



LGBTQ INCLUSION POLICY

SQUASH AUSTRALIA LTD

VERSION CONTROL

Version 1.0	April 2023
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1. Introduction

Squash Australia (SqA) is committed to providing a safe, fun, and inclusive environment for all people, including those of diverse sexualities and genders. Being an inclusive sport not only reflects our core values, it also reflects the diversity of our local communities.

We're passionate about helping people lead happy, healthy and active lives. Squash Australia 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 in our sport for everyone, exactly as you are.

2. Background

- 2.1. Participation in sport is a human right.
- 2.2. For sport to be truly inclusive, everyone across the sport sector must play a part. Squash Australia is working to create and support a welcoming and inclusive environment for everyone who wants to be involved in our sport. It is recognised that this goal will take dedicated and sustained effort from everyone in the community to achieve.
- 2.3. Although there have been significant changes in the general community towards people of diverse genders and sexualities, research shows significant work is still to be done, for sports to be completely inclusive.
- 2.4. Recent studies around the inclusion of people with diverse sexualities and genders in Australian sport reported:
 - a) 80% of people have witnessed or experienced homophobia in sport.
 - b) 75% of people believe an openly gay person would not be safe as a spectator at a sporting event.
 - c) 87% of gay males and 75% of lesbians are completely or partially in the closet while playing youth sport. Many fear discrimination from other players, coaches and officials.
 - d) Sport is considered hostile and unwelcoming to young people with diverse sexualities and genders.
 - e) Change rooms were common sites to stress, harassment and bullying for young people with diverse genders and sexualities.
- 2.5. Recent studies on the disproportionate health and wellbeing of trans and gender diverse people show that:
 - a) 39.9% of Trans and Gender Diverse people aged 18 and over have been diagnosed with an anxiety disorder in their lifetime compared to an average of 26.3% for the general population.
 - b) 57.2% of Transgender and Gender Diverse people aged 18 and over have been diagnosed with depression in their lifetime.
 - c) 41% of Transgender people and people with a Non-Binary gender aged 18 years and over report thoughts of suicide or self-harm in the last 2 weeks.
 - d) 3.2% of people (4.4% females; 2.1% males) aged 16 and over have attempted suicide in their lifetime; 0.4% of general population (0.5% females; 0.3% males) in the last 12 months.
 - e) 35% of Transgender people aged 18 and over have attempted suicide in their lifetime, compared to 3.2% of the general population (4.4% females; 2.1% males) aged 16 and over having attempted suicide in their lifetime.
 - f) Trans women are more likely to have thoughts of suicide than Trans men and people with a Non-Binary gender



- g) Trans people are more likely to experience depression than people with a Non-Binary gender, but people with a Non-Binary gender are more likely to experience anxiety than Trans people.
- 2.6. Squash Australia recognises that both intentional and unintentional phobic behaviours exist within sport in Australia, and that this has adverse and potentially significant consequences for some individuals and for our game. Sometimes these consequences mean that individuals who want to play the sport or be a sport volunteer or official, feel excluded and leave the sport or chose not to become involved with it. In other instances, players or other participants are forced to hide their true self. In some cases, individuals who experience phobic language or actions stay with the sport but continue to be subjected to discrimination and harassment, thus reducing their enjoyment of the sport. None of these outcomes is acceptable.
- 2.7. Squash Australia is a Member of the World Squash Federation (WSF) and Professional Squash Association (PSA). Accordingly, in WSF and PSA sanctioned competitions, SqA must comply with the policies and regulations of the WSF and PSA.

3. Scope

- 3.1. This Policy applies to:
 - a) Relevant Persons; and
 - b) Relevant Organisations

to the full extent that it is possible for the Peak Sporting Body to bind those persons and organisations.
- 3.2. All Relevant Persons and Relevant Organisations to which this Policy applies must always comply with this Policy (whilst they are a Relevant Person or Relevant Organisation), including:
 - a) in relation to any dealings they have with Relevant Organisations or their staff, contractors, and representatives;
 - b) when dealing with other Relevant Persons or Relevant Organisations in their capacity as a Relevant Person/Relevant Organisation; and
 - c) in relation to their Membership or standing as a Relevant Person or Relevant Organisation in general.
- 3.3. It is the duty of each person and organisation to which this Policy applies to comply with the Policy and, so far as is lawfully possible, to require any other sport-related entity or participant who or which is not directly bound by this Policy but who or which is participating in the sport in any capacity, to comply with this Policy.
- 3.4. Nothing in this Policy limits the rights or obligations of any person under any other SqA policy, code of conduct or other relevant agreement.
- 3.5. This Policy does not override or limit the application of any laws of Australia or a state/territory.

