



Guidelines for the Inclusion of Transgender and Gender Diverse People in Community Basketball

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Guidelines for the Inclusion of Transgender and Gender Diverse People in Community Basketball

1. **Date** April 2022
2. **Guidelines Number** 2022_01
3. **Purpose**

Basketball NSW understands the importance of encouraging people to join in sporting events and activities for their health, well-being, and community involvement. Basketball NSW is committed to assisting athletes in participating in their preferred gender.

We desire, need, and affirm that transgender and gender-diverse people are already members of our community and that their participation in whatever capacity they choose enriches us. People who are transgender or gender diverse live, work, and play all around Australia, and Basketball NSW must represent this everywhere basketball is played in NSW.

These guidelines are based on the guidelines that were approved by the Board of Basketball Australia in December 2021. We have amended some sections to reflect and align with the values of Basketball NSW.

4. Introduction

- 4.1. This guideline outlines Basketball Australia's and Basketball NSW's position and current legislation with respect to the participation of transgender and gender-diverse people in community basketball.
- 4.2. The Sex Discrimination Act 1984 (Cth) makes it unlawful to treat any person less favourable than another person in a similar situation because of the gender-related identity, appearance, mannerisms, or other gender-related characteristics of the person.
- 4.3. Sport is a crucial part of the Australian lifestyle and contributes to a more healthy and happy life. It is a way to bring communities and people together. This policy strives to make sure basketball in Australia is a welcoming and inclusive community for all involved.
- 4.4. Sport provides physical, social, and mental health benefits. This makes it essential that everyone has the opportunity to participate in sport and to be safe when doing so.
- 4.5. Everyone has the right to equality before the law and has the right to participate in sport and be treated equally. Basketball Australia and Basketball NSW are committed to providing a safe, fair and inclusive environment for all people. Basketball organisations will endeavour and strive to ensure that equal rights are granted to all people who wish to join their club.
- 4.6. These guidelines seek to ensure equal participation in sport for all people and to provide guidance to basketball organisations at all levels on how this can be achieved.

5. Background

- 5.1. Basketball Australia recognises that both intentional and unintentional phobic behaviours exist within the sport, which often leads to significant adverse consequences for individuals and communities. Homophobic, biphobic, and transphobic behaviours have a devastating impact on individuals. People who are subjected to discrimination or harassment, feel excluded, shameful, hide their true selves, and/or choose not to participate in basketball.

These outcomes are not acceptable, and Basketball Australia is committed to inclusion and respectful behaviour at all levels of basketball to ensure all people are able to participate.

5.1.1. Basketball Australia is a member of the International Basketball Federation (FIBA) and its national teams participate in FIBA events, the Olympic Games and Commonwealth Games. Accordingly, Basketball Australia must comply or align with relevant policies and regulations of FIBA, the International Olympic Committee (IOC), and the Commonwealth Games Federation. The applicability of these guidelines to elite and sub-elite level basketball is addressed in section 6 of these guidelines.

6. Scope and Operation

- 6.1. These guidelines apply to both Basketball Australia and Basketball NSW. We will assist our member associations with education and awareness training so that they adopt these guidelines as their stated position.
- 6.2. These guidelines apply to the following persons and organisations;
 - a) Members;
 - b) Participants;
 - c) Any other person or organisation who has agreed to be bound by these guidelines to the full extent that it is possible for Basketball Australia, Basketball NSW or a Constituent Association Member to bind those persons or organisations.
- 6.3. It is the duty of each person and organisation, to which these guidelines apply, to comply with and, so far as is lawfully possible, to require any other basketball-related entity or participant, who or which is not directly bound by these guidelines but who or which is participating in basketball in any capacity in Australia, to comply with these guidelines.

