

Transgender Policy

Bowls New Zealand has developed a policy regarding transgender individuals, including those who are non-binary, in all aspects of the sport, such as players, employees, coaches, officials, volunteers, and spectators.

Bowls New Zealand will adopt and promote a zero-tolerance approach to transphobia. Transphobia includes discriminatory language or behaviour directed towards anyone who comes under the umbrella term of transgender. In addition, it may be towards a transgender person's friend or supporter, or anyone that may be perceived to be a transgender person (whether they are transgender or not). The behaviour may include a reluctance or refusal to provide access to services to the same extent as that provided for a non-transgender person. Bowls New Zealand and its members will ensure that any unacceptable behaviour and language is tackled effectively, with appropriate sanctions, and / or educational programmes implemented to ensure compliance and the creation of a safe, inclusive and welcoming environment for transgender people.

The following points are considered good practice for all Bowls New Zealand and its members:

- Treat the individual with **dignity and respect**.
- Explain the Bowls New Zealand policy and procedure to the individual and ask their view on how to proceed.
- Respect the private and confidential nature of the individual's situation.
- Agree with the individual what information is to be shared with others and, if this is necessary, how this should be shared. In general, no information should be shared by the local official unless they have express permission from the individual.
- Ask the individual what communal changing facilities they would prefer to use, as not every changing facility will have private cubicles. While many clubs may have older facilities, there are changes that can make them more inclusive. Consider updating signage to be gender-neutral, adding curtains or dividers for privacy in changing or providing single, self-contained bathrooms.
- Encourage the individual to feedback any inappropriate language or behaviour from other individuals so that it can be dealt with.
- Ensure a Code of Conduct is publicised indicating their zero-tolerance policy towards all bullying/ harassment of people with protected characteristics.

Transgender people competing under the Bowls New Zealand banner

Bowls New Zealand and its members must not restrict the participation of a transgender person in competitive sport unless this is strictly necessary to uphold fair competition; any other restriction would amount to direct discrimination. Bowls New Zealand and its members should treat a transgender person as belonging to the sex in which they present (as opposed to the biological sex they were born with)

Bowls New Zealand recognises that the World Bowls' position is appropriate for international competition.

For the time being, the designated point of contact at Bowls New Zealand for all enquiries relating to the participation of transgender people in Bowls is the High-Performance Manager, who will liaise with the CEO.

Transgender people as Bowls New Zealand employees, volunteers, participants.

Any discrimination, unfair or unreasonable behaviour, or treatment will be taken seriously, and action taken in accordance with Bowls New Zealand Constitution and Regulations.

Glossary of Terms

Sex: A person's biological and physical makeup, defined usually as either 'male' or 'female'

Gender: The social and cultural construction of expectations, and behaviour that society associates with being a man or woman.

Gender Identity: A person's internal, deeply felt sense of being male or female (or wherever they find themselves on the gender continuum). A person's gender identity may or may not correspond with their sex.

Gender Expression: How someone expresses their sense of masculinity and/ or femininity externally.

Transgender: A person whose gender identity differs from the sex they were assigned at birth. This term can also include but not limited to those who identify as male, female, both, non-binary, regardless of their biological or physical characteristics.

Transitioning: Steps taken by trans gender people to live in their gender. These may include social, legal or medical aspects or simply be a personal and private decision.

Any queries, please contact: General Manager Marketing and Inclusion.

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