

The Brisbane Golf Club Gender Policy

Purpose

Both state and federal ant-discrimination legislation make it unlawful to discriminate against or harass a person because of their transgender status both during and after transition.

This policy sets a framework for The Brisbane Golf Club (BGC) to meet both its aspirations around equality and inclusion and its legislative obligations.

Policy Statement

BGC recognises that individuals may identify either as a gender that does not match their birth gender or as an indeterminate gender, and that this should be recognised.

BGC aims to create a trans-friendly culture, free from discrimination and harassment, where all Members are treated with dignity and able to realise their full potential in an inclusive environment.

BGC condemns all forms of harassment, including discrimination and bullying. Strict disciplinary action is imposed if any Member is found to have harassed another Member of the BGC community.

BGC's collection, use, storage, and disclosure of all personal information, including gender information, is regulated by the Information Privacy Principles in the Privacy Act 1988.

BGC has adopted the Golf Australia (GA) Gender Policy

Golf Australia Gender Policy

Section One

There are no medical eligibility restrictions on female to male transgender persons, and they are eligible to compete in male Competitions and to hold a Men's GA Handicap upon declaration to GA that their identity is male.

Male to female transgender persons are eligible for participation in female Competitions and to hold a Women's GA Handicap, under the following conditions:

- the Player has declared to GA that her gender identity is female. The declaration cannot be changed, for sporting purposes, for a minimum of four years;
- the Player must demonstrate to GA that her total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to participation in her first female Competition (with the requirement for any longer period to be based on a confidential case-by-case evaluation, considering whether or not 12 months is a sufficient length of time to minimise any advantage in women's Competition);

- the Player's total testosterone level in serum must remain below 10 nmol/L throughout the period of desired eligibility to compete in the female category;
- compliance with these conditions may be monitored periodically by testing by GA. In the event of non-compliance, the Player's eligibility for female Competition will be suspended for 12 months.

If the gender of a Player is questioned by any party, the Medical Delegate of GA shall have the authority to take all appropriate measures for the determination of the gender of a Player as set out in GA Gender Policy. A confidential case-by-case evaluation will occur.

Proof of Gender

- 1.1 Where a Player has had their gender re-assigned from male to female, proof of gender, in accordance with clause 1.4, must be provided if requested by GA. The penalty for failure to provide satisfactory evidence of gender (in accordance with this Policy) may be disqualification from the event or withdrawal of the Women's GA Handicap.
- 1.2 There are no medical eligibility restrictions on female-to-male transgendered persons, and they are eligible to compete in male Competitions and to hold a Men's GA Handicap upon declaration to GA that their gender identity is male.
- 1.3 If questions relating to a Player's compliance with this Policy arise, either:
 - (a) prior to or after commencement of a Competition, or after a Competition has been completed; or
 - (b) prior to or after the issuing of a GA Handicap,

GA may contact the Player for verification, and request that the Player provide appropriate documentation (in accordance with clause 1.4). A Player has seven (7) working days after receipt of such a request within which to provide the required documentation to GA. If the Competition has commenced, or if a Player has been issued with a GA Handicap, a Player may be permitted to continue in the Competition, or continue to use the GA Handicap, until a Determination has been made by GA on the Player's eligibility in accordance with this Policy. If it is determined that the Player should be disqualified, or that their GA Handicap should be withdrawn, any award, prize and/or ranking arising from participation in the Competition, or use of the GA Handicap, shall be forfeited.

- 1.4 The following shall be regarded as proof of a Player's gender. If required to provide proof of their gender, a Player must:
 - (a) For female to male transgender persons: provide proof of prior submission of a written declaration to GA (by letter, facsimile, email or other written means of communication) that their gender

identity is male. The submission must have been made to GA prior to the person having commenced competing in male Competitions.

- (b) For male to female transgender persons:
submit evidence to GA showing that the Player's total testosterone level in serum is, and has remained, below 10 nmol/L for the sufficient length of time (as determined by the Medical Delegate) to minimise gender-related advantages in Competitions (being at least 12 months prior to the Player's first competition and throughout the entire period of desired eligibility).
- 1.5 After a Player has provided proof of gender in accordance with clause 1.4 of this Policy, the relevant Committee shall make a decision as to the Player's eligibility for Competition or the Player's eligibility to hold a GA Handicap (after consultation with the Medical Delegate).
- 1.6 A Player who does not provide proof of gender in accordance with clause 1.4 of this Policy may not be entitled to participate in the Competition or to hold a GA Handicap other than at the discretion of the Committee, after consultation with the Medical Delegate.
- 1.7 The Chair of the Committee must inform the Player in writing (by letter, facsimile, email or other written means of communication) of any decision taken under clauses 1.5 and 1.6 (Determination), the reasons for it and the right to appeal any decision under this Policy.
- 1.8 GA has the sole management and control of the Policy, with full power at any time to alter or vary the Policy, or to assess each situation on a case by case basis.

The above (Section One and Proof of Gender) are extracts from the Golf Australia Gender Policy. A full and complete copy of the Golf Australian Gender Policy can be downloaded at www.golf.org.au

Confidentiality

BGC will respect the confidentiality of all transgender persons and will not reveal information outside of The Committee and/or Management Team without the prior agreement of the individual.

Use of Amenities, Dress Code and Form of Address

A transgender person can use the toilets and locker room of their affirmed gender, and they can dress according to the dress code set by BGC for their affirmed gender both during and after transition.

It is important that trans people be treated with respect and therefore be addressed and recognised, including on BGC databases, according to their preferred names and pronouns.

Review

This policy will be subject to regular review by The Committee.

*This policy was approved by the Committee in October 2017.