

GolfWA Gender Policy

Approval History

Version	Date	Approved By	Date Effective	Responsible
1.1	7/11/2012	Chief Executive	Immediate	Chief Executive

Distribution

Audience	Access
GolfWA Staff	GolfWA Intranet, GolfWA Policy Manual
Public	GolfWA Website

Required Reading

- All

Revision Schedule

Date of Next Review: 1/10/2014

Reviewer/s: Chief Executive, Member Protection Information Officer

Document History

Version	Date	Author	Description of Changes
1.0	1/11/2012	Russell O'Callaghan (P&AA)	Original
1.1	7/11/2012	Russell O'Callaghan (P&AA)	Insert "(see Section 1 Proof of Gender Clause 1.3 for further clarification)" into Policy describing conditions for eligibility.

Table of Contents

GOLFWA GENDER POLICY	1
APPROVAL HISTORY.....	1
DISTRIBUTION.....	1
REQUIRED READING.....	1
REVISION SCHEDULE	1
DOCUMENT HISTORY	1
TABLE OF CONTENTS	2
INTRODUCTION AND PURPOSE	3
SCOPE	3
DEFINITIONS	4
POLICY	5
1 <i>Proof of Gender</i>	5
2 <i>Appeal Process</i>	7
3 <i>Privacy</i>	8

Introduction and Purpose

GolfWA is a non-profit state sporting association appointed as the governing body and promoter of golf in Western Australia.

GolfWA recognises that transgendered persons may seek to compete in accordance with their reassigned gender.

This document aims to set out the criteria and processes to grant and administer applications by male to female transgender players to participate in GolfWA events using an Australian Women's Handicap. This policy should be read in conjunction with GolfWA's Member Protection Policy.

Scope

The policy sets out the circumstances in which post-puberty male to female transgender players:

- may participate in events conducted by GolfWA;
- and are eligible to hold an Australian Women's Handicap.

Individuals undergoing or who have undergone sex reassignment of male to female before puberty are regarded as girls and women (female) and are not subject to this policy.

Definitions

Term	Definition
Appeal Tribunal	means the tribunal referred to in clause 2.5
Australian Handicap	means the golf handicap issued to a player in accordance with the Australian Handicapping Systems as adopted by GolfWA
Board	means the board of directors of GolfWA
Championship	means a Championship, event, or competition conducted by GolfWA
Committee	any reference to the term 'Committee' means the GolfWA Tournaments and Events Committee with respect to the application of this Policy in a GolfWA State Championship, or the GolfWA Technical Committee with respect to the application of this Policy for an Australian Handicap
Determination	means a determination made by the Committee under clauses 1.4 and 1.5
GolfWA	means Golf Western Australia Limited
GolfWA Tournaments and Events Committee	means the Committee of that name established by the Board of GolfWA
GolfWA Technical Committee	means the Committee of that name established by the Board of GolfWA
Mediator	means a person with training and experience suitable to facilitate a mediation discussion under clause 2.4, appointed by GolfWA
Medical Delegate	means a medical delegate appointed by GolfWA
Player	means a participant in a competition or a person who holds or is wishing to hold an Australian Handicap.
Policy	means GolfWA 's Gender Policy (this policy)

Policy

Any individuals undergoing or who have undergone sex reassignment from male to female after puberty are eligible for participation in female competitions and eligible to hold an Australian Women's Handicap, under the following conditions "(see Section 1 Proof of Gender, Clause 1.3 for further clarification):

- surgical anatomical changes have been completed, including external genitalia changes and gonadectomy;
- legal recognition of their assigned sex has been conferred by the appropriate government authorities;
- hormonal therapy appropriate for the assigned sex has been administered in a verifiable manner and for a sufficient length of time (as determined by the Medical Delegate) to minimise gender-related advantages in sport competitions.

For persons who have had a gonadectomy, eligibility begins no sooner than two years after the procedure has been completed.

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

Where a Club or District adopts this Policy for its own championship or competition, the term 'Committee' used in this document implies the Committee in charge of the competition.

1 Proof of Gender

1.1 Where a Player has had their gender assigned, proof of gender, in accordance with clause 1.3, must be provided if requested by GolfWA. 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 Australian Women's Handicap.

1.2 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 an Australian Women's Handicap, GolfWA may contact the Player for verification,

and request that the Player provide appropriate documentation (in accordance with clause 1.3). A Player has seven (7) working days after receipt of such a request within which to provide the required documentation to GolfWA. If the competition has commenced, or if a Player has been issued with an Australian Women's Handicap, a Player may be permitted to continue in the Championship, or continue to use the handicap, until a Determination has been made on the Player's eligibility in accordance with this Policy. If it is determined that the Player should be disqualified, or that their Australian Women's Handicap should be withdrawn, any award, prize and/or ranking arising from participation in the Championship, or use of the Australian Women's Handicap, shall be forfeited.

