



FOOTBALL  
NSW

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# GENDER DIVERSITY POLICY

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## INTRODUCTION

This Gender Diversity Policy (**Policy**) sets out Football NSW's (**FNSW**) position on the participation of Transgender, Non-Binary and Gender Diverse people in the following competitions for the 2024 season:

- NPL NSW Women's Competition (First Grade and Reserve Grade);
  - FNSW League One Women's Competition (First Grade and U20s); and
  - FNSW Girls' Youth League One Competition (U18 only),
- each a **Relevant Competition**, and together the **Relevant Competitions**.

This Policy is intended to establish a Policy for the inclusion of Transgender, Non-Binary and Gender Diverse Players in the Relevant Competitions for the 2024 season or, if Football Australia (**FA**) introduces a National Policy prior to the end of the 2024 season of the Relevant Competitions, until such time as FA introduces a National Policy.

FNSW remains committed to supporting the inclusion of Transgender, Non-Binary and Gender Diverse people in Football. FNSW intends that Gender Diverse Players who are registered to play Football in the gender competition which best suits the Player's Gender Identity shall be supported to play in a safe and inclusive environment. This requires an appropriate balance to be reached between the interests of inclusion and ensuring a fair and safe competition for all.

This Policy has been developed with reference to the Australian Sports Commission's 'Transgender & Gender-Diverse Inclusion Guidelines for HP Sport', published in May 2023, and consultation undertaken by FA as part of the development of the National Policy, which has included consultation with:

- Pride in Sport;
- the FNSW community, by way of an online survey and a consultation session at FNSW's offices, attended by representatives of Relevant Clubs;
- Associate Professor Ada Cheung; and
- Professor David Handelsman.

Discrimination or harassment of players engaging in Football is not tolerated at any level of the Game. Australian Federal and State legislation prohibits discrimination against a person on the basis of their Sex or Gender Identity, including in sport. However, an exemption arises under the Sex Discrimination Act 1984 (Cth) to permit discrimination in sport on the basis of sex, gender identity or intersex status where the relative difference in strength, stamina or physique of a player is significant in the sense that it has a considerable effect on their ability to compete.

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## TABLE OF CONTENTS

1. PURPOSE .....	4
2. BACKGROUND .....	4
3. LEGAL FRAMEWORK.....	5
4. FIFA.....	5
5. SCOPE .....	6
6. ELIGIBILITY.....	7
7. ASSESMENT PROCESS .....	7
8. ASSESSMENT PROCESS – MONITORING .....	9
9. CONSEQUENCES TO PLAYER AND TEAMS .....	10
10. APPEAL BY A PLAYER .....	10
11. EXPERT PANEL PROCEDURAL MATTERS.....	11
12. PRIVACY AND PERSONAL INFORMATION .....	12
13. ANTI-DOPING PROVISIONS.....	13
14. HARASSMENT, DISCRIMINATION OR BULLYING.....	13
15. VICTIMISATION.....	14
16. RELATED DOCUMENTS.....	14
17. AMENDMENT AND INTERPRETATION OF THIS POLICY .....	14
18. DEFINITIONS .....	15

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## 1. PURPOSE

This Policy is intended to establish a policy for the inclusion of Transgender, Non-Binary and Gender Diverse Players in the Relevant Competitions for the 2024 season or, if Football Australia (FA) introduces a National Policy prior to the end of the 2024 season of the Relevant Competitions, until such time as FA introduces a National Policy.

