

AUTHORITY

This Policy is made under Rules 2 and 29 of the Golf Australia (GA) Constitution. Its application by GA is binding in relation to all GA Championships and Events and the allocation by GA of GA Handicaps. This may have implications on Golf Entities and Affiliated Golfers.

This Policy may also be adopted by any Golf Entity including Golf Clubs and apply within their respective jurisdictions. The policy is to be interpreted in accordance with the GA Constitution.

DOCUMENT REVIEW

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1. INTRODUCTION

Golf Australia (**GA**) is committed to providing a safe, welcoming and inclusive sporting environment for everyone regardless of their differences. GA is committed to the inclusion of Trans and Gender Diverse people in golf.

This Policy establishes an eligibility framework with respect to the participation of Trans and Gender Diverse Players in Competitions and in receiving a GA Handicap.

This Policy facilitates and supports Trans and Gender Diverse Players participating in golf and provides guidance around the inclusion of Trans and Gender Diverse people in golf. This Policy also provides guidance to DSD Players wishing to participate in golf.

Players are supported in their election to participate in Competitions in accordance with their Gender Identity, subject to section 3 and to policies of Golf Sanctioning Bodies.

Key words and definitions are set out in section 11.

2. GA HANDICAP

- 2.1. All Trans and Gender Diverse Players and DSD Players may hold a GA Handicap consistent with their Gender Identity, whether or not this accords with the Sex they were assigned at birth.
- 2.2. It is sufficient for the purpose of obtaining a GA Handicap for a Trans and Gender Diverse Player or DSD Player to apply for a handicap in the handicap category with which they feel most comfortable being a GA Men's Handicap or GA Women's Handicap. A GA Handicap will be confirmed once the usual GA requirements to obtain such a handicap are fully completed in accordance with the provisions of the [GA Handicap System](#).
- 2.3. The GA Handicap category in which a Player applies for a GA Handicap cannot be changed, for sporting purposes, for a minimum of four years.

3. PARTICIPATION IN COMPETITIONS

3.1. Handicap Events

3.1.1 There are no gender eligibility restrictions on Trans and Gender Diverse Players and DSD Players competing in Handicap Events and no requirement of an assessment of the medical management of any applicable Transition. A Player may compete in Handicap Events consistent with their Gender Identity, whether or not this aligns with the Sex they were assigned at birth, provided they have been allocated an official GA Handicap.

3.1.2 In accordance with the WHS clubs can directly allocate a GA Handicap outlined in 3.1.1.

3.2. Scratch Events

- 3.2.1 There are no medical eligibility restrictions on Trans and Gender Diverse Players, and DSD Players competing in male Scratch Events and male GA Championships and Events. However, prior to a Trans and Gender Diverse Player or DSD Player commencing competition in these events, the Player must submit a written declaration to the GA Integrity Manager in a form required by GA that their participation in male Scratch Events most closely aligns with their Gender Identity. The declaration cannot be changed, for sporting purposes, for a minimum of four years.
- 3.2.2 Subject to clause 3.3 and 3.4, any Player whose Gender Identity is female or Non-Binary and whose Gender Identity is different to their Sex as assigned at birth or DSD Player is eligible to compete in female Scratch Events under the following conditions:
- (a) The Player's application for approval to play in female Scratch Events submitted pursuant to section 4 is approved by GA in accordance with this Policy;
 - (b) The Player has not previously competed in male Scratch Events for the three years immediately preceding the date on which the Player submitted their application; and
 - (c) The Player complies with all applicable laws, rules and regulations related to the Scratch Event including, but not limited to, the [GA Anti-Doping Policy](#), in particular with respect to the use of testosterone.