7. Purpose

These guidelines:

- 7.1. Affirm our commitment to the inclusion of transgender and gender diverse people in basketball;
- 7.2. Foster a safe and welcoming environment for transgender and gender diverse people by addressing and eliminating any behaviour and/or action that is identified as being in contravention of these guidelines and/or Basketball Australia Member Protection policies;
- 7.3. Encourages ongoing participation in basketball; and
- 7.4. Ensures programs and facilities are accessible for transgender and gender-diverse people.

8. Participation – Community Basketball

- 8.1. Affiliated Associations should permit players to participate in community basketball competitions in accordance with their gender identity, whether or not this accords with the sex they were assumed at birth, subject to the following:

a) The player should nominate their Gender Identity at the time of completing their membership application with the Affiliated Association.

If after that membership application has been approved and the player's gender identity has changed, they are permitted to amend their gender identity at the time of registering for an upcoming competition, or as soon as practicable during the competition.

b) For the purposes of mixed-gender competitions, people can participate in a manner that best reflects their gender identity. Rules for mixed-gender competitions will be applied based

on gender-identity.

c) Affiliated associations must not ask any player to undergo any 'proofing' (e.g. medical examination) for the purposes of gender verification.

d) In the event a player is affirming their gender (transition) through the course of the community basketball competition, the affiliated association shall give consideration to that player's gender affirmation and, in discussion with that player, consider the individual needs of any transition or affirmation.

8.2. For all community basketball competitions (i.e. non-representative competitions), an individual can participate in the competition which best reflects their gender identity. This is in accordance with the Sex Discrimination Act 1984 (Cth), which explains that it is unlawful to discriminate against a person on the basis of sexual orientation, gender identity, or intersex status. Clubs and associations should have in place well-established and consistently applied practices for grading and the selection of players to:

- a) Address any relevant disparity of players
- b) Protect the health and safety of participants; and
- c) Provide fair and meaningful competitions.

9. Participation – Elite and Sub-Elite Basketball

9.1. For Gender and Sexual Diversities (GSD), there are no eligibility criteria for elite and sub-elite basketball competitions for people under the age of 15. Upon attaining the age of 15, a person wishing to participate in elite or sub-elite basketball may also be required to comply with additional eligibility criteria.

9.2. At the time of writing these guidelines, Basketball Australia is working to establish appropriate eligibility criteria, determination, monitoring, and dispute resolution for elite and sub-elite basketball for GSD. In the interim, matters will be determined on a case-by-case basis in accordance with the IOC, FIBA, or other applicable governing body criteria.

9.3. Elite and Sub-Elite Basketball is defined as any basketball game or program that is associated with:

- a) International Level Tournaments and Events;
- b) Basketball Australia's National Team Programs and the Centre of Excellence;
- c) The National Basketball League (NBL) and Women's National Basketball League (WNBL);
- d) The National Wheelchair Basketball League and Women's National Wheelchair Basketball League;
- e) The top-level state and territory competitions (e.g. NBL1);
- f) Any Australian Junior Championships hosted by Basketball Australia;
- g) Any elite 3x3 competition (i.e. a competition associated with qualifying for international competition).