## 2. BACKGROUND

- 2.1 FNSW is committed to providing welcoming, inclusive and supportive places for all people to play Football.
- 2.2 This Policy has been developed on the understanding that Football is a sport in which aspects of strength, stamina and physique are relevant.
- 2.3 The presence of testosterone at levels above 2.5nmol/L in the serum of a Player who was not assigned female Sex at birth would provide such Player with a relative advantage in terms of their strength, stamina and physique compared to Players who were assigned female Sex at birth.
- 2.4 FNSW recognises that research, insights and opportunities for the inclusion of Transgender, Non-Binary and Gender Diverse people in sport are ever evolving and will identify any opportunities for improvement that require amendments to this Policy.
- 2.5 FNSW acknowledges the understanding of Gender continues to evolve and that an individual's Gender Identity is not fixed and instead exists on a spectrum. FNSW acknowledges that whilst people tend to use the terms "Sex" and "Gender" interchangeably, the two terms, while connected, do not have the same meaning.
- 2.6 FNSW recognises that a Player's Gender Identity is a personal experience, and that each Transgender, Non-Binary and Gender Diverse Player will have their own transition and/or affirmation journey.
- 2.7 FNSW will use its best endeavours to support Players to participate in the Relevant Competitions in accordance with the individual Player's Gender Identity, subject to this Policy.
- 2.8 When applying this Policy, FNSW will endeavour to provide the following support to a Player on an individual, case-by-case basis in order to protect and maintain the integrity of the Relevant Competitions as well as the health, wellbeing and privacy of the Player:

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- 2.8.1 support services whilst any process outlined in this Policy is being undertaken, as requested by the Player to the FNSW Head of Legal & Governance.
  - 2.8.2 a support person to provide Transgender, Non-Binary and Gender Diversity advocacy, education and support to the Player and FNSW as requested by the FNSW Head of Legal & Governance.
  - 2.8.3 guidance concerning the relevant anti-doping policies, Therapeutic Use Exemptions, sports science medicine principles and high-performance analysis principles, as applicable and as requested by the Player to the FNSW Head of Legal & Governance.
  - 2.8.4 reimbursement for reasonable expenditure incurred by the Player as a direct result of additional tests and/or expert reports required (if any) outside of providing initial medical and other relevant information to FNSW.

### 3. LEGAL FRAMEWORK

- 3.1 FNSW is committed to ensuring the rights of all participants are respected and acknowledges that the federal *Sex Discrimination Act 1984* (Cth) prohibits unlawful discrimination on the basis of sex and gender identity in certain areas of public life.
- 3.2 The development of this Policy recognises the application of the *Sex Discrimination Act 1984* (Cth) and was informed by the Australian Sports Commission's '*Transgender & Gender-Diverse Inclusion Guidelines for HP Sport*'.
- 3.3 This Policy relies on the exception provisions in the *Sex Discrimination Act 1984* (Cth) and *Anti-Discrimination Act 1977* (NSW) to permit discrimination in competitive sporting activity. FNSW has satisfied itself that the disparity between the relative strength, stamina and physique of Transgender, Non-Binary and Gender Diverse people has an appreciable effect on their ability to compete.

### 4. FIFA

- 4.1 FNSW recognises that the position on Player eligibility set out in this Policy is different to the position on eligibility set out in FIFA's Gender Verification Regulations (as adopted on 30 May 2011) (**FIFA Gender Verification Regulations**).

4.2 The FIFA Gender Verification Regulations apply to 'every match and competition organised by FIFA' (that is 'FIFA preliminary competitions as well as FIFA final competitions' (see reg 4 of the FIFA Gender Verification Regulations)).

4.3 For the avoidance of doubt, Players must comply with the FIFA Gender Verification Regulations (rather than this Policy) in respect of any matches or competitions organised by FIFA in which they play.

## **5. SCOPE**

5.1 Subject to clause 5.2, this Policy applies to all Players.

5.2 Clause 6 (Eligibility) and clause 7 (Assessment Process) of this Policy only apply to Players who are aged 15 years or over and were not assigned female Sex at birth.

5.3 Notwithstanding anything in clause 5.2, clause 6 (Eligibility) and clause 7 (Assessment Process) of this Policy do not apply to any Player who, under medical supervision, has used puberty blockers or anti-androgens continuously since prior to the onset of puberty, and provides reliable evidence of the same to the FNSW Head of Legal & Governance.

5.4 For the avoidance of doubt, this Policy also does not apply to:

5.4.1 coaches;

5.4.2 referees;

5.4.3 support staff;

5.4.4 administrators; and

5.4.5 any other individual who has a non-playing role at a Relevant Club.

