A close up of hitting a ball with a tennis racket

Description automatically generated

**Club Name**

**Gender Equity Policy**

**[CLUB NAME]**

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| **[CLUB NAME]** | **[CLUB LOGO]** |

# **Gender Equity Policy**

*[instructions in red italic text should be overwritten or deleted]*

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| Purpose *The purpose is a short statement that captures what the club wishes to achieve with this policy for its members, community and stakeholders.*  The purpose of the [CLUB NAME] Gender Equality Policy is to make a visible and enduring commitment to Gender Equity and Equality.  Equally, [CLUB NAME] is highlighting the continuing role that it plays to create safe and inclusive environments for everyone within our club and community.  This policy applies to:  All [CLUB NAME] Members, Directors, Staff and Volunteers. |

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| Vision *The vision statement is a short statement that captures the club purpose, its reason for being and the image of the future the club wishes to create. For example, the Tennis Victoria vision is “More people playing tennis, more often, for life”*  [CLUB NAME] vision is ……….. |

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| Policy Goals *These goals describe the range of desired outcomes or what is to be achieved by clubs implementing the policy. Goals 1 – 4 are sourced from Tennis Victoria Gender Equality initiative and Our Watch Sports Engagement Program. Clubs may choose to add additional club specific goals as appropriate.* | |
| 1 | To create a safe, inclusive and equal environment for everyone at [CLUB NAME] |
| 2 | To provide education and raise awareness that gender equity and equality is everybody’s business at [CLUB NAME]. |
| 3 | To promote support of gender equality, rejection of rigid gender stereotypes and the adoption of positive bystander actions by members and stakeholders of [CLUB NAME]. |
| 4 | To embed gender equality practices across [CLUB NAME] on and off the court. |
| 5 | *?* |
| 6 | *?* |

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| Policy Principles and Values *In this section, clubs can describe the important principles that underpin why the gender equity policy exists. Suggested principles are provided, clubs may wish to augment these with club specific items.* | |
| 1 | [CLUB NAME] is visibly demonstrating and communicating its leadership stance on gender equity by enshrining equality, respect and inclusion at all levels of tennis, both on and off the court. |
| 2 | Raise awareness of the importance of creating and sustaining a gender equal club environment with all stakeholders of [CLUB NAME], on and off the court by taking a proactive approach by focusing on inclusive and respectful behaviours. |
| 3 | Encourage all [CLUB NAME] members and stakeholders to embrace the opportunity of a gender equal environment and understand the continuing positive impact it will have for the club and its community. |
| 4 | Provide current and future [CLUB NAME] administrators a measurable framework to regularly self-assess the club’s performance with respect to gender equality, on and off the court, and to take action when needed. |
| 5 | Provide members of [CLUB NAME] the opportunity to raise issues or opportunities related to gender inequity, inclusion or attitudes that are not in line with the clubs policy with club administrators. |
| 6 | A visible demonstration of the [CLUB NAME] values of [VALUE #1], [VALUE #2], [VALUE #3] by embracing and promoting equality and inclusion for all people. |
| 7 | Increase female participation in tennis, on and off the court at [CLUB NAME] by better understanding barriers to participation, particularly in leadership roles, and having robust mechanisms to address complaints, issues and barriers identified. |
| 8 | Enhance the reputation of [CLUB NAME] in the community by being proactive when it comes to female friendly policies, processes, facilities and culture. This includes visual management, social media, websites, marketing and promotions. |