10. Discrimination

- 10.1. Basketball Australia and Basketball NSW do not tolerate any form of harassment, discrimination or bullying in basketball.
- 10.2. These guidelines should also be read in conjunction with Basketball Australia's National Integrity Framework. Which is the umbrella term for the suite of policies, educational materials, and other resources that establish basketball's perimeter against corruption. The Framework applies to all competitions and events conducted under the auspices of Basketball Australia or a member state/territory association, including the National Basketball League. The Framework sets the broad expectations for the conduct of all participants, but also incorporates detailed policies to regulate behaviour and ensure action can be taken against those who fail to adhere to behavioural standards and expose the sport to undue risk.
- 10.3. These Guidelines do not provide a definitive legal answer to all of the issues of discrimination, harassment or victimisation involving sex or gender identity that may arise under anti-discrimination legislation. Organisations and individuals should seek their own independent legal advice if they have concerns regarding their compliance with applicable anti-discrimination legislation.
- 10.4. Without limiting any provision of the relevant policies, vexatious or frivolous referrals brought under these guidelines may amount to harassment.
- 10.5. Any concerns of harassment, discrimination, or bullying should be referred to Basketball Australia's Integrity Unit or to Basketball NSW Member Protection Officer.
- 10.6. Discrimination on the basis of sex or gender identity can include both direct and indirect discrimination and may be unlawful under Federal and State laws.
- 10.7. Direct discrimination may occur when a person is treated less favourably than another person on the basis of:
- a) Sex or gender-identity; or
 - b) Characteristics generally associated with a person of that sex or gender-identity, in similar or not materially different circumstances.
- An example of direct discrimination would be a sporting organisation refusing a transgender woman's application for membership because of her transgender status.*
- 10.8. Indirect discrimination may occur when a condition, requirement, or practice that applies to everyone disadvantages persons of a particular sex or gender-identity, and the condition, requirement, or practice is not reasonable in the circumstances.
- 10.9. Further guidance on Federal and State and Territory laws and exemptions is available through the Australian Human Rights Commission and any State or Territory Human Rights Authority.

11. Practical Guidelines

11.1. Language

- a) Language must be respectful and inclusive. We encourage the review and dissemination of this document, with particular awareness of common terms, as outlined in section 14 of this document.
- b) Everyone (including players, administrators, coaches, support staff, spectators, and

others) involved in our game are encouraged to use correct pronouns (for example, by asking all participants within the Affiliated Association what pronouns they use when they register, and using pronouns consistently across verbal and written communications).

- c) The pronoun a person uses to describe themselves generally reflects their gender identity. Pronouns are 'she/her/hers' and 'he/him/his'. Some people prefer to use gender-neutral pronouns, such as 'they/them/their'. Gender pronouns include
- She/Her: a pronoun used by female-identifying people, sometimes also used by non-binary people.
 - He/Him: a pronoun used by male-identifying people, sometimes also used by non-binary people.
 - They/Them: the most common gender-neutral pronoun, often used by non-binary or transgender people.
 - Xe/Xem: a popular gender-neutral pronoun commonly used by non-binary or transgender people.
 - Ze/Hir: a popular gender-neutral pronoun, often used by non-binary or transgender people.
 - Ey/Em: a common gender-neutral pronoun, often used by non-binary people.
 - Hir/Hir: a common gender-neutral pronoun, often used by non-binary people.
 - Fae/Faer: a less common gender-neutral pronoun, sometimes used by non-binary people.
 - Hu/Hu: a less common gender-neutral pronoun, sometimes used by non-binary people.

11.2. Facilities

- a) Basketball Australia and the State and Territory Associations recognise the existing difficulties faced by affiliated associations in having adequate changeroom and shower facilities.
- b) While many transgender and gender-diverse people prefer to use bathrooms, showers, and changerooms that align with their affirmed gender, there is also a strong preference for privacy.
- c) Within basketball, people have the right to use changing and bathroom facilities which best reflect their gender identity.
- d) People who identify as non-binary may prefer to use 'all-gender' facilities. Change room and shower arrangements should be considered to ensure that they are suitable for all participants.
- e) An affiliated association may consider making their existing facilities more inclusive by:
- changing signage on some facilities to 'All Gender';
 - modifying changerooms and bathrooms to create private spaces (higher doors, room dividers, shower curtains, etc); and
 - ensuring all changerooms have appropriate waste disposal.
- f) Where new facilities are built or upgrades are taking place (whether in consultation with the council, schools, or others), affiliated associations should create inclusive spaces by:
- Creating private spaces so that people can use the facilities safely and comfortably; and
 - providing a gender-neutral space where possible.