5.5 Each Player must comply in full with this Policy and cooperate promptly and in good faith with all reasonable requests of the FNSW Head of Legal & Governance, including, in the case of Players to whom clause 6 (Eligibility) and clause 7 (Assessment Process) apply, by providing the FNSW Head of Legal & Governance with all the information and evidence they request in relation to the determination or monitoring of eligibility under this Policy.

5.6 For the avoidance of doubt, any ineligibility of a Player under this Policy will have no effect on the Player's participation in any competition organised by or under the auspices of FNSW which is not a Relevant Competition.

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## 6. ELIGIBILITY

- 6.1 Each Player to whom this clause applies (as set out in clause 5.2 above), is only eligible to play in any Relevant Competition if the Player's Notice of Intention to Play has been approved by a determination of the Expert Panel (which is to be convened in accordance with clause 11) under clause 7.9.1.
- 6.2 A Player who has had their Notice of Intention to Play approved by a determination of the Expert Panel in accordance with clause 7.9.1 may later become ineligible to participate in the Relevant Competitions in accordance with the terms of clause 8.

## 7. ASSESSMENT PROCESS

- 7.1 Each Player to whom this clause applies (as set out in clause 5.2 above), must lodge a Notice of Intention to Play with FNSW prior to participating in a Relevant Competition.
- 7.2 A Notice of Intention to Play is to be lodged by the relevant Player with the FNSW Head of Legal & Governance via the form available [here](#), who will acknowledge receipt of the application within three (3) Business Days.
- 7.3 The Expert Panel must assess whether the Player's concentration of testosterone in serum has been less than 2.5 nmol/L continuously for a period of no less than 24 months prior to the Player lodging the Notice of Intention to Play with the FNSW Head of Legal & Governance (the **Eligibility Requirement**).
- 7.4 To enable the Expert Panel to assess whether the Player satisfies the Eligibility Requirement, the Player must provide to the FNSW Head of Legal & Governance records of their concentration of testosterone in serum levels for the period of 24 months prior to lodging the Notice of Intention to Play. The FNSW Head of Legal & Governance must share such records with the Expert Panel. The Expert Panel may, at its discretion, not take into account any measurements of serum testosterone levels provided to the FNSW Head of Legal & Governance that were not conducted by means of tandem mass spectrometry.
- 7.5 In making its determination as to whether the Player satisfies the Eligibility Requirement, the Expert Panel may take into account any relevant facts or circumstances including, without limitation:
- 7.5.1 the frequency of testing and levels of testosterone in the Player's serum during the relevant 24-month period and any other monitored period, as well as the level of testosterone in the Player's serum recorded in the Player's latest test (which must be

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- dated no more than three months prior to the Player lodging the Notice of Intention to Play);
- 7.5.2 the results of any pre or post-transition monitoring; and
- 7.5.3 any other supporting documentation or information produced by the Player for consideration.
- 7.6 The Expert Panel may determine the Player meets the Eligibility Requirement notwithstanding occasional spikes in total testosterone levels arise during the relevant 24-month period if the Player is able to demonstrate that:
- 7.6.1 they have undergone regular medical monitoring and assessment during the relevant 24-month period; and
- 7.6.2 the spike is not the result of a deliberate act or omission by the Player to increase their total testosterone levels.
- 7.7 The Expert Panel may make such enquiries or investigations as it considers necessary to make the required determination effectively, including, without limitation, requesting further information from the Player or the Player's medical team and/or obtaining additional expert opinion(s).
- 7.8 In the event the Expert Panel has any concerns about the adequacy of the supporting documentation provided by the Player, it must give the Player fair opportunity to address these concerns before making its determination.
- 7.9 The Expert Panel may determine that:
- 7.9.1 the Player meets the Eligibility Requirement, in which case the Player is eligible to participate in the applicable Relevant Competition; or
- 7.9.2 the Player does not meet the Eligibility Requirement, in which case the Player is not eligible to participate in any Relevant Competition.
- 7.10 If the Expert Panel determines that the Player does not satisfy the Eligibility Requirement, it should specify what further supporting documentation the Player may provide in order to satisfy the Eligibility Requirement in the future. Any Player who the Expert Panel determines does not meet the Eligibility Requirement may resubmit a Notice of Intention to Play after a period of sixty (60) days.



