



Transgender and Transsexual Policy ID26798

1. Introduction and policy statement

Cycling New Zealand has developed a policy in respect of transgender people, which includes those who are transsexual and transgender, in all aspects of the Sport i.e. cyclists, employees, coaches, officials, volunteers and spectators.

Cycling New Zealand will promote a zero tolerance approach to transphobia. Transphobia includes discriminatory language or behaviour directed towards anyone who comes under the umbrella term of transgender; in addition it may be towards a transsexual person's friend or supporter, or anyone that may be perceived to be a transsexual person (whether they are transsexual or not). The behaviour may include a reluctance or refusal to provide access to services to the same extent as that provided for a non-transsexual person. Cycling New Zealand and its members will ensure that any unacceptable behaviour and language is tackled effectively and appropriately with sanctions and or educational programmes implemented to ensure compliance and the creation of a safe, inclusive and welcoming environment for transgender people.

The following points are considered good practice for all Cycling New Zealand and its members:

- Treat the individual with dignity and respect.
- Explain the Cycling New Zealand policy and procedure to the individual and ask their view on how to proceed. Provide contact details for the Cycling New Zealand contact.
- Respect the private and confidential nature of the individual's situation.
- Agree with the individual what information is to be shared with others and, if this is necessary, how this should be shared. In general no information should be shared by the local official unless they have express permission from the transsexual person.
- Ask the individual what communal changing facilities they would prefer to use, as not every changing facility will have private cubicles. This will depend on whether the individual has transitioned or is in the process of transitioning and whether they have undergone any gender reassignment surgery. It may be that the most appropriate option is to use the cubicles in the toilets appropriate to their full time gender role, or that they should arrive changed and ready to participate, to avoid any misunderstanding should they still have secondary sex characteristics of their former gender.
- Encourage the individual to feedback any inappropriate language or behaviour from other individuals so that it can be dealt with.
- Ensure a Code of Conduct is publicized indicating their zero-tolerance policy towards all bullying/harassment of people with protected characteristics.

2. Transgender people competing:

Cycling New Zealand and its members must not restrict the participation of a transsexual person in competitive sport unless this is strictly necessary to uphold fair or safe competition; any other restriction would amount to direct discrimination.

Cycling New Zealand and its members should treat a transsexual person as belonging to the sex in which they present (as opposed to the biological sex they were born with) unless this might give the transsexual person an unfair advantage, or would be a risk to the safety of competitors. Any negative effect of restricting the participation of transsexual people must be mitigated as far as possible, to permit as much inclusion as is fair and safe.

Cycling New Zealand recognises that consistency with UCI's position is appropriate for international and national competition. UCI have adopted the "Guidelines on sex reassignment" adopted by the IOC in November 2015 – see Appendix 2. **Cycling New Zealand will therefore adopt the IOC's statement with regards to transsexual athletes and their status in international competitions.**

For the time being, the designated point of contact at Cycling New Zealand for all enquiries relating to the participation of transgender or transsexual people in cycling is the Chief Executive Officer who will liaise with Cycling New Zealand's Medical Advisor.

3. Transgender and Transsexual people as Cycling New Zealand employees:

Any discrimination, unfair or unreasonable behaviour, or treatment will be taken seriously and action taken in accordance with Cycling New Zealand Constitution.

See: <http://www.employment.govt.nz/er/minimumrights/transgender/transgenderpeople.pdf> for further information.

APPENDIX 1:

Definitions:

Sex: A person's biological and physical makeup, defined usually as either 'male' or 'female' and including indeterminate sex.

Gender: The social, and cultural construction of what it means to be a man or a woman, including roles, expectations and behaviour.

Gender Identity: A person's internal, deeply felt sense of being male or female (or wherever they find themselves on the gender continuum). A person's gender identity may or may not correspond with their sex.

Gender Expression: How someone expresses their sense of masculinity and/or femininity externally.

Trans People: People who refer to themselves, among other terms, as transsexual, male-to-female, female-to-male, transgender, whakawahine, fa'afafine or tangata ira tane.

Transgender: A person whose gender identity is different from their physical sex at birth.

Transsexual: A person who has changed, or is in the process of changing, their physical sex to conform to their gender identity.

Transitioning: Steps taken by trans people to live in their gender identity. These often involve medical treatment to change one's sex through hormone therapy and may involve gender reassignment/realignment surgeries.

FtM/trans man: Female to Male – someone born with a female body who has a male gender identity.

MtF/trans woman Male to Female – someone born with a male body who has a female gender identity.

In this document the description 'transsexual person' is used in respect of those who transition their role permanently.

APPENDIX 2:

Excerpt from IOC Statement – November 2015

"The IOC Consensus Meeting agreed the following guidelines to be taken into account by sports organisations when determining eligibility to compete in male and female competition:

- 1. Those who transition from female to male are eligible to compete in the male category without restriction.*
- 2. Those who transition from male to female are eligible to compete in the female category under the following conditions:*
 - 2.1. The athlete has declared that her gender identity is female. The declaration cannot be changed, for sporting purposes, for a minimum of four years.*
 - 2.2. The athlete must demonstrate that her total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to her first competition (with the requirement for any longer period to be based on a confidential case-by-case evaluation, considering whether or not 12 months is a sufficient length of time to minimize any advantage in women's competition)."*

http://media.wix.com/ugd/2bc3fc_c2d4035ff5684f41a813f6d04bc86e02.pdf