4. Definitions

- 4.1. Squash Australia acknowledges that language constantly changes, and while we have done our best to define key terms within these guidelines, we encourage members to stay informed with other language and terminology relative to this topic via Pride in Sport - www.prideinsport.com.au/terminology.



- 4.2. Bodies, gender and gender identities
- a) **Gender identity** is defined in the Act as 'the gender-related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated sex at birth'. For example, a person's gender identity might be male, female or non-binary, regardless of what was presumed for them at birth.
 - b) **Gender diverse** is an umbrella term that includes all the different ways gender can be experienced and perceived. It can include people questioning their gender, those who identify as trans/transgender, genderqueer, non-binary, gender non-conforming and many more.
 - c) **Cisgender / cis** is a term used to describe people who identify their gender as the same as what was presumed for them at birth (male or female). 'Cis' is a Latin term meaning 'on the same side as'.
 - d) **LGBTQ** (or variations of it) is an acronym for lesbian, gay, bisexual, transgender, queer/questioning. It is used to refer collectively to these communities. The 'LGB' refers to sexuality/sexual identity; the 'T' refers to gender identity; 'Q' can refer to either gender identity or sexuality.
 - e) **Non-Binary** is a term used to describe a person who does not identify exclusively as either a man or a woman. Genders that sit outside of the female and male binary are often called non-binary. A person might identify solely as non-binary, or relate to non-binary as an umbrella term and consider themselves genderfluid, genderqueer, trans masculine, trans feminine, agender, bigender, or something else.
 - f) **Pronouns** are a grammatical means of referring to a person or persons. Conventional pronouns are 'she/her/hers' and 'he/him/his'. Some people prefer to use gender neutral pronouns, such as 'they/them/their'. The pronoun a person uses to describe themselves generally reflects their gender identity.
 - g) **Sex** refers to a person's biological sex or sex characteristics. These may be genetic, hormonal, or anatomical. Unlike 'gender identity', 'sex' is not defined in the Act.
 - h) **Transgender** (commonly abbreviated to 'trans') is a general term used to describe a person whose gender identity is different to the sex they were assumed at birth. Being transgender is about how an individual describes their own gender. It is not necessarily about their biological characteristics. Trans people may position 'being trans' as a history or experience, rather than an identity, and consider their gender identity as simply being female, male or a non-binary identity. Some trans people connect strongly with their trans experience, whereas others do not. Processes of gender affirmation may or may not be part of a trans or gender diverse person's life.
 - i) **Transition / Gender Affirmation** means the personal process or processes a trans or gender diverse person determines is right for them in order to live as their defined gender and so that society recognises this. Transition may involve social, medical/surgical and/or legal steps that affirm a person's gender. Affirming gender doesn't mean changing gender, 'having a sex change' or 'becoming a man or a woman', and transition isn't the same as being trans. A trans or gender diverse person who hasn't medically or legally affirmed their gender is no less the man, woman or non-binary person they've always been.



