



TRANSGENDER MEMBERS' PROCEDURE

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1. PURPOSE AND SCOPE

1.1 This Procedure constitutes the formal Transgender/Gender Diverse Youth Members Procedure referred to in section 3 of the Transgender/Gender Diverse Youth Members Policy **approved** by the Board of Scouts WA and must be read and applied together with that Policy. It provides processes intended to protect the interests of Members who identify as transgender/gender diverse.

2. DEFINITIONS

2.1 **Facilities** include toilets, bathrooms, change-rooms and sleeping quarters, including tents.

2.2 **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.

2.3 **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.

2.4 **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.

2.5 **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.

2.6 **Pronouns** are words used to refer to a person other than their name, like they, **she** and he. When a trans* or gender diverse person comes out they may have new pronouns they wish to use.

2.7 **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.

3. REGISTRATION AND AMENDMENT OF DETAILS

- 3.1 Members can register under a name, pronouns and/or gender that differs from the name and/or sex assigned to them at birth. This recognises the choice to use male, female and/or gender neutral pronouns. Scouts WA will require no health, education, legal or documents to 'verify' a person's gender identity; the Member will be viewed as the authority.
- 3.2 Members who choose to identify as a different gender and/or adopt a different name and/or pronoun after initial registration can approach the Branch Memberships Officer to have new name, pronoun(s) and/or gender updated on Scouts WA records, and the changes should be made promptly.
- 3.3 Members may apply to the Chief Commissioner of Western Australia to have any certificates or awards obtained in the course of Scouting to be reissued in a new name.

4. USE OF PREFERRED NAME, IDENTITY AND PRONOUN

- 4.1 Members should be identified according to the name and gender of their choosing.
- 4.2 The pronoun used to describe the Member (he/she, him/her, they/them/their) should be consistent with the gender with which the Member chooses to identify.
- 4.3 In the event that a Member changes his/her/their name and/or gender identity after joining Scouts WA, all relevant parties should be briefed on the new name (unless the Member requests otherwise) and pronouns and make a commitment to adhere to these changes.
- 4.4 Scouts WA recognises that some transgender/gender diverse youth members may wish to use more than one name and/or pronoun for short or long periods of time; this may also be situational for the Member e.g. preferring to use birth name on excursions. This shall be discussed with the individual in private, to enquire about when and where name/pronouns should be used. Preferred name and/or pronoun use as identified by the Member shall be respected and used in all relevant situations.

5. USE OF FACILITIES

- 5.1 The Member should be consulted to determine what arrangements would make

them feel most comfortable with respect to the use of Facilities.

- 5.2 Members should not be required to use the Facilities used by persons of the sex they were assigned at birth if they identify as a different gender.
- 5.3 An assessment of the risk posed to the Member by using the Facilities of their identified gender must be undertaken (e.g. if the Facilities are constructed in a way that the Member's desire for privacy cannot be ensured).
- 5.4 If an identified risk to the Member cannot be satisfactorily eliminated or minimised then other arrangements should be made in consultation with the Member. Alternative arrangements may include using staff or unisex facilities where possible.
- 5.5 The exclusion of Members who identify as transgender/gender diverse from the Facilities of their identified gender must be regularly reviewed to determine its continuing necessity.
- 5.6 If other Members indicate discomfort with sharing single-sex facilities (toilets or change rooms for example) with a Member who identifies as transgender/gender diverse, this should be addressed through relevant education and diversity training. Branch is able to assist in the organisation of such training at the request of a Group.
- 5.7 Scouts WA should endeavour to create gender-neutral and/or single user facilities where practicable.

6. UNIFORM

- 6.1 Members may wear available uniform items that are consistent with the gender with which the Member chooses to identify.

7. PRIVACY

- 7.1 The privacy and confidentiality of Members' information must be ensured.
- 7.2 Adult Members and Volunteers should respond to any external enquiries about Members who identify as transgender with respect for the Member's privacy. Any media enquiries should be referred to the Executive Manager.

8. SUPPORT

- 8.1 Scouts WA will maintain a suite of support resources (pamphlets, flyers, business cards, fact sheets, etc) that are to be readily available for Members, staff and parents. These could include resources from QLife, Living Proud, Freedom Centre, Playgroups with Pride, etc.).
- 8.2 Scouts WA will make the QLife number and website available through MyScout. If a Member requires support in relation to their gender identity, they should be provided with the option to contact QLife. QLife is a national Lesbian, Gay, Bisexual, Trans*, Intersex and Queer (LGBTIQ) telephone (1800 184 527) and webchat (www.qlife.org.au) counselling service. QLife can provide information, referrals and support for people they are LGBTIQ, a parent, friend, family member

or staff / volunteer.

9.0 REVIEW

- 9.1 This procedure 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.