interest in articulating this policy for the following reasons:

- a) To welcome and protect transgender and transsexual members;
- b) To ensure a consistent approach to requests by transgender or transsexual athletes to compete in Archery Victoria State events and tournaments (as denoted on the Archery Victoria State Calendar);
- c) To ensure that those who identify as transgender or transsexual are treated fairly, with dignity and respect;
- d) To protect Archery Victoria, its member Clubs, as well as Club members and registered affiliates; and
- e) To keep its members informed of Archery Victoria policies and procedures.

Archery Victoria member Clubs are encouraged to formulate their own policies in relation to Club events/training. However, such policies must not breach the principles established in either the Archery Australia and Archery Victoria Transgender Policies and relevant legislation.

3. Definition

A transgender or transsexual means a person who was born one sex and now identifies with and lives as another sex, and includes a person who has undergone a sex reassignment procedure.

4. Application

This policy will be applied by Archery Victoria with respect to all Archery Victoria State events and tournaments (as denoted on the Archery Victoria State Calendar) and as required by legislation.

5. Legislation

Anti-discrimination laws offer protection to transgender and transsexual individuals against discrimination on the basis of a number of characteristics including sexual orientation, gender identity and sexuality.

- a) This policy must be read at all times in conjunction with the current and relevant anti-discrimination legislation.

6. Policy Guidelines

- a) Evidence of the legal recognition of a person's gender (passport, birth certificate or the like) will generally determine whether Archery Victoria allows a competitor to compete as a male or female.
- b) If a person's legally recognised gender, is other than that under which the person wishes to compete, the following conditions shall apply:
 - a. An individual who has undergone a sex reassignment from male to female before puberty may compete as a girl or woman (female).
 - b. An individual who has undergone female to male reassignment before puberty may compete as a boy or man (male).
 - c. An individual who has undergone sex reassignment from male to female (and vice versa) after puberty may compete in female or male competitions, respectively, under the following conditions:
 - i. Surgical anatomical changes have been completed, including external genitalia changes and gonadectomy; and
 - ii. Evidence is provided of hormonal therapy appropriate for the assigned sex having been administered in a verifiable manner and taken for a sufficient length of time to minimize gender-related performance advantages.
 - iii. An individual who has undergone male to female sex reassignment may compete only after two years has passed since gonadectomy.
- c) In each case, a confidential case-by-case evaluation shall occur, and the individual's medical practitioner consulted if necessary. Archery Victoria will appoint a suitably qualified medical practitioner to make this assessment if required.
- d) If the gender of a competing athlete is questioned, the Archery Victoria Member's Representative, or in their absence any member of the Archery Victoria Board, shall consult with an Archery Victoria appointed medical practitioner for a determination of the gender of the athlete in line with these guidelines and the current and relevant legislation.

7. Policy Additions

- a) If the issues of performance advantage arise, Archery Victoria will seek advice from Archery Australia and law with regards to these particular circumstances.
- b) 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 Use Exemption.