

Griffith Sport Pride

Code of Behaviour

Overview

Griffith Sport supports a diverse and inclusive student and staff community and is committed to the inclusion of those who are sexually diverse and have diverse gender identities, including but not limited to lesbian, gay, bisexual, transgender, intersex, queer/questioning and asexual. As the primary agent for the delivery of sport, fitness, events, health and wellbeing on campus, Griffith Sport values inclusion in all our facilities, programs, events and services. A commitment to inclusion not only reflects our core values, but also reflects the diversity of our students, staff and local community.

Griffith Sport firmly believes a strong sense of belonging should be accessible to everyone, no matter their sex, gender identity, gender expression, sexual orientation, intersex status, ability, skill, cultural background, ethnicity, location, religious or political beliefs, and life stage. There is a place for you at Griffith Sport, exactly as you are.

Scope

For the purposes of this guide, discriminative behaviour is inclusive of homophobia, biphobia, transphobia, queerphobia and interphobia. This code of behaviour applies to;

1. Griffith Sport employees, contractors and volunteers
2. Officials, referees and umpires in Griffith Sport competitions and tournaments
3. Griffith Sport governed sport clubs, inclusive of their committees, members, coaches, staff, volunteers and spectators while playing, training or participating in club-sanctioned activities
4. Participants in Griffith Sport delivered sport competitions and other recreational events, inclusive of social sport and on and off campus events
5. Participants and coaches representing Griffith University at intervarsity, national and international competitions
6. Griffith Sport fitness and recreation services' patrons, tennis and swim school program participants, inclusive of members and casual users, while they are using Griffith Sport facilities and/or participating in its fitness and recreation sessions

Grievance Procedures

To protect the safety and wellbeing of LGBTQIA+ individuals, Griffith Sport strongly encourages reporting of any discrimination based on sexual orientation and gender identity by victims and/or witnesses. Reports of discrimination should be first made directly to the Griffith Sport staff present at an event, activity or facility. Follow up reports can be reported through our Griffith Pride Representatives who liaise with event, activity and facility staff and will act in accordance with Griffith Sport procedures.

Confidentiality will be maintained throughout the grievance procedure to protect the privacy of individuals involved.

Griffith Sport Pride Representatives

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Code of Behaviour

Griffith Sport upholds a zero tolerance of discriminatory behaviour towards people based on sexual orientation, gender identity or intersex status.

Griffith Sport recognises that:

- Verbal and physical discriminatory behaviour are held equally to account, and both actions are subject to reporting and remediation.
- Both direct and indirect discrimination exists, and both actions are subject to reporting and remediation.
- Casual discriminatory behaviour, regardless of intent, is equally subject to reporting and remediation.

Griffith Sport upholds gender affirming practices to facilitate participation of transgender, non-binary & other gender diverse peoples within internal Griffith Sport events, competitions, fitness and recreation services:

- For single-sex competitions, people can participate in the competition which best reflects their gender identity.
- For mixed-gender competitions, people can participate in a manner which best reflects their gender identity. Rules for mixed-gender competitions will be applied on the basis on gender identity.
- Within Griffith Sport facilities, people have the right to use changing and bathroom facilities which best reflects their gender identity.
- People participating in sport competitions may wear the uniform of their choosing as it aligns with their gender identity, so long as it abides by wider sporting code attire rules.
- Collection of personal information will be conducted in an inclusive manner, and any information that is collected will be handled with confidentiality.
- When representing Griffith University and participating in an external competition (such as club competitions or UniSport Standalone National Events) where participation is limited, Griffith Sport will advocate for inclusion where possible on behalf of the individual.

For more specific participation details as they relate to our various programs and events, please refer to their unique terms & conditions available on the Griffith Sport website.

In accordance with the federal Sex Discrimination Act (1984), Griffith Sport recognises that being of intersex status is a protected attribute which is separate but equal to gender identity and sexual orientation. As such, we aim to encourage participation of people with intersex variations within Griffith Sport events, competitions, fitness and recreation services:

- Women with intersex variations are able to participate in female-only sporting competitions.
- While separate to gender identity, it is recognised that intersex people may face similar barriers to participation in sport that trans and gender diverse people do. Therefore, the gender affirming practices outlined above are aimed to also support participation of intersex people for which they may apply.

Any individuals who breach the code of behaviour by engaging in discriminatory behaviour will be investigated and reviewed by Griffith Sport and may be subject to, removal from participation, sanctioned from future events and/or have their case passed onto legal authorities.

Definitions

LGBTQIA+: Acronym referring to the lesbian, gay, bisexual, transgender, queer or questioning, intersex and asexual community. The plus is referring to people of diverse orientations or gender identities which aren't reflected within the acronym.

SOGII: Acronym for sexual orientation, gender identity and intersex status, typically used when referring to human rights and anti-discriminatory law.

LESBIAN: Refers to women who have a primary sexual and romantic attraction to women.

GAY: Refers to men who have a primary sexual and romantic attraction to men, as well as women who have a primary sexual and romantic attraction to women.

BISEXUAL: Refers to a person who has a primary sexual and romantic attraction to both men and women.

TRANSGENDER: Refers to a person whose gender identity is opposite to that of which they were assigned at birth.

QUEER: A reclaimed term which is adopted by some as a self-identification to signify that their gender identity, gender expression and/or sexual orientation doesn't conform to social norms. Historically used as a derogatory term, its use today is self-determined.

INTERSEX TRAIT: Umbrella term for naturally occurring biological (physical, hormonal or genetic) variations which do not meet medically defined norms for female or male.

ASEXUAL/AROMANTIC: Refers to people who lack a sexual and/or romantic attraction to people of any gender.

GENDER IDENTITY: An individual's understanding of their own gender as it relates to societal norms. Gender identity is self-determined and separate to biological sex assigned at birth. All gender identities are valid and are protected by state and national legislation.

NON-BINARY: A common gender identity for people who don't solely identify within the binary of man and woman.

HOMOPHOBIA: Discriminatory behaviour driven by homophobia, an irrational hatred to or aversion of people who are homosexual (gay or lesbian) or who are perceived to be homosexual. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard.

BIPHOBIA: Discriminatory behaviour driven by biphobia, an irrational hatred to or aversion of people who are bisexual or who are perceived to be bisexual. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard.

TRANSPHOBIA: Discriminatory behaviour driven by transphobia, an irrational hatred to or aversion of transgender people or people who are perceived to be transgender. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard.

QUEERPHOBIA: Discriminatory behaviour driven by queerphobia, an irrational hatred to or aversion of people who identify as queer or who are perceived to be queer. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard.

INTERPHOBIA: When a person of intersex status is treated in a discriminatory way, based on their intersex variations.

DIRECT DISCRIMINATION: Treating a person less favourably compared to another person in the same circumstance because of a personal characteristic e.g., the purposeful use of derogatory language when communicating with someone who identifies as part of the LGBTQIA+ community.

INDIRECT DISCRIMINATION: Imposition of unreasonable requirements, conditions or practice which disadvantages people with a certain personal characteristic compared to others e.g., not providing appropriate changing facilities for trans or gender diverse people.

CASUAL DISCRIMINATION: Discriminative behaviour which doesn't have the intent to cause harm, but regardless may be equally harmful as direct discrimination e.g., using the phrase "that's so gay".