

# N . Z . F . R . S

## GENDER INCLUSIVITY

### PURPOSE

SkateNZ wants to ensure all our members feel welcomed and able to participate in NZ skating activities and events, regardless of their gender identity.

### PROCEDURES

1. SkateNZ will encourage all roller sports to consider making appropriate domestic competitions and grades open to any gender. This might include, but is not limited to:
  - *girls/boys [age group] in [event]* becomes **[age group event]**
  - *pairs events* becomes **a pair of any two people**
  - *qualifying times for men/women* becomes **qualifying time for event**
- 1.1 International competition will still fall under World Skate grades, so skaters wishing to compete internationally will need to realise they may not be allowed to enter their preferred open gender category.
- 1.2 Some events and types of competition races may still require a gender split of some kind for safety and this can be assessed on a case-by-case basis. In this situation, skaters can choose the group they feel most comfortable with.
- 1.3 If open grades are not possible, then skaters can choose whichever gendered option they prefer (however, this does mean non-binary skaters need to align with a gendered category)
2. All events should have gender-neutral changing room/toilets.
3. Uniforms need to be considered to ensure body-positivity and comfort. Domestic uniform rules may be more relaxed than World Skate regulations.
4. In NZ, SkateNZ skaters and officials do not need to consider hormone testing, as we are not competing at Olympic level. It may be that skaters wishing to attend World Skate events may face different hormone tests.
5. Gender neutral comments will be used in announcements, for example referring to 'Skaters' rather than 'girls' or 'boys', and "welcome everyone" rather than "ladies and gentlemen".
6. Preferred Names – Skaters, coaches, and officials should refer to transgender and nonbinary athletes by a skater's preferred name. These should be collected on entry forms.
7. Pronouns – Pronoun references to transgender and nonbinary athletes should reflect the skater's gender and pronoun preferences. These should also be collected on entry forms.
8. There will likely be other issues that come up from specific skater's situations. There may also be people who are not trans/non-binary who may have particular issues arising around this, and we need to listen to ways that they may be affected. If it is purely a discriminatory view, then that obviously isn't accepted, but if there are genuine considerations that affect fairness then we need to hear them.

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### Gender statement that covers our philosophy of inclusions

In accordance with the principles of equity and inclusion, SkateNZ endeavours to facilitate and encourage the participation of transgender and nonbinary skaters, coaches, and officials, and anyone who attends and participates in any SkateNZ events.

SkateNZ prohibits discrimination of gender identity and gender expression, and promotes a zero tolerance approach to transphobia. Transphobia includes discriminatory language or behaviour directed towards anyone who identifies as/is associated with/is perceived as a Trans Person or a Non-Binary Person. Discriminatory behaviour may also include a reluctance or refusal to provide access to events or coaching or judging to the same extent as that provided for a non-trans person. Our Code of Conduct in the By Laws signed upon membership covers this. See also: Harassment Policy  
Remember that gender identity is entirely different to sexual orientation.

### SkateNZ Guiding Principles

- Transgender and Non-Binary athletes have equal opportunity to participate in our sports.
- The legitimate privacy interests of all athletes should be protected.
- The medical privacy of transgender athletes should be protected.
- SkateNZ officials, coaches, parents of athletes, and athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-diverse skaters.
- Policies governing the participation of transgender skaters should comply with the Human Rights Act, which protects people from discrimination based on sex, disability, and gender identity and expression.
- Treat the individual with dignity and respect.
- Respect the private and confidential nature of the individual's situation.
- No information should be shared unless permission is given by the Trans person.
- Encourage the individual to report any discriminatory language or behaviour from others.
- Our Code of Conduct includes a zero-tolerance policy towards all bullying/harassment of Trans people (this should be posted in multiple places in every rink and at every event).

Approved	13 August 2022
Last Amended	
Next review	August 2024