General Club Forum May 2019

Thursday 30 May 2019
6.00 – 7.00pm,
Social Space A, Nona Lee Sports Centre

Agenda

1  Welcome from MU Sport Board                      Professor Richard James

2  Introduction                                        Mr Tim Lee

3  Club Presentation – Presenting to the Board;
    A Rugby Club Perspective                          Mr Sean O'Donnell

4  Club Support Presentation (paper attached)         Mr Rod Warnecke

5  LGBTQIA+ Inclusion Presentation (paper attached)   Mr Chris Bunting

6  Workshop: Being an Inclusive Club                  Mr Chris Bunting

7  Forum Close at 7.00pm

Refreshments and Networking
Club Forum May 2019

Invited Clubs

- Aikido
- Athletics
- Badminton
- Baseball
- Basketball
- Boat
- Cheerleading
- Cricket
- Cycling
- Dancesport
- Dragon Boat
- Fencing
- Football
- Futsal
- Gridiron
- Hockey
- Inline Skating
- Karate
- Kendo
- Lacrosse
- Mountaineering
- Netball and MU Lightning
- Quidditch
- Rugby Union
- Ski
- Snowboard
- Soccer
- Softball
- Surfriders
- Table Tennis
- Taekwondo Rhee
- Taekwondo WTF
- Tai Chi & Wushu
- Tennis
- Touch
- Ultimate Frisbee
- Underwater
- Volleyball
- Water Polo
- Water-ski and Wakeboarding
- Weightlifting and Powerlifting
Purpose

This discussion paper aims to provide the University’s affiliated sporting clubs with a process for the allocation of resources to support approved activities. The process also aims to establish a more equitable, transparent and independent decision-making process to test this allocation.

Background

Sport has been an important part of the student experience at the University of Melbourne for more than 150 years. And the University has supported sporting club programs since the very first clubs were established in 1859. Support, particularly access to facilities and funding to support club and University objectives, is an important function of sporting club affiliation.

Affiliated sporting clubs provide participation opportunities for all members. Some clubs that compete in state-level seasonal competitions and/or national competitions provide high performance opportunities for members. Other clubs provide opportunities somewhere along the participation – high performance continuum. Many factors contribute to where a club and its activities might be positioned along this continuum, and support will be commensurate with this positioning.

This discussion paper has been developed as part of the work undertaken by the Club Support Principles Working Group (CSPWG) in 2018. The CSPWG was established to review historical club support; identify differences in club operating models; determine general principles that can apply to the provision of support; ensure principles align with the University’s Strategic Plan for Sport; and provide feedback on a Club Support Policy. The CSPWG also provided the following recommendation:

Recommendation

1. To establish a Club Advisory Group to provide greater equity, transparency and an independent decision-making process for club support and policy changes that may impact on club operations.

Club Advisory Group

The Club Advisory Group (CAG) will work alongside Melbourne University Sport (MU Sport) to test Club Support principles and how they are applied when allocating and distributing resources to clubs.

The CAG will also review policy that may impact on club operations and provide advice. Nominations from individuals with experience and/or interest in club governance and operations will be sought in accordance with the CAG Terms of Reference (TOR), which will include:

- Being an advisory group of the MU Sport Board
- Providing advice on club support (including facility access and funding)
- Reviewing club feedback and providing advice on policy changes that may impact club operations
- Meeting three times per year

The CAG TOR and a call for nominations will be distributed via a future Club Operations Memo.
Support Process

Current levels of support (facility access and funding) are outlined in the Club Support Schedule of each Club Affiliation Agreement.

Where a club wishes to increase its level(s) of support, the process shall be as follows:

1. Club prepares written proposal outlining the reason for an increase in support
   1.1. Proposal should address student participation and/or performance outcomes and alignment with University’s Strategic Plan for Sport
2. Proposal discussed at Club Annual Strategic Meeting with MU Sport
3. Proposal presented to Club Advisory Group
4. Club Advisory Group considers proposal
5. Proposal supported or declined with budget submission for following year
6. Club notified of outcome with additional resources to be included in the next Club Affiliation Agreement (Club Support Schedule)
7. Support reviewed at next Annual Strategic Meeting

Note: Submissions subject to available funds.

Next Steps

1. Club Support Discussion Paper feedback due by COB Fri 28 June 2019 to Club Coordinator
   thomas.mullumby@unimelb.edu.au
2. Club Advisory Group (CAG) TOR distributed and nominations called for
3. Club Support policy framework distributed with four week feedback period provided
4. CAG confirmed and Club Support policy framework endorsed by MU Sport Board
5. CAG meetings commence.

