



TRANSGENDER MEMBERS' POLICY

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1. PURPOSE AND SCOPE

- 1.1 Respect for the dignity of other people is a fundamental value of the Scouting movement, and includes ensuring that others feel safe, secure and free from personal and verbal harassment/abuse. The purpose of this Policy is to protect the interests of Adult and Youth Members who are transgender/gender diverse.

2. DEFINITIONS

- 2.1 **Gender** is part of a person's social and personal identity. It refers to each person's deeply felt internal and individual identity and the way a person presents and is recognised within the community. A person's gender refers to outward social markers, including their name, outward appearance, mannerisms and dress. A person's sex and gender may not necessarily be the same. An individual's preferred gender may or may not correspond with the sex or gender assigned at birth and some people may identify as neither male nor female.
- 2.2 **Gender identity** is the label or name one uses to define and identify their gender. It refers to one's sense of being male, female, neither, both or other, as well as our sense of ourselves in regards to our gender, gender role, masculinity, femininity or androgyny. The most common gender identities are male and female, however there are many others in the gender diverse community such as genderqueer, trans man, trans woman, transgender, trans*, sister girl, brother boy, etc.
- 2.3 **Gender expression** refers to the way that a person uses appearance, mannerisms and other personal traits to express their gender. Gender expression can be any combination of masculine, feminine and androgynous traits. Traits which contribute to gender expression can include clothing and accessories, hairstyle, make-up, removal or growth of body hair, development of musculature through exercise, stance and manner of walking and manner of talking. The name, pronouns and titles a person asks others to refer to them by may also be considered a part of the person's gender expression.
- 2.4 **Transgender** (sometimes shortened to "**trans***") is an umbrella term used to describe a wide range of gender identities that differ from the perceived norms associated with biological sex. Transgender is a term that may be used to describe someone whose gender identity does not match their gender they were assigned at birth, someone who identifies as both genders, neither gender or a third gender. Common terminology includes Transwomen (M to F) – referring to those who were born male but identify as female; although many will identify only as female (not transwomen). Transmen referring to those who were born female but whose gender identity is male (F to M); although many will only identify as male and not transmen. Some transgender people seek surgery or take hormones to bring their body into alignment with their gender identity; many do not. Some transgender people change their gender expression to match their affirmed gender; many do not.

2.5 **Gender diverse** describes a person who feels that their gender identity does not align with the specific category of gender they were assigned at birth.

3. POLICY STATEMENT

3.1 The *Sex Discrimination Act 1984* (Cth) prohibits organisations from discriminating on the ground of gender identity or gender history.

3.2 In preventing discrimination on grounds of gender identity, all Members must:

- a) Seek to protect the well-being of all Members, including those who are transgender/gender diverse
- b) Ensure that respectful arrangements are made that consider the needs of transgender/gender diverse Members
- c) Implement strategies to ensure that transgender/gender diverse Members are not discriminated against, either directly or indirectly
- d) Maintain privacy and confidentiality of Member information

4. PROCEDURE

4.1 The Policy and Procedures Committee will prepare a Transgender/Gender Diverse Members Procedure for approval of the Board.

5. REVIEW

5.1 This policy shall be reviewed every three years by the Policy and Procedures Committee, or earlier if directed by the Board. The Policy and Procedures Committee shall provide a report to the Board, together with any recommendations arising from the review. This shall be done in consultation with relevant stakeholder organisations/services and/or peak bodies, such as Living Proud, Freedom Centre, etc.

6 APPROVAL

6.1 This policy was approved by the Board of Scouts WA on 6 February 2017