3.3. GA Championships and Events – Women's and Girls (Scratch Events)

- 3.3.1 In accordance with the position taken by The R&A, GA has adopted the following in relation to GA Championships and Events for women and girls scratch events:
- (a) Trans and Gender Diverse Players whose Gender Identity is different to their Sex as assigned at birth must meet the following conditions of eligibility to play in GA Championships and Events for women and girls scratch events;
 - (i) The Player must not have experienced any part of male puberty either beyond Tanner Stage 2 or after their 12th birthday (whichever comes first); and
 - (ii) The Player must have demonstrated that they have continuously maintained the concentration of testosterone in their serum below 2.5 nmol/L for a minimum duration of 24 months prior to the date of the relevant GA Championship or Event.
 - (b) DSD Players wishing to participate in GA Championships and Events for women and girls scratch events may participate if their application for approval to play in those events, submitted pursuant to section 4.1, is approved by GA in accordance with this Policy.

- 3.3.2 For the avoidance of doubt, Players who are eligible to participate in women's and girls' championships conducted by other golfing bodies will only be eligible to play in GA Championships and Events for women's and girls' scratch events if they meet the conditions set out in this Policy, regardless of any exemptions into GA Championships and Events that may be available through their performance in other competitions.

3.4. Co-Sanctioned Events

Co-Sanctioned Events are conducted under the rules and regulations of the Ladies Professional Golf Association, Ladies European Tour, United States Golf Association, Women's Professional Golf Association Tour Australasia (WPGATA) and/or The R&A, including in relation to eligibility. Eligibility for these Co-Sanctioned Events is determined in accordance with the applicable rules and regulations of these Golf Sanctioning Bodies, even where the criteria for eligibility differs from this Policy.

4. APPLICATION PROCESS

4.1. Application for Approval to Play in Scratch Events and GA Championships and Events

- 4.1.1. A Player who is eligible to play in:

- (a) female Scratch Events pursuant to section 3 and who seeks to play in a female Scratch Event; or
- (b) GA Championships and Events for women and girls pursuant to section 3.3 and who seeks to play in such an event

(each, an **Applicant**)

must lodge an application for approval with GA (**Application**). An Application must be submitted to GA (including by email to the GA National Integrity Manager (NIM)) using the [Application Form](#) available at <https://www.golf.org.au/policies-and-by-laws>. An Application should be lodged as soon as practicable for an Applicant seeking to play in a female Scratch Event or GA Championships and Events but not less than six weeks prior to the relevant event.

- 4.1.2. The Applicant must provide the following information as is applicable to enable GA to assess whether a Relevant Disparity exists having regard to the particular characteristics of the Scratch Event(s) the subject of the Application:

- (a) For Trans and Gender Diverse Players:
 - (i) Medical records and reports that establish that the Applicant's total testosterone level in serum, has been maintained below 2.5 nmol/L for at least 24 months prior to the date of the Application; and
 - (ii) Seeking to play in GA Championships and Events, evidence that the Player has experienced no part of male puberty either beyond Tanner Stage 2 or after their 12th birthday (whichever comes first); and

- (b) For all Applicants, to the extent available to the Applicant and unless otherwise advised by GA, data over the 24-month period prior to the date of the Application pertaining to the Applicant's Competition results through submission of Competition score cards.

- 4.1.3. GA considers that the presence of testosterone levels above the thresholds set under this Policy would provide an Applicant with a Relevant Disparity in the Applicant's strength, stamina or physique and consequential competitive advantage. An Applicant will not be regarded in breach of this requirement if occasional spikes in their total testosterone levels arise during the 24-month period prior to the date of the Application that are clinically consistent with the maintenance of the Applicant's Transition/Gender Affirmation.