Discussion Paper prepared by:

Rod Warnecke, Sport Development Manager

27/05/19
Overview
Melbourne University Sport (MU Sport) recognises and celebrates the richness that diversity brings to our sports clubs, teams and programs. As such, MU Sport is committed to providing a safe and welcoming environment to all students and community members regardless of sexual orientation, gender identity or intersex status, and that the provision of all services, programs, competitions and facilities do not discriminate against people based on these protected attributes.

Definitions

<table>
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<tr>
<th>Term</th>
<th>Definition</th>
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<tr>
<td>LGBTQIA+</td>
<td>Acronym referring to the lesbian, gay, bisexual, transgender, queer, intersex and asexual community</td>
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<td>SOGII</td>
<td>Acronym for sexual orientation, gender identity and intersex status, typically used when referring to human rights and anti-discriminatory law</td>
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<tr>
<td>Lesbian</td>
<td>Refers to women who have a primary and romantic attraction to women</td>
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<tr>
<td>Gay</td>
<td>Refers to men who have a primary sexual and romantic attraction to men, as well as women who have a primary sexual and romantic attraction to women</td>
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<td>Bisexual</td>
<td>Refers to a person who is attracted to both men and women</td>
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<td>Transgender</td>
<td>Refers to a person whose gender identity is different to that of which they were assigned at birth</td>
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<td>Queer</td>
<td>A reclaimed word which is adopted by some as a self-identification term to signify that their gender identity, gender expression and/or sexual orientation doesn’t conform to social norms. Historically used as a derogatory term, and its use should be self-determined</td>
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<td><strong>Intersex</strong></td>
<td>A person who is born with biological (physical, hormonal or genetic) characteristics which do not meet medically defined norms for female or male bodies</td>
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<td><strong>Asexual</strong></td>
<td>A sexual orientation generally characterised by not having an attraction to people of any gender</td>
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<td><strong>Gender Identity</strong></td>
<td>An individual’s sense of their own gender. Being self-determined, all gender identities are valid and are not a source for discrimination</td>
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<td><strong>All-gender facilities</strong></td>
<td>A private change room with bathroom facilities free to be used by someone who identifies as any gender (man, woman, non-binary, agender etc.)</td>
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<td><strong>Homophobic behaviour</strong></td>
<td>Discriminatory behaviour driven by homophobia, an irrational hatred to or aversion of people who are homosexual (gay or lesbian) or who are perceived to be homosexual. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard</td>
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<td><strong>Biphobic behaviour</strong></td>
<td>Discriminatory behaviour driven by biphobia, an irrational hatred to or aversion of people who are bisexual or who are perceived to be bisexual. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard</td>
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<tr>
<td><strong>Transphobic behaviour</strong></td>
<td>Discriminatory behaviour driven by transphobia, an irrational hatred to or aversion of transgender people or people who are perceived to be transgender. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard</td>
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<tr>
<td><strong>Queerphobic behaviour</strong></td>
<td>Discriminatory behaviour driven by queerphobia, an irrational hatred to or aversion of people who identify as queer or who are perceived to be queer. Includes openly discriminatory or offensive behaviour, as well as a general attitude of intolerance, ignorance or disregard</td>
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<td><strong>Intersexism</strong></td>
<td>When a person of intersex status is treated in a discriminatory way, based on their intersex status</td>
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<td><strong>Direct discrimination</strong></td>
<td>Treating a person less favourably compared to another person in the same circumstance because of a personal characteristic e.g. the purposeful use of derogatory language when communicating with someone who identifies as part of the LGBTQIA+ community</td>
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**Indirect discrimination**

Imposition of unreasonable requirements, conditions or practice which disadvantages people with a certain personal characteristic compared to other e.g. not providing appropriate changing facilities for people who identify as trans or gender diverse to feel safe which becomes a barrier to participation

**Casual discrimination**

Discriminative behaviour which doesn’t have the intent to cause harm, but regardless can be just as harmful e.g. using the phrase “that’s so gay” when referring to something being inferior to another

**Objectives**

a) To affirm MU Sport’s commitment to supporting the LGBTQIA+ community’s participation in sport
b) To ensure that MU Sport provides a safer and more welcoming environment for LGBTQIA+ individuals by eliminating discriminative behaviour within our services and programs
c) To apply standards that enforce a zero tolerance of discriminative behaviours based on sexual orientation, gender identity, or intersex status
d) To affirm MU Sport’s support of gender affirming practices in sport competitions, programs and operations.
e) To outline MU Sport grievance procedures that are consistent with wider University of Melbourne (UoM) policy.

