



Campus Life LGBTQ+ sport inclusion policy

This resource was co-developed between Pride in Sport Australia and Campus Life, Macquarie University.



1. HEAD OF CAMPUS LIFE FOREWORD

Campus Life is committed to providing a safe, fun and inclusive environment for all people, including those of diverse sexualities and genders. As the primary sport delivery agent on campus, being inclusive within our sport and recreation services, facilities, programs and operations not only reflects our core values, it also reflects the diversity of our students, staff and local community.

We're passionate about helping people lead happy, healthy and active lives. Campus Life celebrates diversity of 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 in our programs, exactly as you are.

Pete Boyle

CAMPUS LIFE CEO

2. BACKGROUND

- 2.1 All people within the Macquarie University and Campus Life community have a role to play to ensure we foster a dignified, respectful and inclusive environment.
- We recognise that language is constantly evolving and that one label or description may not be able to capture the breadth of the LGBTQ+ community. Our intention has always been to be as succinct as we can, but inclusive of everyone and apologise for any unintended offence. For this policy we use the acronym LGBTQ+ (lesbian, gay, bisexual, transgender/gender diverse and queer).
- 2.2 Recent studies around the inclusion of people with diverse sexualities and genders in Australian sport reported:
- 80 per cent of people have witnessed or experienced homophobia in sport.
 - 75 per cent of people believe an openly gay person would not be safe as a spectator at a sporting event.ⁱ
 - 87 per cent of gay males and 75 per cent of lesbians are completely or partially in the closet while playing youth sport. Many fear discrimination from other players, coaches and officials.ⁱ
 - Sport is considered hostile and unwelcoming to young people with diverse sexualities and genders.
 - Change rooms were common sites of stress, harassment and bullying for young people with diverse genders and sexualitiesⁱⁱ
- 2.3 Campus Life recognises that both intentional and unintentional phobic behaviours exist within sport, recreation, services, programs, operations and facilities, and that can create adverse and potentially significant consequences for some individuals and our communities.
- 2.4 Campus Life will take steps to actively promote respectful, inclusive and collaborative behaviours within our community at all times.

3. SCOPE

This Policy applies to the following:

- Campus Life employees, contractors and volunteers
- Officials, referees and umpires in Campus Life competitions and tournaments
- Macquarie University affiliated sport clubs, inclusive of their committees, members, coaches, staff, volunteers and spectators while playing, training or participating in affiliated club-sanctioned activities
- Participants in Campus Life-delivered sport competitions and other recreational events, inclusive of social sport and intercollegiate competitions
- Participants and coaches representing Campus Life at intervarsity, national and international competitions
- Sport Scholars and Sport Scholar Ambassadors representing the sport scholarship program internally and external to Macquarie University and Campus Life
- Campus Life fitness and recreation services' patrons, gymnastics and swim school program participants, inclusive of members and casual users, while they are using Campus Life facilities and/or participating in its fitness and recreation sessions
- Any other person or organisation that is a member of or affiliated with Campus Life, including parents, guardians, spectators and sponsors to the extent that they interact with the Campus Life community.



4. OBJECTIVES

- 4.1 To affirm our commitment to supporting the inclusion of LGBTQ+ identifying people in Campus Life sport and recreation facilities, services and programs.
- 4.2 To ensure we foster a safe, welcoming and engaging environment for gender-diverse people free from discrimination, bullying and harassment within our facilities, programs and services.
- 4.3 To affirm our support of gender affirming practices in our programs, operations and competitions.
- 4.4 To affirm Campus Life's zero-tolerance approach to discrimination, bullying and harassment of people with diverse sexuality and/or genders.
- 4.5 To outline Campus Life's support and complaints procedures that are consistent with wider Macquarie University policies.

5. UNIFORMS

- 5.1 Individuals 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.
- 5.2 Individuals requiring uniforms (including staff, players, umpires and coaches) are to be provided with an appropriate range of uniform styles and sizes to select from.
- 5.3 If gendered uniforms are necessary, individuals may choose which uniform they would prefer to wear.

6. FACILITIES

- 6.1 Campus Life recognises the existing difficulties faced in having adequate change room and shower facilities.
- 6.2 Within Campus Life-operated facilities, Campus Life supports the right of people to use changing and bathroom facilities that best reflect their gender identity.
- 6.3 Where new facilities are built or upgrades are taking place, Campus Life and affiliated organisations will consider options to create inclusive spaces by:
 - a) creating private spaces so that people can use the facilities safely and comfortably; and
 - b) providing adequate gender-neutral spaces.