11.3. Uniforms

- a) Participants should be able to participate while wearing a uniform in which they feel comfortable, so long as it abides by wider basketball uniform rules.
- b) Participants requiring uniforms (for example, players, referees, and coaches) should be provided with an appropriate range of uniform styles and sizes to select from.
- c) If gendered uniforms are necessary, affiliated associations should:
 - allow participants to choose which uniform they would prefer to wear;
 - where possible provide gender-neutral sizes/descriptors;
 - ensure appropriate sizes are available for selection; and
 - ensure design options are suitable for different body types and shapes.

11.4. Registration, personal information, and privacy

- a) Registration platforms should be gender inclusive and align with ACON's Pride in Sport recommended gender indicators.

For example, when registering to become a member, an individual will be prompted with a two-part question based on their current gender-identity and the sex assumed at birth:

Gender	
Which of the following best describes your current gender identity? Male Female Non-Binary Different identity (Please Specify) _____	Please identify which gender-based competition you would like to participate in: Men's/boy's competitions Women's/girl's competitions

- b) Personal information should only be collected from participants if absolutely necessary and with the individual's consent, or where the individual is under the age of 18, with the consent of a parent/guardian.
- c) Any personal information collected by an affiliated association must only be disclosed if necessary and in accordance with the law.
- d) Affiliated Associations must:
 - Securely store personal information, in line with privacy legislation;
 - Not disclose the Gender Identity of a participant without the express consent of the individual; and
 - Ensure correct names and pronouns are used in conversations, databases, documents, and correspondence.
- e) Affiliated associations may also consider:
 - Accepting legal declarations to verify name and gender identity (e.g., by way of a statutory declaration) in place of identity documents such as passports or birth certificates where those identity documents have a sex/gender marker inconsistent with a participant's gender identity;
 - Providing the option of selecting a non-binary gender identity and a gender non-specific title on registration forms; and
 - Providing 'preferred name' and 'pronoun' options on registration forms.
- f) Affiliated associations should protect the privacy of players. This is particularly important when dealing with any personal or sensitive information that the affiliated association may hold regarding a person's gender identity or gender affirmation.

- g) Affiliated associations should consider the provisions of the Privacy Act 1988 (Cth), the Australian Privacy Principles (APPs), and the relevant legislation and regulations of the States and Territories.
- h) Further information is available from the Office of the Australian Information Commissioner at <http://www.oaic.gov.au/privacy-law>.

11.5. Safety

- a) Affiliated associations should always act with integrity, in line with State, Territory and Federal laws. Basketball Australia and Basketball NSW aim to promote a safe, inclusive and welcoming environment that engages and keeps participants of diverse genders and sexualities involved in the sport of basketball.

11.6. Victimisation

- a) Victimisation is an offence under Federal, State, and Territory legislation. Further, Basketball Australia does not tolerate any form of victimisation.
- b) A person will be taken to have victimised another person if they threaten to, or do, subject that person to a detriment because they have either made a complaint under Federal and/or State and Territory legislation or a Basketball Australia policy.
- c) Instances of victimisation will be dealt with under applicable Basketball Australia and Basketball NSW policies.

11.7. Anti-Doping

- a) These eligibility requirements operate without limiting any other eligibility requirements. Nothing in this guideline is intended to undermine or affect in any way the requirements of the FIBA Anti-Doping Regulations or Basketball Australia's Anti-Doping Policy and, to the extent of any inconsistency, these anti-doping codes will prevail. Nothing in these guidelines will be deemed to permit, excuse, or justify any noncompliance with anti-doping requirements, including, without limitation, any requirement for a player to obtain a Therapeutic Use Exemption for the use of a prohibited substance, such as testosterone.
- b) A player may consult with the Integrity Unit to seek advice on Basketball Australia's Anti-Doping Policy.

12. Complaint Handling

- 12.1. Complaints arising under these guidelines will be managed in accordance with the procedures set out in Basketball Australia's Member Protection Policy.
- 12.2. The Australian Human Rights Commission or State or Territory Human Rights Commission may also assist individuals in relation to any complaints of discrimination, harassment and/or victimisation under Federal or State and Territory laws.

