



The checklist below is designed to help sporting organisations, their staff and volunteers, to identify practical steps that they can take to promote the inclusion of transgender and gender diverse people in sport. The steps can be considered by sporting organisations in the order which best fits their needs.

### Leadership

1. Have you made a commitment to the inclusion of transgender and gender diverse people in your sporting organisation?
2. Do you take active steps to educate your staff, coaches, players, volunteers and members about including transgender and gender diverse people in your sporting organisation?
3. Do you have a champion for transgender and gender diverse inclusion in your sporting organisation?

### Inclusion policy

4. Does your sporting organisation have a publicly available inclusion policy in place, which:
  - specifically promotes the inclusion of transgender and gender diverse people
  - clearly articulates that participation in sport should be based on a person's affirmed gender identity and not the sex they were assigned at birth, to the fullest extent possible
  - provides guidance to staff and volunteers on how to include transgender and gender diverse participants and respond appropriately to any issues that may arise?

See [page 35](#) for guidance on what could be included in your inclusion policy.

5. If you plan to rely on the 'competitive sporting activity' exemption, does your sporting organisation have an established, clear, written and publicly available policy that explains how the exemption will be assessed?

See [page 36](#) for guidance on factors to consider when seeking to rely on the 'competitive sporting activity' exemption.

6. Does your sporting organisation ensure that non-binary people can participate in your sport?

See [page 37](#) for simple ways to promote the inclusion of non-binary people in sport.

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## Code of conduct

7. Does your sporting organisation have a code of conduct that outlines a zero-tolerance policy for the harassment of transgender and gender diverse people?
8. Does your sporting organisation provide appropriate education and training to staff, players and volunteers about identifying, addressing and preventing the harassment of transgender and gender diverse people?

## Uniforms

9. Does your sporting organisation provide players with an appropriate range of uniform styles and sizes that cater to different body shapes?

## Facilities

10. Are your sporting organisation's existing facilities inclusive?
11. If your sporting organisation is moving facilities, upgrading existing facilities, or building new facilities, will these facilities be inclusively designed?

## Collecting and using personal information

12. Does your sporting organisation have inclusive information collection processes in place?

See [page 42](#) for guidance on inclusive information collection processes.

13. Does your sporting organisation have safeguards in place to ensure the information it collects is kept private and confidential?
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