- i. **Social transition** is the process by which a person changes their gender expression to better match their gender identity. This may include changing their name, pronouns, and appearance.
 - ii. **Medical transition** is the process by which a person changes their physical sex characteristics to align with their gender identity. This may include hormone therapy, surgery or both.
 - iii. **Legal transition** is the process by which a person changes their identity documents, name, or both, to reflect their gender identity. This may include changing their gender marker on a passport or birth certificate or changing their name on a driver's licence or bank card.
 - j) **Brotherboy** is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people who have a male spirit and take on male roles within the community. Brotherboys have a strong sense of their cultural identity.
 - k) **Gender dysphoria** is the discomfort a person feels with how their body is perceived and allocated a gender by other people. The experience may occur when a person feels their biological or physical sex doesn't match their sense of their own gender. This feeling, that there is a mismatch, can trigger a range of responses. Some people experience serious distress, anxiety and emotional pain, which can affect their mental health. Others experience only low-level distress — or none at all. For this reason, gender dysphoria is no longer considered a mental illness. (Not to be confused with 'Body Dysmorphia')
 - l) **Deadname** is a term used by some trans people to describe the name they were given and known by prior to affirming their gender and/or coming out.
 - m) **Intersex** (Intersex status) is a protected attribute under the Act. Under the Act 'intersex status' means the status of having physical, hormonal or genetic features that are:
 - i. neither wholly female nor wholly male
 - ii. a combination of female and male, or
 - iii. neither female nor male.

The term 'intersex' does not describe a person's gender identity (man, woman, neither or both). A person with an intersex variation may identify as a man, woman, neither or both.
 - n) **Sistergirl** is a term used by Aboriginal and Torres Strait Islander people to describe gender diverse people that have a female spirit and take on female roles within the community. Including looking after children and family. Many Sistergirls live a traditional lifestyle and have strong cultural backgrounds.
- 4.3. Societal attitudes/issues
- a) An **ally**, cis ally, straight ally, or heterosexual ally is typically a heterosexual and cisgender person who supports equal civil rights, gender equality, LGBTQ social movements, and challenges homophobia, biphobia, and transphobia. Not everyone who meets this definition identifies as an "ally". An ally acknowledges that LGBTQ people face discrimination and thus are socially disadvantaged. They aim to use their position as heterosexual and cisgender individuals in a society focused on heteronormativity to counter discrimination against LGBTQ people. An ally can also be someone who identifies within the LGBTQ community and supports an aspect of that community in which they don't identify with (e.g. a Cisgendered gay man may identify as an ally to transgender individuals).



- b) **Biphobia** is abuse towards someone who is attracted to more than one gender, and even includes when that person's identity is erased. This can be in the form of telling someone that their sexuality is "just a phase", or even telling them to "pick a side."
- c) **Cissexism** is where something is based on a discriminatory social or structural view that positions (either intentionally or otherwise) the trans experience as either not existing or as something to be pathologised. Cissexism believes that gender identity is determined at birth and is a fixed and innate identity that is based on sex characteristics (or 'biology') and that only binary (male or female) identities are valid and real.
- d) **Heteronormativity** (also known as cisnormativity) the view that heterosexual relationships are the only natural, normal and legitimate expressions of sexuality and relationships, and that other sexualities or gender identities are unnatural and a threat to society (GLHV, 2016).
- e) **Homophobia** refers to negative beliefs, prejudices and stereotypes that exist about people who are not heterosexual. Verbal homophobia is the most common form. Things like name-calling, rumours and abusive words ('fag' or 'dyke'). Phrases like "that's so gay" which compare sexuality to words like 'crap' can have a negative impact. Homophobia also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their sexuality.
- f) **Misgendering** is an occurrence where a person is described or addressed using language that does not match their gender identity. This can include the incorrect use of pronouns (she/he/they), familial titles (father, sister, uncle) and, at times, other words that traditionally have gendered applications (pretty, handsome, etc.). It is best to ask a person, at a relevant moment, what words they like to use.
- g) **Transphobia** refers to negative beliefs, prejudices and stereotypes that exist about transgender/trans and gender diverse people. You may have heard transphobic language like 'tr*nny' or seen restrictions on the way that people are allowed to express their gender. Things like which uniform you're allowed to wear or toilets you can use. Transphobia can also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their gender.

4.4. Squash Australia Policy Definitions

- a) **Activity** means a contest, match, competition, event, or activity (including training), whether on a one-off basis or as part of a series, league, or competition, sanctioned or organised by SqA or a Sport Organisation.
- b) **Affiliate** means a club, association or other entity of a State Member including (as applicable) clubs, districts, regions and zones.
- c) **Authorised Provider** means any non-Sport Organisation authorised to conduct an Activity.
- d) **Squash** means the sport of Squash, and a reference to Squash means collectively SqA, State Members,, Affiliates and members of any of them.
- e) **Squash Australia** or **SqA** means Squash Australia Limited
- f) **Code of Conduct** or **Code** means the Squash Australia Code of Conduct.
- g) **State Members** means a state or territory sporting organisation that is a member of SqA in accordance with the provisions of the SqA Constitution.
- h) **Participant** means:
 - i. Athletes who are registered with a Sport Organisation or entitled to participate in an Activity.
 - ii. Coaches appointed to train an athlete or team in an Activity.