13. Support Services

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/support-services/pride-counselling/

Brother to Brother is a support line for Aboriginal men, including Brotherboys. Support around relationships, family violence, parenting, communication, connection, and COVID-19.
Phone: 1800 435 799

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

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

14. Related Policies

- a) While each piece of governance may not clearly articulate it, every Basketball Australia policy is inclusive of people with diverse genders and sexualities, including their families (where applicable).
- b) Other Basketball Australia policies and by-laws that are relevant to this policy include, but are not limited to:
 - Basketball Australia's National Framework for Ethical Behaviour and Integrity in Basketball
 - Basketball Australia's Anti-Doping Policy
 - Basketball Australia's Privacy Policy
 - Basketball Australia's Member Protection Policy

These documents can be accessed through the Basketball Australia website (<https://australia.basketball>).

15. Related Legislation

- a) Federal/Commonwealth Legislation: The following laws operate at a federal level and the Australian Human Rights Commission has statutory responsibilities under them:
 - Sex Discrimination Act 1984 (Cth)
 - Privacy Act 1988 (Cth)
- b) State/Territory Legislation: The following laws operate at a state and territory level, with state and territory equal opportunity and anti-discrimination agencies having statutory responsibilities under them:
 - Australian Capital Territory – Discrimination Act 1991
 - New South Wales – Anti-Discrimination Act 1977
 - Northern Territory – Anti-Discrimination Act 1996
 - Queensland – Anti-Discrimination Act 1991
 - South Australia – Equal Opportunity Act 1984
 - Tasmania – Anti-Discrimination Act 1998

- Victoria – Equal Opportunity Act 2010
- Western Australia – Equal Opportunity Act 1984.

16. Additional Resources and Support

TransHub (www.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 in Sport Australia (www.prideinsport.com.au)

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

Proud2Play (<https://www.proud2play.org.au/resources>)

Proud 2 Play focuses on increasing LGBTIQ+ engagement in sport, exercise and active recreation.

Australian Human Rights Commission (www.humanrights.gov.au)

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

Trans Pride Australia (www.transprideaustralia.org.au)

Trans Pride Australia Inc is a social and support group for trans and gender diverse people and their loved ones in Australia.

QLife (www qlife.org.au)

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

Minus 18 (www.minus18.org.au)

Minus18 aims to improve the health and wellbeing of, and provide a safe environment for, same-sex attracted and gender diverse young people in Australia, seeking to empower them to feel comfortable and confident in their sense of identity and assisting them to grow as happy, healthy individuals well into the future.

Switchboard (www.switchboard.org.au/get-help/)

This service is for LGBTIQ+ identifying people and those who have questions or concerns about LGBTIQ+ issues. They also welcome contact from people who may not be LGBTIQ+ but who want to talk about someone else they care about. This includes families, friends, teachers and co-workers of LGBTIQ+ people.

17. Commonly used terms

Language should be respectful and inclusive. Members, participants, and others involved in our game are encouraged to use correct pronouns (for example, by asking all participants what pronouns they use when they register and using pronouns consistently across verbal and written communications).

Basketball Australia and Basketball NSW acknowledge that language constantly changes, and while we have done our best to define key terms within these guidelines, we encourage members to stay informed with other languages and terminology relative to this space via Pride in Sport - www.prideinsport.com.au/terminology

Australian Basketball Organisation means each of:

- Member Associations, being the governing body of basketball in each Australian State and Territory known as Basketball ACT, Basketball New South Wales, Basketball NT, Basketball Queensland, Basketball SA, Basketball Tasmania, Basketball Victoria and Basketball WA;
- Affiliated Associations, being those regional or metropolitan Basketball associations which are members of, or affiliated to, a Member Association;
- Affiliated Clubs, being those Basketball clubs which are a member of or affiliated to a Regional Association and/or Member Association.

Competition means a basketball contest, event or activity measuring performance against an opponent, oneself or the environment, either on a one-off basis or as part of a series or league that is sanctioned by Basketball Australia or an Australian Basketball Organisation.

