

# Clarkston Bowling & Tennis Club - Tennis Section

## Transgender Inclusion Policy



### Background

Clarkston LTC (the Tennis Section of Clarkston Bowling & Tennis Club) is committed to ensuring that there is open and supported access to all those who wish to participate in their chosen sport of tennis and to further ensure that they receive equitable consideration and treatment. We are further committed to challenging, and eliminating, prejudice and discrimination of the characteristics protected under the **Equality Act 2010** (and any subsequent amendments); these include age, disability, race, gender reassignment, marriage or civil partnership, pregnancy and maternity, religion and belief, sex or sexual orientation.

The Club has a zero-tolerance stance to transphobic language or jokes whether or not a trans person is present. Language that degrades trans people creates a hostile environment and will be stopped. The Club does not accept these behaviours are ever trivial or can be overlooked; they will not be allowed to continue or become the norm.

### Transgender Members and Visitors

A trans<sup>1</sup> woman or girl will be supported to participate fully in all of the Tennis Section's initiatives. This includes all social, competitive, coaching or training activities, and she may participate in her chosen gender<sup>2</sup> in any female or mixed sex competition. Self-verification of a trans woman or girls' sex<sup>3</sup> will be accepted and should not be open to challenge on any grounds beyond that of any of any other female tennis member or visitor.

A trans man or boy will be supported to participate fully in all of the Tennis Section's initiatives. This includes all voluntary, social, competitive, coaching or training activities, and he may compete in his chosen gender in any male or mixed sex competition. Self-verification of a trans man or boy's sex will be accepted and should not be open to challenge on any grounds beyond that of any of any other male tennis member or visitor.

### Competition

If a concern arises regarding a deliberate deception to gain an unfair competitive advantage in the mixed or women's game, or, a concern arises regarding a trans woman's physical ability that potentially may have placed other female players at a competitive disadvantage, then such concerns will not be considered by the Tennis Committee nor any officiating individual. All concerns will be forwarded to the **LTA Safe and Inclusive Tennis Team** for review and decision.

### Inappropriate Questioning

No trans member or visitor will be asked a question that is of a higher degree of intimacy than would be asked of a person who is not transgender. No trans person will be asked about the physiology of their bodies, what previous first names they were previously known as or how their appearance may now differ. The Club will never ask for Gender Recognition Certificate.

### Preferred Language

The Club expects everyone to use appropriate language; preferred terms include: trans, trans person, transsexual man or woman, he, she, him, his, hers; unacceptable terms such as, she-he, he-she tranny will not be tolerated.

### Toileting and Changing Facilities

It is accepted that use of toileting and changing facilities, preceding, and during gender reassignment, can be a sensitive issue. Many trans people may choose not to use club facilities where privacy might be of concern;

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<sup>1</sup> A trans or transsexual woman describes a male-to-female transsexual person and a trans or transsexual man describes a female-to-male transsexual person

<sup>2</sup> Gender describes the characteristics that a society or culture delineates as masculine or feminine.

<sup>3</sup> Sex refers to biological differences; chromosomes, hormonal profiles, internal and external sex organs.

there will be trans people who have not yet begun, completed or who may never undergo sex reassignment surgery and will continue to present with secondary sex characteristics in their former gender.

Trans members and visitors will be provided with access to toilets and the changing room that corresponds to their gender identity and will not be excluded from such facilities or directed to use a specified toilet or changing facility. Complaints or concerns from trans members or visitors will be handled with sensitivity and according to the guidance provided by Tennis Scotland and the LTA; it is a requirement of Club or visiting officials to ensure that confidentiality is not compromised and that members and visitors are not subjected to harassment or abuse, whether physical or verbal.

Complaints from other users will be managed sensitively and appropriately; other users may find it uncomfortable to share facilities with trans people but it is the duty of venue officials to ensure that confidentiality is not compromised and no members or visitors are subjected to abuse, physical or verbal. Other members' or visitors' discomfort will not be ignored and they too will be treated fairly; should their discomfort continue they may arrive ready changed for their tennis activity or use an alternative changing facility.

If a member or visitor informs any representative of the Club that they are a trans person, or if a Club member or visitor becomes aware of a trans person the club will:

- respect the individual's privacy and confidential disclosures
- treat the trans person with dignity and respect and always use the appropriate pronouns
- if requested to, clarify the Clarkston LTC Transgender Policy and direct the trans person to where this policy is displayed and can be accessed, and, if requested to, confirm that there are no restrictions on training or competing in open meetings
- reach agreement with the trans person on how information can be communicated to others if necessary
- trans members and visitors will be provided with full access to toilets and the changing room that corresponds to their gender identity, and they will be supported with any additional requests in regard to changing facilities as much as is possible
- take prompt and relevant action against member or visitor whose attitude, language, or conduct is inappropriate or offensive to or about trans people; such occurrences may be considered a hate crime
- implement The Club's Equality and Safeguarding Policies, and disciplinary procedures will be invoked when breaches of the Club's Transgender Policy occur