4.2. Assessment of Application

- 4.2.1. GA will convene a Committee of GA persons which comprises members including the:
 - (a) GA National Integrity Manager,
 - (b) GA Head of Governance and Operations
 - (c) GA General Manager Events and Operations
 - (d) GA Head of Golfing Experiences and Handicapping, andA Medical Delegate
- 4.2.2. The Committee will consider and where necessary determine all matters referred to it in connection with this Policy, including determining Applications under this Policy.
- 4.2.3. The Committee may in their absolute discretion appoint other members to the Committee with relevant expertise, including high performance, specific to all aspects of golf, inclusion and social policy.
- 4.2.4. In considering an Application, the Committee will have regard to:
 - (a) All information and data provided by the Applicant;
 - (b) Any evidence of any significant difference or competitive advantage arising from the Applicant's participation in Handicap Events over the preceding 24 months; and
 - (c) Any other information that may indicate whether there is a Relevant Disparity in the Applicant's strength, stamina or physique.

- 4.2.5. The Committee may also have regard to independent legal, medical, gender diversity and/or other expert advice obtained by it as it sees fit and in its absolute discretion in understanding and assessing information provided to it in connection with the Application.
- 4.2.6. In the event that the Committee requests the attendance of the Applicant to appear before it and/or meet with representatives of the Committee to answer any questions in connection with the Application, the Applicant will be permitted to attend such meeting with a support person.

4.3. Decision to Approve Application

- 4.3.1. If the Committee approves an Application, the Committee will inform the Applicant of that final decision pursuant to section 4.3.4.
- 4.3.2. An Applicant who is a Trans and Gender Diverse Player and whose Application is approved, and who subsequently plays in the Scratch Event or GA Championships and Events the subject of the Application, is required to maintain their total testosterone level in serum below 2.5 nmol/L at all times, and may be required to provide reasonable medical documentation or undergo periodic testing to verify their total testosterone level. A medical examination for the purposes of genital verification is not permitted.
- 4.3.3. The Committee may refuse an Application if it is satisfied, acting reasonably, that it has not been provided with sufficient evidence to confirm the Applicant's eligibility to play in the Scratch Event or GA Championships and Events the subject of the Application or that there is a Relevant Disparity in the Applicant's strength, stamina or physique having regard to:
 - (a) The Applicant's maintenance of their total testosterone levels;
 - (b) Incidence of any evidence of any significant difference or competitive advantage arising from the Applicant's participation in Handicap Events in the preceding 24 months; and
 - (c) Any other evidence where the Applicant is a DSD Player of material unfair competitive advantage related to the Applicant's strength, stamina or physique.
- 4.3.4. GA must inform the Player in writing (by letter, email or other written means of communication) of any decision taken under this section 4.3 (**Determination**) by the Committee, the reasons for it and the right to appeal any decision under this Policy. The Player may not participate in any female Scratch Event or GA Championships and Events for women or girls unless they have received confirmation of a Determination that approves the Player's Application.
- 4.3.5. GA may, at its own initiative and at its sole discretion, refer back to the Committee a final decision made under this Policy by the Committee to approve or refuse an Application if it or a Member

Association becomes aware of new information which, if available at the time of making the final decision, may reasonably have affected the outcome of the Application.