Event means a one-off competition or series of individual competitions conducted by Basketball Australia or an Australian Basketball Organisation (for example, international matches, national championships, or domestic leagues).

Member means a member of Basketball Australia admitted in any category of membership in accordance with the Basketball Australia Constitution.

Participant means Athletes, Athlete and Team Support Personnel, Administrators and Officials participating in or engaged with the delivery of Competitions and Events, Directors, Employees and Volunteers.

Community basketball means any basketball competitions or activities affiliated with an Australian Basketball Organisation that are not elite or sub-elite basketball competitions or activities.

Elite and Sub-Elite Basketball means any basketball competitions or activities associated with Australian National Teams, Australian Basketball Organisation High Performance and Development Programs, the NBL, the WNBL and the top-tier competition in each state and territory (e.g. NBL1).

Bodies, gender, and gender identities

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

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 nonconforming and many more.

Gender Fluid: A person who does not identify themselves as having a fixed gender.

Gender identity: is defined in the Sex Discrimination Act 1984 (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 gender identity might be male, female or non-binary, regardless of what was presumed for them.

LGBTQIA+: 'LGBTQIA+' is an acronym for lesbian, gay, bisexual, transgender, queer intersex, and asexual. It is used to refer collectively to these communities. The 'LGBA' refers to sexuality/sexual identity; the 'T' refers to gender identity, and the 'I' refers to people who have an intersex variation. 'Q' can refer to either gender identity or sexuality. The '+' is an acknowledgement that there are non-cisgender and non-straight identities included in the acronym.

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 prefer to use gender-neutral pronouns, such as 'they/them/their'. The pronoun a person uses to describe themselves generally reflects their gender identity.

Queer: is an umbrella term that can refer to individuals who do not identify as heterosexual and/or cisgendered. Some people may use the terms "queer" or "genderqueer" to describe their identity and/or gender expression. For some, the term 'queer' may have a negative connotation due to the historical use of the term being used as a derogatory slur, however this term has been reclaimed by some LGBTQIA+ people to describe themselves.

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.

Transgender: (commonly abbreviated to 'trans') is a general term used to describe a person whose gender identity is different from the sex they were assumed at birth. Being transgender is about how an individual describes their own gender. It is not necessarily about their biological characteristics. A person whose birth certificate originally described them as female, who now identifies as a man, may refer to themselves as 'trans', 'trans man' or 'man'. Similarly, a person originally described on their birth certificate as male, who now identifies as a woman, may refer to themselves as 'trans', 'trans woman' or 'woman'.

Transition: or affirmation refers to the social, medical or legal steps that a transgender person takes to affirm their gender identity. A transition or affirmation may or may not involve medical treatment, including surgeries or hormone therapy. People can transition as children or as adults. Each transition is different. Gender Identity can change over time and is not necessarily a fixed state.

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's licence or bank card.

Societal attitudes/issues

An ally, cis 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 Cisgender 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 (GLHV, 2016).

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 ('fag' or 'dyke'). 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 at birth.

18. Acknowledgements

The 'Guidelines for the Inclusion of Transgender and Gender Diverse People in Community Basketball' have been prepared in consultation with a number of stakeholders and we thank and acknowledge those who have supported the development of these guidelines, including state and territory basketball associations, Pride in Sport and Queer Sporting Alliance.

We also acknowledge the 'Guidelines for the inclusion of transgender and gender diverse people in sport' developed by the Australian Human Rights Commission, in partnership with Sport Australia and the Coalition of Major Professional and Participation Sports. Many of the concepts and terms used throughout these guidelines have been adopted from this work.

Basketball NSW would also like to thank these organisations, as well as the individuals who represent Basketball NSW's "Pride in Basketball" working group. This group has reviewed Basketball Australia's guidelines and proposed additional changes to ensure that our transgender and gender-diverse community is welcomed, as everyone has a place in our sport.