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| Policy Amendments *The club should review the policy and strategic action plan on annual basis for relevance. Any amendments to the policy should be recorded here.* | | | |
| **Review Date** | **Amendment Made** | **By Whom** | **Date** |
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| Policy Approval *The club board must approve the policy and then review on a quarterly basis. A short report (perhaps one page) that tables progress made, can be presented to the management committee or board to facilitate the process.* | | | | |
| **Name** | **Position** | **Comment** | **Signature** | **Date** |
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| Related Policy and Information *Identify and describe the important knowledge that readers of the policy should know. Existing and related club or Tennis Australia/Victoria Policy, club information, information regarding Office Bearers that have accountability for this policy should be included.* | |
| 1 | [Tennis Australia Member Protection Polic](https://www.tennis.com.au/wp-content/uploads/2019/02/TA-Member-Protection-Policy-2019.pdf)y |
| 2 | [CLUB NAME] Code of Conduct |
| 3 | [CLUB NAME] Complaints Management Policy |
| 4 | [CLUB NAME] Governance Structure and Office Bearers |
| 5 | [A Team Effort: Preventing Violence Against Women Through Sport](https://www.ourwatch.org.au/getmedia/eca6b7e3-802f-4e33-9c1e-83fcf32e19d7/A-team-effort-summary-AA.pdf.aspx) |
| 6 | [Working with Volunteers – the legal issues](https://apps.nfplaw.org.au/volunteers/) |
| 7 | [Trans and Gender Diverse Inclusion in Sport](https://www.sportaus.gov.au/__data/assets/pdf_file/0008/706184/Trans_and_Gender_Diverse_Guidelines_2019.pdf) |
| 8 | [The Female Friendly Sport Infrastructure Guidelines](https://sport.vic.gov.au/publications-and-resources/female-friendly-sport-infrastructure-guidelines) |
| 9 | [Women in Sport Recruitment and Retention Guidelines](http://changeourgame.vic.gov.au/leadership-centre/women-in-sport-recruitment-and-retention-guidelines) |
| 10 | [Women in Sport Communication and Marketing Strategies](http://changeourgame.vic.gov.au/leadership-centre/women-in-sport-communication-and-marketing-strategies) |

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| Glossary of Terms *Labels are often very important to people who identify as women or who are gender diverse. Words that fit for one person may not be right for another. Some people may even find particular terms offensive. It’s important to make sure you ask someone the words that are the right ones for them are and don’t assume anyone’s gender or pronouns.* | |
| **Gender** | **Gender** refers to the way in which a person identifies or expresses their masculine or feminine characteristics. Gender is generally understood as a social and cultural construction. A person’s gender identity or gender expression is not always exclusively male or female and may or may not correspond to their sex (Australian Human Rights Commission, 2011). |
| **Gender diverse** | **Gender diverse** is used to recognise people who do not fall within the traditional binary notions of sex and gender (male and female). This may include people who identify as a gender different to their birth sex or as neither male nor female (gender neutral). (Australian Commonwealth Guidelines on the Recognition of Sex and Gender). |
| **Gender equality** | **Gender equality** involves equality of opportunity and equality of results. It includes the redistribution of resources and responsibilities between women, men and those who are gender diverse and the transformation of the underlying causes and structures of gender inequality to achieve substantive equality. It is about recognising diversity and disadvantage to ensure equal outcomes for all and therefore often requires women-specific programs and policies to end existing inequalities. |
| **Gender equity** | **Gender equity** is the process of being fair to women, men and those who are gender diverse. Gender equity recognises that within all communities, women, men and those who are gender diverse have different benefits, access to power, resources and responsibilities. To ensure fairness, strategies must often be available to compensate for women’s historical and social disadvantages that prevent women and men from operating on an equal playing field. Gender equity leads to gender equality, where there are equal rights, responsibilities and opportunities of women and men, girls and boys and those who are gender diverse. |
| **Trans and gender diverse (TGD)** | An umbrella term used to describe anyone whose gender identity or expression is different from that which was assigned at birth or is expected of them by society. This includes those who identify as: trans; transgender; transsexual; genderqueer; non-binary; cross-dressers; Sistergirls, Brotherboys, and other culturally-specific identities; as well as a variety of other gender labels. TGD people may or may not access services to medically transition – this is different for everyone, and there is no requirement for medical transition in order to be transgender and/or gender diverse. |
| **Transgender** | **Transgender** people have gender identities and expressions that differ from their assigned sex at birth (for example, someone who was assigned male at birth and is transgender may be female, genderqueer, non-binary, agender, or any other gender that is not male). Transgender is often used as an umbrella term, either on its own or as part of the larger term ‘trans and gender diverse’, but may also be used as a gender in and of itself. |
| **Non-binary** | **Non-binary** refers to any gender that falls outside of the categories of male and female. It is usually a descriptive term added to gender labels such as transgender/trans and genderqueer, but some people simply use non- binary to describe their genders. Some non-binary people may partially identify with a binary gender, and self-describe as a “non-binary woman” or “non-binary man”. |
| **Gender-neutral pronouns** | **Gender-neutral pronouns** are words that don't specify whether the subject of the sentence is female or male. 'They', for instance, is a third-person pronoun that is gender neutral. Other gender-neutral pronouns include 'them', 'this person', 'everyone', 'Ze', or 'Hir'. If you're not sure which pronoun to use, you can also use that person's name. |