

Transgender and Gender Diverse Inclusion Policy

Key Points

- Transgender and gender diverse people are welcome in the Melbourne Chargers.
- Everyone is welcome to participate on the basis of their gender identity and not their sex assigned at birth.
- We will ensure the club is a safe and welcoming place for everyone, no matter their gender identity or sexuality.

Scope

- This policy applies to all members, participants, volunteers, staff and officials.

Details

- We are committed to the full inclusion of transgender and gender diverse people in the Melbourne Chargers.
- Everyone who participates in club activities may do so on the basis of their affirmed gender identity and not their sex assigned at birth.
- The Melbourne Chargers is committed to creating a safe and welcoming place for all players regardless of sexuality or gender identity. This includes respecting a person's choice of personal pronouns.
- No player, supporter or member will ever be asked or required to undertake a medical examination for the purposes of gender verification.
- Every person's experience of transition or affirmation is unique. The Melbourne Chargers will support individual players' requests or requirements regarding their particular needs in relation to transition or affirmation.
- Personal information is only collected by the club when necessary. Any information relating to gender identity will only be disclosed if necessary and in accordance with the law.

Inclusion Officer

- The Melbourne Chargers Inclusion Officer is responsible for the implementation of this policy and acts as a point of contact and support for transgender and gender diverse players.

Complaints and Grievances

- A player or member who believes they have experienced any discrimination or harassment related to their gender identity may contact the Inclusion Officer, Player Liaison Representative or any member of the committee.
- The club will be fair, effective and confidential in dealing with any complaints or grievances under this process.

Gender Dispensation Procedure

- Where a player wishes to participate in a gender competition different to that listed on their birth certificate, the Melbourne Chargers will support that player through the dispensation process as described in the in the [Rugby AU Gender Identity Dispensation Procedure](#).

Relevant Rugby AU Policies and Procedures

- Rugby Australia [Participation Policy](#)
- Rugby Australia [Inclusion Policy](#)

Adopted December 2019