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## 8. ASSESSMENT PROCESS – MONITORING

- 8.1 Players to whom clause 6 (Eligibility) and clause 7 (Assessment Process) apply must maintain a concentration of testosterone in serum of below 2.5nmol/L (**Testosterone Limit**) to be eligible to participate in a Relevant Competition.
- 8.2 FNSW (at FNSW's own cost) may monitor compliance with this Policy by testing of the Player's serum testosterone levels (using tandem mass spectrometry), provided the Player receives seventy-two (72) hours' notice.
- 8.3 If the testing of such Player's serum testosterone levels undertaken in accordance with clause 8.2 above indicates the concentration of testosterone in the Player's serum exceeds the Testosterone Limit:
- 8.3.1 the FNSW Head of Legal & Governance must direct an Expert Panel (convened in accordance with clause 11) to consider:
- (a) whether the concentration of testosterone in the Player's serum does exceed the Testosterone Limit; and, if so
  - (b) whether the concentration of testosterone in the Player's serum exceeds the Testosterone Limit only because of a brief temporary spike in the Player's testosterone levels that was not due to a deliberate act or omission of the Player (together with the above, an **Eligibility Review**); and
- 8.3.2 the Player will be ineligible to participate in any Relevant Competition prior to a determination being provided by the Expert Panel in accordance with clause 8.6.
- 8.4 The Player will be given fair opportunity to provide any explanations or comments to the FNSW Head of Legal & Governance before the Expert Panel provides its determination on the matter pursuant to clause 8.6, and the FNSW Head of Legal & Governance must share such explanations or comments with the Expert Panel.
- 8.5 To assist the Expert Panel with its Eligibility Review, the Player must provide to the FNSW Head of Legal & Governance records of their concentration of testosterone in serum levels for the period since the Expert Panel determined the Player satisfied the Eligibility Requirement in accordance with clause 7.9.1. The FNSW Head of Legal & Governance must share such records with the Expert Panel. The Expert Panel may, at its discretion, not take into account

any measurements of serum testosterone levels provided to the FNSW Head of Legal & Governance that were not conducted by means of tandem mass spectrometry.

8.6 As soon as practicable following a direction to undertake an Eligibility Review in accordance with clause 8.3.1, and the receipt of any explanations or comments (if any) and records provided by the Player in accordance with clauses 8.4 and 8.5 respectively, the Expert Panel may determine:

8.6.1 the concentration of testosterone in the Player's serum did not exceed the Testosterone Limit, in which case the Player is eligible to play in the Relevant Competitions;

8.6.2 the concentration of testosterone in the Player's serum exceeded the Testosterone Limit but only because of a brief temporary spike in the Player's testosterone levels that was not due to a deliberate act or omission of the Player, in which case the Player is eligible to play in the Relevant Competitions; or

8.6.3 the concentration of testosterone in the Player's serum exceeded the Testosterone Limit other than because of a brief temporary spike covered by clause 8.6.2 above, in which case the Player is ineligible to participate in the Relevant Competitions until such time as the Expert Panel determines under clause 7 that they have met the Eligibility Requirement for a new 24-month period.

## **9. CONSEQUENCES TO PLAYER AND TEAMS**

If the Expert Panel determines a Player is ineligible to participate in the Relevant Competitions for the remainder of the 2024 season in accordance with clause 8.6.3 or a Player has participated in a Relevant Competition whilst not eligible to do so under this Policy, or a Player has otherwise not complied with this Policy, FNSW will determine, in accordance with the FNSW Grievance and Disciplinary Regulations, if sanctions and/or misconduct charges ought to be brought against the Player and/or the applicable Relevant Club.