- 1.3 The following documentation shall be regarded as proof of a Player's gender. A Player must conform with (a) below, AND either (b) or (c):
- (a) Evidence of legal recognition of a Player's assigned gender as conferred by an appropriate government authority, such as the Department of Justice – Births, Deaths and Marriages Registry;
 - (b) Evidence that surgical anatomical changes have been completed, including external genitalia changes and gonadectomy (and where a gonadectomy has been completed, evidence showing it has been complete for at least two years);
 - (c) Evidence that hormonal therapy appropriate for the assigned gender has been administered in a verifiable manner and for a sufficient length of time (as determined by the Medical Delegate) to minimise gender-related advantages in competitions.
- 1.4 After a Player has provided proof of gender in accordance with clause 1.3 of this Policy, the relevant Committee shall make a decision as to a Player's eligibility for competition or a Player's eligibility to hold an Australian Women's Handicap (after consultation with the Medical Delegate).
- 1.5 A Player who does not provide proof of gender in accordance with clause 1.3 of this Policy may not be entitled to participate in the competition or to hold an Australian Women's Handicap other than at the discretion of the Committee, after consultation with the Medical Delegate.
- 1.6 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 1.4 and 1.5 (Determination), the reasons for it and the right to appeal any decision under this Policy.
- 1.7 GolfWA 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.

2 Appeal Process

2.1 Any Determination:

- (a) refusing a Player permission to participate in a competition or refusing to issue to a Player an Australian Women's Handicap on the basis of this Policy;
- (b) disqualifying a Player from a competition or withdrawing their Australian Women's Handicap on the basis of this Policy; or
- (c) forfeiting any award, prize or ranking awarded to the Player on the basis of this Policy,
- (d) can be appealed by the Player pursuant to this clause 2.

NB. The initial determination applies until an appeal is heard and continues to apply if the Appeal Tribunal affirms or agrees with the Determination.

2.2 The Player must give written notice of any appeal to GolfWA by 5.00 pm (Australian Western Standard Time) within seven (7) working days after the Player has been informed of the Determination under clause 1.6. The Player must lodge a notice stating in full the grounds of appeal and pay to GolfWA the sum of \$500 as an appeal fee (which is refundable if the Determination is changed or overturned in mediation or by the Appeals Tribunal).

2.3 The sole grounds for appeal to the Appeal Tribunal are that the:

- (a) Policy was not properly followed or implemented; or
- (b) the Determination was affected by bias.

2.4 On receipt of an appeal by a Player GolfWA must adopt the following process:

- (a) consultation and mediation - the Player, the Chair of the Committee, and the Medical Delegate must meet (with a Mediator as facilitator) to discuss the Determination;
- (b) if the parties do not reach agreement by consultation and mediation within seven (7) working days (or a shorter period reasonably determined by GolfWA) after the Player gives notice under clause 2.2, the Player may request in writing that the matter be heard by the Appeal Tribunal.

2.5 The Appeal Tribunal will consist of the following persons appointed by the Board:

- (a) a barrister or solicitor, who will act as chairman;
- (b) a person with a thorough knowledge of golf and who (for GolfWA Championships purposes) preferably has had major competitive experience, and who (for Australian Handicap purposes) preferably has had strong experience in the administration of the Australian Handicapping System; and
- (c) a Medical Delegate (who shall not be the same medical expert involved in consultation with the Committee).

2.6 Such appointments will be for a calendar year.

2.7 If a member of the Appeal Tribunal is unable to sit for a particular hearing, the Board will appoint another person as a member for that hearing.

- 2.8 A person who is:
- (a) a member of the Board or of the Committee; or
 - (b) by reason of his or her relationship with:
 - i. the Player concerned;
 - ii. any member of the Board or the Committee; or
 - iii. any person whose interest may be affected by the outcome of the appeal,
- is not eligible to be appointed to the Appeal Tribunal.
- 2.9 The Appeal Tribunal will convene a hearing as soon as practicable at the discretion of GolfWA, but in any event not more than seven (7) working days, after the submission of the grounds of appeal by the Player.
- 2.10 If the Player concerned challenges the impartiality of any member of the Appeal Tribunal, the challenge will be determined by the members of the Tribunal other than the member challenged.
- 2.11 The hearing may occur in such manner as the chairman decides, including by telephone or video conference.
- 2.12 In any hearing before the Appeal Tribunal:
- (a) the tribunal must observe the rules of natural justice;
 - (b) the tribunal is not bound by the rules of evidence and may inform itself as to any matter in such manner as it thinks fit;
 - (c) the Player must establish one or more grounds of appeal to the reasonable satisfaction of the tribunal with full regard to the importance and gravity of the issue;

3 Privacy

GolfWA understands that any individual may have concerns about the privacy and the confidentiality and security of information that GolfWA obtains about them. GolfWA has a Privacy policy and any information collected for the purpose of the Gender policy will be kept confidential.