4.4. Referrals

- 4.4.1. An Authorised Representative may make an application to refer a Trans and Gender Diverse Player or DSD Player to the Committee pursuant to this section (**Referral**). The Referral must:
- (a) Only be made on the grounds that the Player has a Relevant Disparity having regard to the Player's involvement in Scratch Events or GA Championships and Events;
 - (b) Be made in writing to the GA Integrity Manager using the [GA Referral Form](#);
 - (c) Be made within 24 months from the date the Player commences participating in the relevant Scratch Event or GA Championships and Events; and
 - (d) Detail the Player who is the subject of the Referral and the grounds upon which the Player's participation in the relevant Scratch Events or GA Championships and Events is alleged to be inappropriate having regard to the "strength, stamina or physique" relevant to the competitive sporting activity of such Competitions.
- 4.4.2. Upon receipt of the Referral, the GA Integrity Manager will convene the Committee as expeditiously as possible to consider whether there is any basis for the Referral including if there is a Relevant Disparity between the Player and other Players in the Scratch Events or GA Championships and Events. To determine if there is a Relevant Disparity between the Player and other Players in the Scratch Events or GA Championships and Events the Committee will have regard to information provided to and considered by the Committee in the Application process set out in section 4.1 and 4.2 and any other information that may reasonably assist the Committee determine that a Relevant Disparity does or does not exist.
- 4.4.3. Where the Committee determines that there is no Relevant Disparity between the Player and other Players in the Scratch Events or GA Championships and Events, no further action will be taken in respect of the Player. The Committee may also dismiss a Referral on the basis that the Referral is frivolous or vexatious and not take any further action in respect of the Player.
- 4.4.4. The GA Integrity Manager will not refer to the Committee any second or subsequent Referral lodged in respect of the same Player within the 24 month period referred to in section 4.4.1(c), unless there is new relevant evidence provided as part of the Referral pursuant to section 4.4.1(d). Where there is no new relevant evidence, the GA Integrity Manager will acknowledge the Referral and inform the Authorised Representative that no further action will be taken.
- 4.4.5. If the Committee determines that there is a Relevant Disparity between the Player and other Players in the Scratch Events or GA Championships and Events, the Committee may:

(a) Monitor the Player's participation in the relevant Scratch Events or GA Championships and Events; or

(b) Take any further action as deemed necessary.

4.4.6. In its absolute discretion, the Committee may also have regard to independent legal, medical or other expert advice in order to understand and assess the Player's participation in the relevant Scratch Events or GA Championships and Events.

4.4.7. The Committee may only support the Referral and overturn the original determination made pursuant to section 4.30 if it is reasonably satisfied that there is a Relevant Disparity which may reasonably be regarded to give rise to an unreasonable competitive advantage to the Player having regard to:

(a) The Player's ongoing satisfaction of the requirements under section 4.3.2; and

(b) The performance data of the Player compared with other Players in the relevant Scratch Events or GA Championships and Events that shows evidence of significant difference or competitive advantage.

4.4.8. The GA Integrity Manager will notify the Player of the outcome of the Committee's decision and the reasons for the decision in writing.

4.5. Appeals

4.5.1. Any appeal of:

(a) A Determination not to approve an Application made under this Policy; and

(b) A decision in relation to a Referral,

may be managed as a "Dispute" under the GA Review and Appeals Policy.

4.5.2. All Disputes must be submitted by the parties for determination under the GA Review and Appeals Policy before commencing any proceedings relating to the Dispute or becoming a party to any such proceedings in a court of law.

5. GUIDELINES ON ISSUES RELEVANT TO TRANS AND GENDER DIVERSE PEOPLE

5.1. Language and Gender Identity

Administrators, Players, coaches, officials and other people in golf should seek at all times to use language that is respectful and inclusive, including by referring to all people, including those who are Trans and Gender Diverse, by the name and pronoun they use (e.g., she/her; he/his/him; they/them).

5.2. Uniforms

- 5.2.1. Players and other people involved in golf may wear a uniform that is comfortable for them, of their choosing as it aligns with their Gender Identity.
- 5.2.2. Notwithstanding section 0, when participating in team-based Competitions, a Player's uniform should abide by the wider GA and Competition attire rules aligning with their Gender Identity, with designs and colours being as consistent as possible with that of their respective team.
- 5.2.3. Those people requiring uniforms in relation to their involvement in golf (for example, Players, staff, officials, volunteers) are to be provided with an appropriate range of uniform styles and sizes to select from, suitable for different body types and shapes.
- 5.2.4. For Competitions, other events or practice that do not require a team uniform, people are encouraged to wear suitable attire that aligns with their Gender Identity and are comfortable for them.