## **10. APPEAL BY A PLAYER**

10.1 A Player may request a review of the following:

10.1.1 a determination of the Expert Panel that the Player is not eligible to participate in the Relevant Competitions made under clause 7.9.2; or

10.1.2 a determination of the Expert Panel that the Player is not eligible to participate in the Relevant Competitions made under clause 8.6.3,

on any of the following grounds:

10.1.3 the Expert Panel acted in a manner that was procedurally unfair to the Player;

10.1.4 the Expert Panel misinterpreted or failed to comply with this Policy or applicable laws;

10.1.5 the Expert Panel came to a determination which no reasonable decision-maker could have come to; or

10.1.6 the Expert Panel was affected by a conflict of interest.

10.2 Any notice to appeal under this clause must be lodged with the FNSW Head of Legal & Governance within fifteen (15) Business Days of the relevant decision. Following receipt of the appeal, the FNSW Head of Legal & Governance will, as soon as practicable, appoint an independent senior lawyer to consider the appeal (the **Appeal Chair**).

10.3 The appeal will be governed by New South Wales law and the procedure for conducting the appeal will be left to the discretion of the Appeal Chair, whose decision will be the full, final and complete disposition of the matter and will be binding on all parties.

10.4 The Appeal Chair shall have the power to order some or all of the costs of the appeal proceedings (including the costs of holding the hearing, the legal and/or travel/accommodation costs of the appeal and/or the costs of any other relevant parties, including FNSW) to be paid by the appealing party if it considers that such party acted spuriously, frivolously, without reasonable cause or otherwise in bad faith. Otherwise, each party to the appeal shall be responsible for their own costs associated with the appeal.

## 11. EXPERT PANEL PROCEDURAL MATTERS

11.1 The Expert Panel is to be convened by the FNSW Head of Legal & Governance as soon as reasonably practicable after the FNSW Head of Legal & Governance receives a Notice of Intention to Play or receives results of random or targeted testing which indicate the Player's serum testosterone levels exceed the Testosterone Limit.

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- 11.2 The Expert Panel must be comprised of:
- 11.2.1 a person who specialises in sports medicine, with more than 3 years' experience and an understanding of inclusion of Transgender, Non-Binary and Gender Diverse people in sport;
  - 11.2.2 a legal practitioner with more than 3 years' experience in the field of sports law; and
  - 11.2.3 a relevant subject matter expert (for example, athlete advocate, anti-discrimination law expert, human rights law expert, or other person with experience and understanding of issues related to the inclusion of Transgender, Non-Binary and Gender Diverse people in sport) determined by the FNSW Head of Legal & Governance.
- 11.3 The FNSW Head of Legal & Governance must appoint a chair of the Expert Panel, on a case-by-case basis.
- 11.4 Unless otherwise stated, and as applicable, the Expert Panel must use the 'balance of probabilities' as the standard of proof.
- 11.5 The Expert Panel convened in relation to an Eligibility Review may (but does not have to) be comprised of the same members who were on the Expert Panel which determined that the relevant Player satisfied the Eligibility Requirement.
- 11.6 The Expert Panel will provide any determination required in accordance with clause 7 or clause 8 as soon as reasonably practicable in all circumstances and in writing with reasons.
- 11.7 FNSW will provide reasonable administrative assistance to the Expert Panel.

## **12. PRIVACY AND PERSONAL INFORMATION**

- 12.1 All personal or health information provided by a Player to FNSW pursuant to this Policy must be treated in strict confidence and must not be disclosed to any person who is not involved in the assessment of, or advising upon, the Player's eligibility to play in any Relevant Competition.
- 12.2 Any public disclosure made by a Player regarding their personal or health information provided by such Player to FNSW pursuant to this Policy may be taken as their implied consent for FNSW to publicly address its decision to accept or refuse eligibility (as the case may be, provided at all times that no confidential information will be disclosed by FNSW).

12.3 Personal information should only be collected from Players if absolutely necessary under this Policy and with the Player's consent, or, where the individual is under the age of 18, the consent of their parent or guardian.

12.4 For the avoidance of doubt, a medical examination for the purposes of genital verification is not permitted under this Policy.

