

Case Study 1

Competitive sporting activity and children who are younger than 14 years of age.

Molly is a ten-year-old girl, who was assigned male at birth. Molly's Netball team is playing in the local female only tournament next weekend. The tournament organizers have contacted Molly's club to explain that because her birth certificate indicates her gender as 'male,' she won't be able to participate. When Molly's club asks for an explanation, the organizers explain there is a concern that the competition won't be 'fair' because Molly is 'too strong' and that 'the law allows for her exclusion on this basis'. Molly's club writes to the tournament organizers indicating that the Sex Discrimination Act and specifically Netball Victoria's Gender Regulation states, up until the age 14 there is no difference in strength, stamina and physique in children when playing sport and therefore Molly cannot be excluded from playing. Tournament organizers refer to Netball Victoria's Gender Regulation and confirm Molly is in fact able to participate in the tournament.

Case Study 2

Including non-binary people in mixed Netball.

Michael's workplace has recently entered a local social mixed netball competition. Under the competition rules Netball Victoria's Gender Regulation states there can be a maximum of three males on the court and there must be one male in each third. Michael is non-binary and does not identify as a man or a woman. The captain of Michael's team privately asked Michael if they would prefer to be counted as a man or a woman for the purpose of the competition. Michael said that they did not really mind, and they agreed Michael will play as a male and if at any stage Michael feels they would prefer to play as a female they would let the captain know. The captain assured him if that was the case, together they would talk to the competition organizer to ensure Michael's welfare is taken into consideration and the experience is a positive one as they overcome administrative hurdles with confidence and goodwill.

Case Study 3

How policies and people create inclusion.

Sara is a young trans woman who is very talented a netballer. She is looking for a new club to join. She has affirmed her gender socially and presents as female but has not affirmed her gender through medical interventions. Sara is eager to join a club that accepts her as a woman and allows her to play in the women's competition. She goes online to try and find the inclusion policies of some netball clubs in her area. She finds a club whose policy specifically mentions that transgender players are welcome and are encouraged to play for the club in the gender category with which they identify. She also reads that the club has an inclusion officer she can speak to if she has any questions about joining. Sara calls the inclusion officer to ask about the culture of the club. The inclusion officer is very approachable and tells Sara that in their experience the club is very welcoming. Sara is relieved and registers to play.

Case Study 4

How adhering to a code of conduct can promote a safe and inclusive environment.

Rami plays netball for the local open women's team. At the beginning of each season the players sign a code of conduct. A spectator version of the code is displayed at the entrance to venues, and compliance is a condition of entry. Rami identifies as non-binary transgender. Rami has body and facial hair and

prefers to play in a looser uniform. A spectator for the opposing team sledges Rami by referring to Rami as 'it' and makes derogatory comments about Rami's appearance. Rami's teammates notify the umpire about the harassment and the umpire pauses the game to speak to the competition supervisor. The competition supervisor asks the spectator to leave, based on the zero-tolerance policy for harassment outlined in the code of conduct.

Case Study 5

How non-gendered uniforms can enhance inclusion.

Zac is a 14-year-old trans male who is a member of the local netball club, Zac does not feel comfortable wearing a dress. Fortunately, his club allows their members to compete in either a dress or shorts and singlet. The club colors and logo are the same across all variations of the uniform. Participants can decide what uniform fits their body best and enables them to play comfortably. The design options for the uniform ensures that all participants still present as a team.

Case Study 6

How innovative solutions can foster inclusion.

Kim identifies as non-binary. Kim's pronouns are they/ them/their. Kim and a group of Kim's friends have signed up to a mixed, social netball competition. The netball court complex that hosts the competition has two bathrooms, one marked 'men' and one 'women'. The men's bathroom has a wall of urinals and one cubicle, which is always out of order. Kim does not feel comfortable using the women's bathrooms because Kim is usually stared at or explicitly told that they should not be there. For the first few weeks, Kim tried to avoid drinking water before and during the game to avoid needing to use the bathroom. Eventually, one of Kim's teammates realized what was happening and spoke to the competition supervisor. The competition supervisor contacted Netball Victoria's Facility Manager and was provided support to approach the council who the lease agreement was with. While there was no current funding to refurbish the bathrooms, an agreement was reached to change the signage to make them both unisex.

Case Study 7

How inappropriate handling of personal information may exclude trans and gender diverse people.

Cassie was assigned male at birth and given the name Jacob by her parents. Cassie identifies as a woman but has not yet been able to change her legal gender or name because she does not have the money to undergo the gender affirmation surgery and finds the name-change paperwork confusing. She has been living as a woman for the last three years and has recently started playing netball, which was something she wanted to play when she was at school. Cassie was asked to provide a copy of her driver's license when she signed up. As a result, her name is recorded as 'Jacob' on the team sheet. At the end of the game, the manager leaves the team list on a clipboard, face-up on the sideline. Another team player sees the name 'Jacob' and laughs, before saying loudly 'Surely we don't have anyone on our team called Jacob!' Cassie is concerned about coming back next week in case there is any discussion about 'Jacob'. She decides to take a break from netball for a few weeks.

Case Study 8

Inclusive club values: Everyone who wants a game, gets a game.

The values of a community netball club can form the foundation for how the club navigates the inclusion of trans and gender diverse people in their communities particularly when the values of the Association they are affiliated with are also aligned. One of Netball Victoria's affiliated Association's has a clearly articulated set of values, where they embraced male members and grew significantly as males were invited in to play. "Everyone who wants a game gets a game." All age groups are considered mixed unless a club has a team which specifically requests to play against females only. The Association respects that view and does accommodate female only competitions. When Max asked to be considered female during her gender affirmation the club worked with Max's coach, and the Association sought guidance from Netball Victoria in relation to the Gender Regulation. This created an easy pathway for Max to play as she identified, overcoming administrative hurdles with confidence and goodwill.

Case Study 9

Seeking support and guidance in Netball

Ash is a 15-year-old trans girl who has socially affirmed her gender identity and is registered to play netball in the girls 16 and Under team. Her club are committed to promoting principals of equality and ensure respect and diversity is intrinsic to their culture but are unsure on the best practices. Her coach is unsure and has reservations about coaching boys and girls, citing safety concerns for the other girls against Ash. The club is supported by Netball Victoria to appreciate sport is more than just about strength. Factors such as fitness, training, age, and experience also play a part in someone being a good athlete. If other clubs in the competition believe there would be issues of performance advantage by allowing Ash to play in a female competition, Netball Victoria will seek advice on the applications of those laws in this circumstance. Netball Victoria also offers to arrange for a specialist organisation to come in and provide education and support to the club and League where Ash plays.

Note – This resource has been adapted for our netball community from Sport Australia's "Trans and Gender Diverse Inclusion - Giving everyone the opportunity to participate in sport, regardless of their sex or gender identity" resource page. These real-life examples help shed light on the issues faced by transgender and gender diverse people in sport.