- iii. Administrators who have a role in the administration or operation of a Sport Organisation, including owners, directors, committee members or other persons
 - iv. Officials including referees, umpires, technical officials, or other officials appointed by a Sport Organisation or any league, competition, series, club or team sanctioned by a Sport Organisation
 - v. Support personnel who are appointed in a professional or voluntary capacity by a Sport Organisation or any league, competition, series, club or team sanctioned by a Sport Organisation including sports science sport medicine personnel, team managers, agents, selectors, and team staff members; and
 - vi. Parents/carers and spectators who are subject to registration conditions or venue conditions of entry that requires compliance with this Policy.
- i) **Prohibited Conduct** means the conduct proscribed at **clause 5(a)** of this Code.
- j) **Relevant Organisation** means any of the following organisations:
- i. A Sport Organisation;
 - ii. An Authorised Provider;
 - iii. A team, which means any collection or squad of athletes who compete and/or train in the Sport; and
 - iv. Any other organisation that has agreed to be bound by this Policy.
- k) **Relevant Person** means any of the following individuals:
- i. An individual registered as a member of a Sport Organisation;
 - ii. A Participant;
 - iii. An employee employed by SqA , a Sport Organisation or an Authorised Provider;
 - iv. A contractor engaged directly or via an organisation to provide services for or on behalf of SqA , a Sport Organisation or an Authorised Provider;
 - v. A volunteer engaged by SqA , a Sport Organisation or an Authorised Provider in any capacity who is not otherwise an employee or contractor, including directors and office holders, officials, administrators and team and support personnel; and
 - vi. Any other individual who has agreed to be bound by this Policy.
- l) **Sport Organisation** means SqA and each State Member or Affiliate that has adopted this Policy.

5. Objectives

- 5.1. This Policy sets expectations, obligations and procedures for respecting and valuing inclusion of LGBTQ individuals, including transgender and gender diverse identifying people for SqA and squash in Australia where it falls under the responsibility of SqA.
- 5.2. To affirm our commitment to supporting the inclusion of LGBTQ identifying people in SqA.
- 5.3. To ensure we foster a safe, welcoming environment for gender-diverse people by eliminating discriminative behaviour within SqA facilities, programs and services.
- 5.4. To promote a safe, inclusive and welcoming environment that engages and keeps participants with diverse genders and sexualities involved with the sport.



6. Uniforms

- 6.1. Participants may wear the uniform of their choosing as it aligns with their gender identity, so long as it abides by presiding sporting code attire rules.
- 6.2. Participants requiring uniforms (for example, players, officials, and coaches) are to be provided with an appropriate range of uniform styles and sizes to select from.
- 6.3. If gendered uniforms are necessary, the participant may choose which uniform they would prefer to wear.

7. Facilities

- 7.1. Squash Australia recognises the existing difficulties faced in having adequate changeroom and shower facilities for participants that are gender diverse.
- 7.2. Squash Australia supports the right of people to use the changing and bathroom facilities which best reflects their gender identity, in accordance with the Sex Discrimination Act 1984 (Cth).
- 7.3. Squash Australia and affiliated organisations should 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.
- 7.4. Where new facilities are built or upgrades are taking place (whether in consultation with council, schools, universities or others), Squash Australia supports 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.

8. Member Registration

- 8.1. Participant registration must be gender inclusive and align with Pride in Sport's recommended sexuality and gender indicators. Example: When registering to become a member, each individual has the option of selecting; Male, Female, Non-Binary, or Different Identity.
- 8.2. Where a third-party registration platform is used, SqA will advocate for changes to provide gender inclusive registration options, and where appropriate allow for a manual registration using the appropriate gender indicators.

