**Policy for Trans or Transgender Hockey Players**

Livingston & West Lothian Hockey Club is committed to the principle of equality in sport.

The Club aims to ensure that all people within the hockey family, irrespective of their age, gender reassignment, disability, marriage or civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation have a genuine and equal opportunity to participate in hockey at all levels and in all roles.

The Club will ensure that there will be open access to all those who wish to participate in any aspect of hockey activities and that they are treated fairly, equally and with respect.

We use the term **Trans** or **Transgender** to describe those people who, as defined by the Equality Act 2010, share the protected characteristic of gender reassignment and are described in the legislation as transsexual people. We do not include intersex people, androgyny and polygender people, cross-dressing and transvestite people in these terms.

The Club wishes to try, as far as is possible, to permit trans people to compete in their affirmed gender while balancing this with its role in providing fair play and competition and protecting the integrity of women’s, men’s and mixed competitions.

In addition to those wishing to compete, it also has a responsibility to protect those who may be staff, coaches, officials, volunteers or spectators, and who may be trans people, or perceived to be so, or associated with them, such as family members. However, this document focuses only on players, or would-be players, in hockey competitions.

**The terms we use:**

This policy uses several terms associated with trans people and hockey.

We recognise that there are considerable differences in those that are used and we have adopted the following terms.

**Trans or Transgender Person** –

We use the term trans or transgender to describe those people who, as defined by the Equality Act 2010, share the protected characteristic of gender reassignment and are described as transsexual people under the legislation. We use the term trans male or man to describe a female-to-male transsexual person and trans female or woman to describe a male-to-female transsexual person.

We do not include intersex people, androgyny and polygender people, cross-dressing and transvestite people under these terms nor do we include sexual orientation in this.

**Gender Reassignment** –

This is one of several protected characteristics defined in equality legislation (Equality Act 2010) and is the process of transitioning from one sex to another. This legislation prohibits discrimination against a person who is proposing to undergo, is undergoing or has undergone a process, or part of a process, for reassigning their sex. Although it is often associated with medical treatment, this is not a requirement to be protected by the law.

**Affirmed Gender** –

This describes the gender that the person has transitioned to as opposed to that which is assigned at birth, their ‘birth gender’.

**What language we use:**

We would expect everyone in hockey to use the following preferred terms.

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| **Preferred Terms** | **Avoid** |
| • Trans  • Trans Person  • Transgender, Transgendered Person  • Trans Man, Boy or Male  • Trans Woman, Girl or Female  • He, She, Him, His or Hers | • She-He  • He-She  • Tranny |

**Roles and Responsibilities**

All hockey members should:

• Treat the trans person with dignity and respect.

• Welcome the player just as you would any other new attendee or member.

• Accept them in the gender they present; verification of their identity should be no more than expected of any other player.

• If asked, explain that there are no restrictions on playing in domestic hockey competitions or participating in training or informal matches.

• Respect the private and confidential nature of the person’s situation.

• Take your lead from the person, ask their name and use it.

• Agree with the trans person how information is to be shared with others if this is absolutely necessary; this may include a change of name and title and this should be accommodated without prejudice or aggravation.

• Support the trans person with their choice of changing facilities.

• Take prompt and decisive action against anyone in the organisation whose behaviour or language is inappropriate or offensive to or about trans people. Disciplinary procedures should be employed to manage this.

• Ensure a Code of Conduct is publicised indicating your zero-tolerance policy towards all bullying/harassment of people with protected characteristics.

• Ensure that any training the organisation undertakes with regards to equality covers trans people and the policy as well as the general equality policy.

• Avoid making assumptions about the player, either in terms of their sexual orientation or their medical background, take your lead from the information they may, or may not, offer you.

• Be clear about what language to use the language you use, the trans player should be referred to as the sex that they tell you are, i.e. use ‘he’ or ‘she’ as you would with anyone else.