5.3. Facilities

- 5.3.1. GA recognises the existing difficulties faced in having adequate access to facilities including changeroom and shower facilities for people involved in golf that are Trans and Gender Diverse but is committed to a facilities improvement process to enhance Trans and Gender Diverse inclusion and participation.
- 5.3.2. GA supports the right of people to use the changing and bathroom facilities which best reflects their Gender Identity.
- 5.3.3. GA and affiliated organisations should consider options to create inclusive spaces by:
 - (a) Changing signage on some facilities to be gender-neutral;
 - (b) Modifying changerooms and bathrooms to create private spaces (room dividers, shower curtains etc.); and
 - (c) Ensuring all changerooms have appropriate waste disposal.
- 5.3.4. Where new facilities are built or upgrades are taking place (whether in consultation with Clubs, councils or others), GA supports options to create inclusive spaces by:
 - (a) Creating private spaces so that all people can use the facilities safely and comfortably; and
 - (b) Providing adequate gender-neutral spaces.

5.4. Member Registration

- 5.4.1. Participant registration must be gender inclusive and align with recommended gender indicators. As an example, when registering to become a member of a Club, each person should have the option of selecting as gender indicators at least: Male, Female, or Non-Binary.

6. DISCRIMINATION, HARASSMENT AND BULLYING

- 6.1. Discrimination on the basis of Sex or Gender Identity is unacceptable and will not be tolerated. Discrimination on the basis of Sex or Gender Identity can include both direct and indirect discrimination and may be unlawful under Commonwealth and State legislation.

- 6.2. "Direct discrimination" occurs when a person is treated less favourably than another person on the ground of:

- (a) Sex or Gender Identity; or
- (b) A characteristic generally associated with a person of that Sex or Gender Identity in circumstances that are the same or not materially different.

An example of direct discrimination would be a Golf Club refusing a Transgender woman's application for membership because of her Gender Identity.

- 6.3. "Indirect discrimination" occurs when a condition, requirement or practice has or is likely to have the effect of disadvantaging people of a particular Sex or Gender Identity, and the condition, requirement or practice is not reasonable in the circumstances.

An example of indirect discrimination would be a Club which only provides male changing facilities. While not expressly excluding females from joining, it indirectly discriminates against females by failing to provide the basic facilities required to use the Club.

- 6.4. Further guidance on Federal, State and Territory laws and exemptions is available through the Australian Human Rights Commission and any State or Territory Human Rights Authority.

- 6.5. Harassment is any type of unwelcome behaviour towards a person that they do not want and that is offensive, abusive, belittling or threatening and is reasonably likely to cause harm to the person. Harassment is unacceptable and will not be tolerated.

- 6.6. Bullying involves a person or group of people repeatedly and intentionally using words or actions, or the inappropriate use of power, against someone or a group of people to cause distress and risk to their wellbeing, whether in-person or online. Bullying is unacceptable and will not be tolerated.

6.7. Any alleged breach of section 6 of this Policy may be Prohibited Conduct under the [GA Member Protection Policy](#) and dealt with in accordance with the procedures contained in the [Complaints, Disputes and Discipline Policy](#) forming part of GA's National Integrity Framework.

7. PRIVACY AND CONFIDENTIALITY

- 7.1. Personal information should only be collected from individuals involved in golf if absolutely necessary and with the individual's consent or, where the individual is under the age of 18, the consent of their parent or guardian, in accordance with the [GA Privacy Policy](#).
- 7.2. GA must:
- (a) Securely store personal information in accordance with privacy legislation and the GA Privacy Policy;
 - (b) Only disclose or use personal information collected if necessary and in accordance with privacy legislation and the GA Privacy Policy;
 - (c) Subject to section 00, not disclose the Gender Identity of a participant without the express consent of the individual; and
 - (d) Ensure correct names and pronouns are used in conversations, databases, documents and correspondence.
- 7.3. All personal information provided by an Applicant to GA (including health information provided to a Medical Delegate) pursuant to this Policy must be treated in strict confidence and consistent with the GA Privacy Policy and must not be disclosed to any person who is not involved in the assessment of, or advising upon, the Application.
- 7.4. GA will accept a legal declaration to verify the name and gender of a participant (e.g., by way of a statutory declaration) where required, in place of identity documents such as a passport or birth certificate where those identity documents are inconsistent with a participant's Gender Identity.
- 7.5. Depending on the circumstances, requesting additional information from individuals who are Trans and Gender Diverse or of Intersex Status may be unlawful. It is unlawful for GA (and Member Associations and Clubs) to request or require a person to provide information if:
- (a) The information is requested in connection with, or for the purpose of doing an act;
 - (b) It would be unlawful in doing that act to discriminate against a person based on their Sex or Gender Identity; and