9. Competitions

- 9.1. Community and Participation
 - a) For single-sex community competitions (i.e. non representative competitions delivered and managed by local clubs or associations), an individual can participate in the competition which best reflects their gender identity. This is in accordance with the *Sex Discrimination Act 1984 (Cth)*, which protects people against discrimination in sport based on gender identity, sexual orientation and intersex status, unless an exception criterion for legal discrimination is permitted by the Australian Human Rights Commission.
 - b) For clarity, 'community squash competitions' applies to any competition, league or event outside of a WSF or PSA sanctioned event or an elite or sub-elite competition.



- c) Transgender and gender diverse individuals are welcome and included in all community squash competitions. However, some competitions, leagues and events may require more specific or detailed regulations.
 - d) For mixed-gender competitions, people can participate in a manner which best reflects their gender identity. Rules for mixed-gender competitions will be applied based on gender identity.
- 9.2. State, National and International
- a) Squash Australia recognises that international squash is conducted under the rules and regulations of the WSF, and all WSF sanctioned matches must be played in accordance with WSF policy even where that may depart from these guidelines.
 - b) National and International level competitions will follow the Professional Squash Association (PSA) guidelines and the relevant World Squash Federation (WSF) policies. At the time of releasing this policy, the WSF is developing a transgender policy for international level squash competition. Once released, this policy will also be updated to reflect the above mentioned guidelines.
 - c) Where a competition is for the purposes of selection or qualification for WSF and PSA level events those regulations and policies will apply where they are different to the information in this policy.

10. Privacy and Confidentiality

- 10.1. Collection of personal information will be handled with confidentiality and be conducted in an inclusive manner in accordance with the SqA Privacy Policy.
- 10.2. Squash Australia will accept a legal declaration to verify name and gender (e.g. by way of a statutory declaration) in place of identity documents such as passport or birth certificate where those identity documents have a sex/gender marker inconsistent with a participant's Gender Identity.
- 10.3. Squash Australia and affiliated entities should be aware that, depending on the circumstances, requesting additional information from Transgender and Gender Diverse people may be unlawful.
- 10.4. Squash Australia and affiliated entities shall protect the privacy of participants, particularly when dealing with any personal or sensitive information that the Affiliated Association, Club or Centre may hold regarding a person's Gender Identity, or transition or affirmation process.
- 10.5. Squash Australia and affiliated entities should consider the provisions of the *Privacy Act 1988 (Cth)*, the Australian Privacy Principles (APPs), and the relevant legislation and regulations of the States and Territories.
Further information is available from the Office of the Australian Information Commissioner at www.oaic.gov.au/privacy-law.

11. Related Policies

- 11.1. While each piece of governance may not clearly articulate it, every SqA policy is inclusive of people with diverse genders and sexualities, including their families (where applicable).
- 11.2. This policy should be read and applied in conjunction with the SqA National Integrity Framework and complementary Integrity Policies such as the Code of Conduct, Conduct and Disciplinary Policy and Privacy Policy.



- 11.3. Other Squash Australia policies that are relevant to this policy include, but are not limited to;
- a) National Integrity Framework
 - b) Member Protection Policy
 - c) Complaints, Disputes & Discipline Policy
 - d) Code of Conduct
 - e) Competition Manipulation and Sports Wagering
 - f) Conduct and Disciplinary Policy
 - g) Personal Grievances Policy
 - h) Review and Appeals Policy
 - i) Privacy Policy
 - j) Whistleblower Policy
 - k) Transgender and Gender Diverse Community Policy

