



SRFC

Gender, Diversity & Intersex Policy

Document control

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Approval:

App	Role	Date	Name
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2	Secretary	24-Nov-18	Jackson Bova
3	Treasurer	26-Nov-18	Ian Rathmell
4	Sponsorship	30-Nov-18	David Manuca



SRFC is committed to a safe, fair and inclusive sporting environment, where all persons, regardless of gender identity or intersex status can contribute, participate, and be treated fairly with dignity and respect. We seek to ensure that members do not experience discrimination or harassment while playing in our teams and believe in promoting football for all.

We are a men's club, but recognise that gender isn't binary, and not all people are, or identify as, female or male. We also acknowledge that strong evidence exists that trans, gender diverse and intersex people face significant barriers to participation in sport, and when they do participate, frequently face discrimination and harassment. We aim to do what we can as a club to overcome this.

SRFC holds social and competitive events and competes in various association, state, national and international competitions. SRFC is open and welcoming to any trans, gender diverse (including non-binary and genderqueer) or intersex players, and those who would not feel comfortable or safe playing for a club other than SRFC. Where SRFC is competing in association, state, national or international competitions SRFC will support and facilitate registrations from players who identify as men, including trans and intersex men within the guidelines and rules in which those competitions are run. Where there are barriers to participation, SRFC is committed to working with the governing associations and bodies to advocate for participation for all.

We also recognise and support the FFA's National Member Protection Policy which provides guidance (section 5.6) on the inclusion of trans, gender diverse and intersex players in football. This policy acknowledges that Federal, State and Territory anti-discrimination laws provide protection from discrimination against people on the basis of their gender identity, including gender expression, appearance, mannerisms or other gender-related characteristics. The policy also commits the FFA to a 'safe, fair and inclusive sporting environment' whereby all persons, regardless of gender identity or intersex status, can contribute, participate, and be treated fairly with dignity and respect. The FFA does not tolerate unlawful discrimination or harassment of a person on behalf of their gender identity (including a person who is trans, is assumed to be trans, or has an association with someone who is or is assumed to be trans) or intersex status, and outlines procedures for complaints if discrimination or harassment occurs.