### **13. ANTI-DOPING PROVISIONS**

13.1 For the avoidance of doubt, nothing in this Policy is intended to displace applicable World or Australian Anti-Doping Authority codes, standards or guidelines, or FA's National Anti-Doping Policy or the FIFA Anti-Doping Regulations.

13.2 For the avoidance of doubt, nothing in this Policy will be deemed to permit, excuse or justify any non-compliance with anti-doping requirements including, without limitation, any requirement for a Player to obtain a Therapeutic Use Exemption for the use of a prohibited substance, such as testosterone.

13.3 A Player who medically transitions to a different Gender Identity from the Sex the Player was assigned at birth may need to consider a Therapeutic Use Exemption. By way of background only:

13.3.1 Therapeutic Use Exemptions are administered by the Australian Sports Drug Medical Advisory Committee. Information is available at [www.sportintegrity.gov.au](http://www.sportintegrity.gov.au); and

13.3.2 A Therapeutic Use Exemption is only granted provided there is no unfair advantage given to the Player by taking the substance or using the method.

13.4 The Player will be required to provide a copy of any Therapeutic Use Exemption to the FNSW Head of Legal & Governance.

13.5 A Player may consult with the FNSW Head of Legal & Governance to provide guidance on FA's National Anti-Doping Policy.

### **14. HARASSMENT, DISCRIMINATION OR BULLYING**

14.1 FNSW does not tolerate any form of harassment, discrimination or bullying.

14.2 FNSW has in place policies and codes that address instances of harassment, discrimination and/or bullying.

- 14.3 Without limiting any provision of FNSW's policies and codes, vexatious or frivolous complaints may amount to harassment and will be dealt with in accordance with applicable FNSW policies.

## **15. VICTIMISATION**

- 15.1 Victimization is an offence under Federal and State and Territory legislation.
- 15.2 FNSW does not tolerate any form of victimisation.
- 15.3 A person will be taken to have victimised another person if they threaten to, or do, subject that person to a detriment because they have either made a complaint under Federal and/or State and Territory legislation or under any FNSW code, policy or framework. Instances of victimisation will be dealt with in accordance with applicable FNSW policies.

## **16. RELATED DOCUMENTS**

- 16.1 This Policy is subject to all applicable laws and regulations, including, amongst others:
- 16.1.1 Anti-Discrimination Legislation;
  - 16.1.2 occupational health and safety and work health and safety legislation;
  - 16.1.3 *Privacy Act 1988* (Cth);
  - 16.1.4 FNSW Privacy Policy;
  - 16.1.5 FIFA Anti-Doping Regulations;
  - 16.1.6 FA's National Anti-Doping Policy;
  - 16.1.7 FA's National Code of Conduct and Ethics;
  - 16.1.8 FA's Member Protection Framework
  - 16.1.9 Football NSW Grievance and Disciplinary Regulations; and
  - 16.1.10 the competition regulations applicable to each Relevant Competition.

## **17. AMENDMENT AND INTERPRETATION OF THIS POLICY**

- 17.1 This Policy may be amended from time to time by FNSW, with such amendments coming into effect on the date specified by FNSW. FNSW will provide prior notice of any amendments to this Policy.

- 17.2 The headings used for the various clauses of this Policy are for the purpose of guidance only and shall not be deemed to be part of the substance of this Policy or to inform or affect in any way the language of the provisions to which they refer.
- 17.3 If any clause or provision of this Policy is held invalid, unenforceable, or illegal for any reason, the Policy shall remain otherwise in full force apart from such clause or provision that shall be deemed deleted insofar as it is invalid, unenforceable or illegal.
- 17.4 This Policy applies until the introduction of the National Policy only.
- 17.5 This Policy is governed by and shall be construed in accordance with the laws of the State of New South Wales, Australia.