12. Discrimination

- 12.1. Discrimination based on sex or gender identity can include both direct and indirect discrimination and may be unlawful under Commonwealth and State legislation.
- a) **'Direct discrimination'** occurs when a person is treated less favourably than another person on the ground of:
 - i. sex or gender identity, or
 - ii. a characteristic generally associated with a person of that sex or gender identity in circumstances that are the same or not materially different.
 - b) An example of direct discrimination would be a sporting organisation refusing a trans woman's application for membership because she is transgender.
 - c) **'Indirect discrimination'** can be less obvious. Indirect discrimination occurs when a condition, requirement or practice that applies to everyone, disadvantages persons of a particular sex or gender identity, and the condition, requirement or practice is not reasonable in the circumstances.
- 12.2. Discrimination based on sex or gender identity in sport will be permitted under the Act if:
- a) the different treatment amounts to a 'special measure', or
 - b) an exemption applies.
- 12.3. **Special Measures** are positive actions used to promote equality for disadvantaged groups. They are often referred to as 'positive discrimination' or 'affirmative action' and address the unequal position of two groups of people by implementing a practice which favours the disadvantaged group.
- 12.4. The Act provides for both temporary and permanent **Exemptions** from the operation of the anti-discrimination provisions of the Act. An exemption makes certain conduct lawful under the Act and prevents a person from successfully claiming that an action is unlawful discrimination. A sporting organisation must apply to the Australian Human Rights Commission to obtain a temporary exemption.
- 12.5. For more information on these exemptions please read the [National Guidelines for the inclusion of transgender and gender diverse people in sport](#).

13. Related Legislation



- 13.1. **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)*
- 13.2. **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) Australian Capital Territory – Discrimination Act 1991
 - b) New South Wales – Anti-Discrimination Act 1977
 - c) Northern Territory – Anti-Discrimination Act 1996
 - d) Queensland – Anti-Discrimination Act 1991
 - e) South Australia – Equal Opportunity Act 1984
 - f) Tasmania – Anti-Discrimination Act 1998
 - g) Victoria – Equal Opportunity Act 2010
 - h) Western Australia – Equal Opportunity Act 1984.

14. Grievance Procedures

- 14.1. Any bullying, harassment, discrimination, vilification or victimisation of trans and gender diverse participants will be managed in line with the SqA Member Protection Policy, as part of the National Integrity Framework.
- 14.2. Sport Integrity, 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.

15. Support Services

- 15.1. Squash Australia's internal support services include:
- a) Staff / Committees / Volunteers
ceo@squashaus.com.au
 - b) Members / Athletes:
integrity@squashaus.com.au
- 15.2. For external support, Squash Australia recommends using the following LGBTQ specific providers:
- a) **ACON** provides counselling as well as social work support to help people resolve complex or ongoing violence and harassment matters.
Freecall: 1800 063 060
Web: www.acon.org.au/mental-health/#lgbti-counselling
 - b) **QLife** provides anonymous and free LGBTI peer support and referral for people wanting to talk about sexuality, identity, gender, bodies, feelings or relationships.
Freecall: 1800 184 527
Web: [www.qlife.org.au/get-help](http://www qlife.org.au/get-help)
 - c) **Lifeline** provides 24-hour crisis support and suicide prevention services to all Australians experiencing a personal crisis.
Phone: 13 11 14
Web: www.lifeline.org.au/gethelp

16. Additional Resources and Support



- 16.1. **TransHub** (www.transhub.org.au)
This platform is an initiative from ACON Health, Australia's largest LGBTQ health organisation specialising in community health, inclusion and HIV responses for people of diverse sexualities and genders.
- 16.2. **Pride in Sport Australia** (www.prideinsport.com.au)
Pride in Sport is the only sporting inclusion program specifically designed to assist sporting organisations at all levels with the inclusion of LGBTQ employees, athletes, coaches, volunteers and spectators.
- 16.3. **Australian Human Rights Commission** (www.humanrights.gov.au)
The Australian Human Rights Commission is an independent statutory organisation, established by an act of Federal Parliament. We protect and promote human rights in Australia and internationally.

17. Acknowledgements

- 17.1. The 'Guidelines for the Inclusion of Transgender and Gender Diverse People in Community Squash have been prepared in consultation with a number of stakeholders.
- 17.2. Pride in Sport, ACON Health, TransHub, State entities, members of the LGBTQ community, medical experts, athletes, coaches, officials, volunteers and administrators across Australia have participated in consultations which informed the development of this work. We thank and acknowledge those who participated in this process.
- 17.3. We also acknowledge the 'Guidelines for the inclusion of Transgender and gender diverse people in sport' developed by the Australian Human Rights Commission, in partnership with Sport Australia and the Coalition of Major Professional and Participation Sports. Many of the concepts and terms used throughout these Guidelines have been adopted from this work.