7. COMPETITIONS

- 7.1 All Campus Life participation and registration forms will be gender inclusive and align with leading practice in relation to sexuality and gender indicators and pronouns. Where a third-party registration platform is used, Campus Life will advocate for changes to provide gender inclusive registration options. Where appropriate, manual registrations will be used with the appropriate gender indicators.
- 7.2 For single-sex competitions, people can participate in the competition that best reflects their gender identity. This is in accordance with the Anti-Discrimination Act 1977 (NSW), which protects people against discrimination in sport based on gender identity, unless an exception criterion for legal discrimination is permitted by the Australian Human Rights Commission.
- 7.3. For mixed-gender competitions, people can participate in a manner that best reflects their gender identity. Rules for mixed-gender competitions will be applied based on gender identity.

8. DISCRIMINATION

- 8.1. Campus Life promotes the existence of a safe, inclusive culture free from bullying, harassment and discrimination. Campus Life's sport programs, services and operations aim to be free from discriminatory behaviours, disrespectful language, and actions that cause harm to individuals and communities.
- 8.2. In certain sports/and or codes and competitions, discrimination will not be against the law in particular circumstances under the Sex Discrimination Act 1984 (Cth) if:
 - a) a 'special measure' is taken for the purpose of achieving substantive equality between specified categories of individuals (i.e. between men and women or transgender and gender diverse people); or
 - b) the conduct is the subject of an exemption.

For examples of special measures and exemptions in relation to competitive sport see the National Guidelines for the inclusion of transgender and gender diverse people in sport

9. COMPLAINTS OR CONCERNS

- 9.1. Grievance procedures will be dealt with through the related policies mentioned below (13.2) – each has its own formal procedure. Campus Life strongly encourages staff, students and the broader community to raise any concerns or issues that might reflect a breach of this policy so that the appropriate action can be taken. The contacts and avenues of support can be found on the related policies (13.2) or support services (10) outlined in this policy.
- 9.2. The Australian Human Rights Commission or State or Territory Human Rights Commission may also assist individuals in relation to any complaints of discrimination, harassment and/or victimisation under Federal or State and Territory laws.

10. SUPPORT SERVICES

INTERNAL SUPPORT SERVICES

Staff – Staff Diversity and Inclusion team

E: workplacediversityinclusion@mq.edu.au

T: (02) 9850 1975

Students – Student Diversity and Inclusion team

E: respect@mq.edu.au

Campus Wellbeing

E: wellbeing@mq.edu.au

Sport and Aquatic Centre members/program participants

E: macsport@mq.edu.au

Macquarie University affiliated sport clubs

E: sportclubs@mq.edu.au

Peter Boyle – Campus life CEO

E: pete.boyle@mq.edu.au

EXTERNAL SUPPORT SERVICES

ACON provides counselling as well as social work support to help people resolve complex or ongoing violence and harassment matters.

T: 1800 063 060

acon.org.au/mental-health/#lgbti-counselling

QLife provides anonymous and free LGBTI peer support and referral for people wanting to talk about sexuality, identity, gender, bodies, feelings or relationships.

T: 1800 184 527

qlife.org.au/get-help

Lifeline provides 24-hour crisis support and suicide prevention services to all Australians experiencing a personal crisis.

T: 13 11 14

lifeline.org.au/gethelp

11. RESOURCES

11.1 The National Guidelines for the inclusion of transgender and gender diverse people in sport developed by the Australian Human Rights Commission provide further information about the inclusion and participation of transgender and gender diverse people in sport.

12. RELATED LEGISLATION

12.1 Campus Federal/Commonwealth Legislation: The following laws operate at a federal level and the Australian Human Rights Commission has statutory responsibilities under them.

a) Sex Discrimination Act 1984 (Cth)

12.2 State/Territory Legislation: The following laws operate at a state and territory level, with state and territory equal opportunity and anti-discrimination agencies having statutory responsibilities under them.

a) Anti-Discrimination Act 1977 (NSW)

13. RELATED POLICIES

13.1 Every Campus Life policy is inclusive of people with diverse genders and sexualities, including their families (where applicable).

13.2 Other Macquarie University policies that are relevant to this Statement include:

- a) Discrimination, Bullying and Harassment Prevention Policy
- b) Staff Code of Conduct
- c) Student Code of Conduct
- d) Staff sexual harassment prevention and response policy
- e) Student sexual assault and sexual harassment policy
- f) Complaints Management Procedure for staff
- g) Complaints Management – reporting options for staff and students

14. PRIVACY AND CONFIDENTIALITY

14.1 Campus Life takes its privacy obligations seriously, and is committed to ensuring that any personal information it may collect, use or disclose is dealt in accordance with:

- a) Macquarie's University's Privacy Management Plan;
- b) any applicable privacy legislation.



FIND OUT MORE

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mq.edu.au/campus-life



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