**Scope**

For the purposes of this policy, discriminative behaviour is inclusive of homophobic, biphobic, transphobic and queerphobic harassment, and intersexism.

This policy applies to:

a) All MU Sport staff, inclusive of permanent, part-time, contractual and casual employees
b) MU Sport affiliated clubs inclusive of their committees, members, coaches, staff, volunteers, and spectators while playing, training or participating in club sanctioned activities
c) Fitness and recreation service staff and patrons, inclusive of members and casual users, whilst using MU Sport facilities and/or participating in fitness and recreation classes

**Policy**

In accordance with the University of Melbourne Student Conduct Policy (MPF1324) and Appropriate Workplace Behaviour Policy (MPF1328), MU Sport upholds a zero tolerance of
discriminatory behaviour towards individuals based on sexual orientation, gender identity or intersex status (SOGII). MU Sport recognises that:

a) Verbal and physical discriminatory behaviour are held equally to account, and both actions are subject to reporting and remediation.
b) Both direct and indirect discrimination exists, and both actions are subject to reporting and remediation.
c) Casual discriminatory behaviours are just as harmful regardless of intent, and as such are equally subject to reporting and remediation.

In alignment with the Victorian Equal Opportunity & Human Rights Commission guidelines for Trans and Gender Diverse Inclusion in Sport, MU Sport upholds gender affirming practices to facilitate participation of transgender and non-binary people:

a) For single-sex competitions, individuals can participate in the competition which best reflects their gender identity. This is in accordance with the Victorian Equal Opportunity Act, which prevents discrimination against individuals from participating based on their gender identity unless an exception criteria can be demonstrated (see appendix item 7.1)
b) Within MU Sport facilities, individuals have the right to use changing and bathroom facilities which best reflects their gender identity
c) Individuals participating in gender-based sports may wear the club's uniform of their choosing, so long as it abides by wider sporting code attire rules

MU Sport recognises intersex status is separate to gender identity and sexual orientation. In accordance with point 35 of the Darlington Statement, MU Sport aims to encourage participation of intersex people in our sport, fitness and recreation services:

a) In accordance with the federal Sex Discrimination Act, intersex women are able to participate in female-only sporting competitions unless an advantage of strength, speed or stamina can be clearly demonstrated.
b) While separate to gender identity, it is recognised that intersex people may face similar barriers to participation in sport that trans and gender diverse people do. Therefore, the gender affirming practices outlined in 1.4 are aimed to also support participation of intersex people for which they may apply.

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GRIEVANCE PROCEDURES
To protect the safety and wellbeing of LGBTQIA+ individuals, MU Sport strongly encourages reporting of discrimination by victims and/or witnesses. Reports of discrimination can be made directly to the Pride and Diversity Coordinator, who will investigate claims and facilitate remediation processes. Confidentiality will be maintained throughout the grievance procedure to protect the privacy of individuals involved.

The contact details for the Pride and Diversity Coordinator can be found here.

Next Step
Clubs are invited to provide feedback on this draft policy by COB Friday 28 June 2019 to Pride and Diversity Coordinator chris.bunting@unimelb.edu.au.
a) Exceptions under Victorian Equal Opportunities Act and how they relate to single-sex competitions.

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<tr>
<th>Exception criteria</th>
<th>Practical Application</th>
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<td>Strength, Stamina or Physique</td>
<td>Discrimination is lawful if an advantage of strength, stamina or physique of one competitor over another can be clearly demonstrated, specific to the sporting competition in question. If a code is proposing to exclude a trans or gender diverse person on this basis, it is recommended: [\text{To carefully consider the level of competition (i.e. necessity to discriminate at non-elite levels)}] [\text{Seek legal advice on the matter}]</td>
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<td>Progressing to an elite level competition</td>
<td>Discrimination may be lawful if participation in single-sex competition is required for progression to elite-level competition (national or international). This will likely require an exemption from the Commonwealth Sex Discrimination Act.</td>
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<td>Facilitating participation</td>
<td>Discrimination may be lawful when a single-sex competition is designed to facilitate participation of one sex where there have previously been barriers to prevent this e.g. running a women’s AFL competition to encourage women to participate in football. If proposing to exclude trans or gender diverse people on this basis, you may need an exemption from the Commonwealth Sex Discrimination Act and should also consider: [\text{The nature/purpose of the activity}] [\text{The consequences on the person/s you are proposing to exclude}] [\text{If there are other opportunity for people to participate in the activity}]</td>
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(adapted from the VEOHRC guidelines for trans and gender diverse inclusion in sport⁴)