

BOWLS NEW ZEALAND GENDER DIVERSITY & INCLUSION POLICY

Purpose

Bowls New Zealand is committed to providing an inclusive, safe, and respectful environment for all LGBTQIA+ individuals involved in bowls. This includes transgender, non-binary, takatāpui, and gender-diverse individuals. The purpose of this policy is to ensure that everyone can participate in bowls in a manner consistent with their gender identity and expression, free from discrimination, harassment, or exclusion.

Bowls New Zealand has adopted and promoted a zero-tolerance approach to transphobia and homophobia, including discriminatory language or behaviour directed towards transgender, non-binary, takatāpui and gender-diverse people. This also includes behaviour directed towards a person's friends, whānau, or supporters, or towards anyone perceived to be transgender, non-binary, takatāpui or gender-diverse, whether they are or not. Discriminatory behaviour may include, but is not limited to, a reluctance or refusal to provide access to services or opportunities to the same extent as those provided to people who are not transgender, non-binary, or gender-diverse.

Bowls New Zealand and its members will ensure that any unacceptable behaviour or language is addressed effectively, with appropriate sanctions and/or education applied.

Scope

This policy applies to all participants in bowls, including players, coaches, officials, volunteers, employees, administrators, supporters, and spectators. It covers all Bowls New Zealand activities, competitions, programmes, and events at club, centre, national, and representative levels.

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.

Definitions

Sex: Biological attributes typically categorised as male or female.

Gender: Social and cultural expectations associated with masculinity, femininity, or other identities.

Gender Identity: A person's internal sense of their gender, which may be male, female, non-binary, or another identity.

Gender Expression: How a person expresses their gender externally, for example through clothing, appearance, or behaviour.

Transgender: A person whose gender identity differs from the sex assigned to them at birth.

Takatāpui: A Māori (indigenous people of Aotearoa New Zealand) word, historically meaning 'intimate companion of the same sex'. The term was reclaimed and used by individuals who identify as gay, lesbian, bisexual, transgender, intersex or part of the rainbow community.

Transitioning: Steps taken by transgender people to live in their affirmed gender. This may include social, legal, or medical aspects, or may be a personal and private process.

Non-binary: A person who does not identify exclusively as male or female.

Gender-diverse: An umbrella term for gender identities that sit outside traditional gender norms.

Participation

Bowls New Zealand and its members must not restrict the participation of a transgender/non-binary or gender diverse 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 this person as belonging to the gender 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 and non-binary individuals in Bowls is the High-Performance Manager, who will liaise with the CEO.

Privacy and Confidentiality

All information relating to a person's gender identity, transition, or personal history is confidential.

Clubs and officials must treat all gender-related information as private, only share information with explicit consent, and discuss participation options respectfully and discreetly.

Behaviour and Conduct

All members must treat transgender, non-binary, and gender-diverse people with dignity and respect, use correct names and pronouns, avoid assumptions, and address discriminatory behaviour promptly.

Complaints and Support

Individuals are encouraged to report discrimination or inappropriate behaviour. Clubs must respond promptly, uphold zero tolerance for bullying, and support affected individuals.

Employment, Volunteering, and Governance

Transgender, non-binary, and gender-diverse people have the right to work, volunteer, and participate in governance roles without discrimination.

This policy will be reviewed every 2 years or as required.