- (c) People who are of a different Sex or Gender Identity would not be asked to provide the same information.

This includes, but is not limited to, requesting a medical or physical examination, or requesting medical or physical details for the purposes of confirming a Player's Gender Identity.

8. RELATED POLICIES

This Policy should be read and applied in conjunction with the GA National Integrity Framework policies, the [GA Anti-Doping Policy](#), the GA Code of Conduct, the GA Review and Appeals Policy.

9. ANTI-DOPING

- 9.1. Nothing in this Policy is intended to displace applicable World Anti-Doping Agency (WADA) or Sport Integrity Australia codes or guidelines, or the [GA Anti-Doping Policy](#).
- 9.2. Trans and Gender Diverse Players may have treatment that require a Therapeutic Use Exemption depending on the nature of the treatment and level of competition, e.g., a Therapeutic Use Exemption for the use of testosterone by a Transgender male Player in Scratch Events.

10. REVIEW

This Policy will be reviewed at least every 24 months from the date it is first issued and may be amended from time to time to ensure it appropriately reflects research relating to the inclusion of Trans and Gender Diverse people and DSD Players in competitive sport.

11. DEFINITIONS AND GLOSSARY

11.1. Policy Definitions

Anti-Discrimination Laws means:

- Sex Discrimination Act 1984 (Cth);
- Discrimination Act 1991 (ACT);
- Anti-Discrimination Act 1977 (NSW);
- Anti-Discrimination Act 1996 (NT);
- Anti-Discrimination Act 1991 (Qld);
- Equal Opportunity Act 1984 (SA);
- Anti-Discrimination Act 1998 (Tas);
- Equal Opportunity Act 2010 (Vic); and
- Equal Opportunity Act 1984 (WA).

Applicant has the meaning given in section 4.1.1.

Application has the meaning given in section 4.1.1.

Authorised Representative means any:

- Competition referee;
- Chief Executive Officer/State Manager of a Member Association of GA (or their nominee); and
- General Manager of a Club.

Cisgender has the meaning given in section 0.

Club means any golf club that is formally affiliated with GA.

Committee means persons convened to consider Applications in accordance with section 4.2 of this Policy.

Competition means any Handicap Event and Scratch Event.

Co-Sanctioned Event means any event co-sanctioned with GA by any of the Golf Sanctioning Bodies.

Determination has the meaning given in section 4.3.4.

DSD Players means individuals of Intersex Status wishing to play golf in Australia.

GA Championships and Events means any National, State or Club level event organised by, conducted by or played under the auspices of GA and any 'Event' defined or described as such in Rule 7.1 of the GA Constitution.

GA Handicap means the allocation by GA of a golf handicap in accordance with the GA Handicap System.

GA Handicap System means the World Handicap System as adopted by GA in order to issue handicaps to golfers.

Gender Affirmation has the meaning given in section 0.

Gender Identity has the meaning given in section 0.

Golf Australia (GA) is the national sporting organisation and governing body for the game of Golf in Australia.

Golf Sanctioning Bodies means any or all of the Ladies Professional Golf Association (LPGA), Ladies European Tour (LET), United States Golf Association (USGA) The R&A, and/or Women's Professional Golf Association Tour Australasia (WPGATA).

