

# Gender Diversity Policy

## For Inclusion in Community Snowsports

### Position Statement

Snow Australia is committed to providing a safe and inclusive sporting environment that encourages all people to participate in competitive community snowsports.

Snow Australia board believes that at the community snowsports level, a priority should be given to social inclusion over any perceived concerns about competitive advantage in the participation of gender diverse athletes.

### Purpose

The policy outlines Snow Australia's position on gender diversity and inclusion of transgender and non-binary people in community snowsports.

The sport holds the notion of competitive fairness in high regard. At the participation level however, there is greater value placed on providing a safe and inclusive environment for all competitors. As competitors look to progress into the Performance Pathway and participate in national and international competition, they should refer to the regulations of the International Ski Federation (FIS).

### What is Community snowsports in Australia?

Community snowsports comprises the grass-roots events and programs that operate in the Participation Pathway.

As part of this process the following categories have been identified as Community Snowsports.

- Snowracer Events
- Interschools Participation Events
- Interschools Snowsport Championships (Regional / State /National level)

### What are the Policies at National and International Events?

Transgender and non-binary policies for national and international events may depend on the type of event and the relevant governing body's rules. For all Performance Pathway events conducted by, or under, the auspices of Snow Australia, athletes and event organisers must comply with the rules and regulations of FIS.

FIS is recognised as the sport's international governing body by the International Olympic Committee, and manages the disciplines of Alpine Skiing, Cross-Country Skiing, Freestyle Skiing and Snowboarding. FIS also sets international competition rules.

## Definitions:

**Gender Identity** is defined in the *Sex Discrimination Act 1984 (Cth) (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'*.

**Transgender** (commonly abbreviated to *'trans'*) is 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.

**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.

**Non-Binary** is a term used to describe a person who does not identify exclusively as either a man or a woman.

## Guidelines:

### Under 12 – Division 4-6 at Interschools events

Participants under the age of 12 (with parental agreement) can compete in community snowsports competitions as the gender to which they identify.

### Age 12 to 17 – Divisions 1-3 at Interschools events

Participants aged 12-17 in community snowsports Events who identify as female should participate as females. Participants who identify as male should participate as males.

Gender Diverse, Non-Binary participants and participants who are partway through a gender affirmation should participate in the category in which they feel most comfortable.

### Age 18+ at Community snowsports events

In community snowsports events where Snow Australia is the event organiser:

- Gender Diverse, Non-Binary participants and participants who are partway through a gender affirmation should participate in the category in which they feel most comfortable.

In community snowsports events where Snow Australia is not the event organiser:

- Snow Australia will seek to assist the event organisers to support transgender and non-binary participants and participants who are partway through a gender affirmation being able to participate in the category in which they feel most comfortable. Considerations of social inclusion in community snowsports should have a greater priority than concerns that may exist regarding competitive advantage in relation to gender diverse participants.

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**References:**

Sport Australia Guidelines for the inclusion of transgender and gender diverse people in sport (June 2019)

[https://www.sportaus.gov.au/\\_data/assets/pdf\\_file/0008/706184/Trans\\_and\\_Gender\\_Diverse\\_Guidelines\\_2019.pdf](https://www.sportaus.gov.au/_data/assets/pdf_file/0008/706184/Trans_and_Gender_Diverse_Guidelines_2019.pdf)

**Review:**

This policy will be reviewed, evaluated, modified and/or re-endorsed by the Snow Australia Board every 2 years. Ongoing monitoring and evaluation will take place with an annual assessment provided to the Snow Australia Board.

<b>Policy Title</b>	Gender Diversity for Inclusion in Community Snowsports
<b>Implemented on:</b>	24 <sup>th</sup> May 2021
<b>Approved by Snow Australia Board on:</b>	24 <sup>th</sup> May 2021