Handicap Event means an Australian golf event or competition in which Players have their GA Handicap applied to their score.

Intersex Status has the meaning given in section 0.

Medical Delegate means a medical delegate appointed by GA from time to time.

Member has the meaning set out in the GA Constitution.

Non-Binary has the meaning given in section 0.

Player means a participant in GA Championships and Events or a person who holds or is wishing to hold a GA Handicap.

Policy means this GA Gender Policy.

Prohibited Conduct means conduct proscribed by the GA Member Protection Policy and any other National Integrity Framework policy.

Relevant Disparity means a relevant and significant disparity in a Player's strength, stamina or physique when compared to other Players in the relevant Scratch Event or GA Championships and Events which may reasonably be regarded to give rise to an unreasonable competitive advantage to the Player.

Sex has the meaning given in section 0.

Scratch Event means an Australian golf event or competition in which a GA Handicap is not applied to calculate a Player's score.

Tanner Stage means a stage of the medical analysis that denotes the five stages of puberty during which individuals develop secondary sex characteristics. Tanner Stage 2 denotes the onset of puberty. The normal time of onset of puberty ranges from 8 to 13 years old in females, and from 9 to 14 years old in males.

The R&A is a governing body for the sport of golf based in Scotland that sets and enforces the rules of golf, organises championships and provides support and resources for the development of the sport at all levels.

Trans and Gender Diverse has the meaning given in section 0.

Transgender has the meaning given in section 0.

Transition has the meaning given in section 0.

WHA means the World Handicapping Authority, being R&A Rules Limited and the United States Golf Association.

11.2. Glossary

The list of terms below has been developed to assist people to use respectful and inclusive language. A helpful resource for terminology in this area can be found at www.prideinsport.com.au/terminology.

Term	Meaning
Cis/Cisgender	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"
DSD (Differences of Sex Development)	See Intersex Status, below
Equity	The condition or situation in which everyone has fair access to opportunities based on their individual needs and circumstances
Gender	A part of how you understand who you are and how you interact with other people. Many people understand their Gender as male or female. Some may understand their Gender as a combination of these or neither
Gender Expression	An individual's external manifestation of Gender. This can include certain behaviours, voice and speech patterns, names and pronouns used to identify oneself, clothing, personal appearance and social interactions
Gender Identity	Defined in the Sex Discrimination Act 1984 (Cth) 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 birth certificate may include a marker which indicates that the person's designated Sex is female when that person identifies as a man (in other words, their Gender Identity is that of a man)
Homophobia	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"). Homophobia also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their sexuality
Inclusion	Proactive and intentional behaviours that create an environment in which people feel a sense of belonging
Intersex Status, also referred to as Differences of Sex Development (DSD), or Natural Variations of Sex Development	An intersex or DSD person is born with atypical natural variations to physical or biological sex characteristics such as variations in chromosomes, hormones or anatomy. Intersex traits are a natural part of human bodily diversity. Not all intersex people use the term intersex to describe themselves.

LGBTQI+ (or variations)	is an acronym for lesbian, gay, bisexual, transgender, queer/questioning and intersex. It is used to refer collectively to these communities
Misgendering	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.)
Non-Binary	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
Sex	A person's biological sex
Trans and Gender Diverse	Trans and 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
Transgender	Transgender 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. Processes of Gender Affirmation may or may not be part of a Trans or Gender Diverse person's life
Transition/Gender Affirmation	Refers to the social, medical, or legal steps that a Transgender person takes to affirm their Gender Identity. A transition or affirmation may or may not involve medical treatment, including surgeries or hormone therapy. Each transition is different
Transphobia	Negative beliefs, prejudices and stereotypes that exist about Transgender/Trans and Gender Diverse people. You may have heard transphobic language or seen restrictions on the way that people are allowed to express their Gender. Transphobia can also include abusive threats or actual physical violence, sexual harassment and deliberately excluding someone because of their Gender