## 18. DEFINITIONS

- 18.1 FNSW acknowledges that terminology can have an impact on a person's identity, wellbeing and inherent dignity. Using appropriate terminology respects individuality and enhances the visibility of Transgender, Non-Binary and Gender Diverse people in the community.
- 18.2 FNSW recognises that terminology in this area is evolving, The following section provides general guidance on relevant terminology. An understanding of these terms can help prevent discrimination and create an inclusive environment.
- 18.3 Some of these terms reflect terminology used by the Australian Human Rights Commission.
- 18.4 For the purpose of this Policy and unless the context otherwise requires:

Term	Meaning
Anti-Discrimination Legislation	(a) <i>Sex Discrimination Act 1984 (Cth)</i> ; (b) <i>Anti-Discrimination Act 1977 (NSW)</i> .
Appeal Chair	Has the meaning provided in clause 10.2.
Business Day	A day which is not a Saturday, Sunday or public holiday in Sydney, NSW, Australia.
Eligibility Requirement	Has the meaning provided in clause 7.3.
Eligibility Review	Has the meaning provided in clause 8.3.1.
Expert Panel	A panel convened for the purpose of assessing a Notice of Intention to Play.

FA	Football Australia Limited ACN 106 478 068.
FIFA Gender Verification Regulations	The current FIFA Gender Verification Regulations, available at: <a href="#">Gender Verification INHALT E F S D.indd (fifa.com)</a> .
FNSW	Football NSW Limited ACN 003 215 923.
FNSW Grievance and Disciplinary Regulations	The Football NSW Grievance and Disciplinary Regulations, currently available at <a href="#">footballnsw.com.au</a> , as updated from time to time.
FNSW Head of Legal & Governance	The person holding the position of Head of the Legal & Governance Department at FNSW from time to time (including any person acting in that position).
Football	Association football, sometimes referred to as soccer.
Game	The game of Football.
Gender	The way in which a person identifies or expresses their masculine or feminine characteristics. A person's gender identity or gender expression is not always exclusively male or female and may not correspond to their sex.
Gender Diverse	Umbrella term that includes all the different ways gender can be experienced and perceived. By way of example, it can include, amongst others, people questioning their gender, those who identify as trans/transgender, genderqueer, non-binary and gender non-conforming.
Gender Identity	The gender related identity, appearance or mannerisms or other gender-related characteristics of a person (whether by way of medical intervention or not), with or without regard to the person's designated Sex at birth.
Intersex	A person who is born with atypical variations to physical or biological sex characteristics, such as variations in chromosomes, hormones or anatomy. For context, intersex traits are a natural part of human bodily diversity. Not all intersex people use the term intersex to describe themselves.
National Policy	A national policy on the inclusion of Transgender, Non-Binary and Gender Diverse



	people in high performance Football, or of a similar scope, which is to be developed by FA.
Non-Binary	An umbrella term for any number of Gender Identities that sit within, outside of, or across or between the spectrum of the male and female binary. Amongst other things, a non-binary person might identify as gender fluid, trans masculine, trans feminine, agender or bigender.
Notice of Intention to Play	A notice of intention to play submitted to the FNSW Head of Legal & Governance by way of the online form available at <a href="https://footballnsw.com.au/protection-and-safety/gender-diversity-resources/">https://footballnsw.com.au/protection-and-safety/gender-diversity-resources/</a> .
Player	Any person who plays, or intends to play, Football in a Relevant Competition.  For the avoidance of doubt, referees, coaches and other team support staff are not considered Players for the purpose of this Policy.
Relevant Club	Any club that has a team which competes in a Relevant Competition
Relevant Competition	Each of the NPL NSW Women's Competition (First Grade and Reserve Grade), FNSW League One Women's Competition (First Grade and U20s) and FNSW Girls' Youth League One Competition (U18 only).
Sex	A person's biological sex.
Therapeutic Use Exemption	An exemption administered by the Australian Sports Drug Medical Advisory Committee that allows an athlete to use, for therapeutic purposes only, an otherwise prohibited substance or method (of administering a substance).
Transgender	A person whose Gender Identity is different from the sex they were assigned at birth. A person who was originally described on their birth certificate as a male, who now identifies as a woman, may use the labels 'trans', 'trans women' or 'woman'.

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Status:	In force
Approval Date:	Approved by FNSW Board on 20 September 2023
Effective Date:	6 October 2023
Responsibility:	Football NSW Head of Legal & Governance
Version Control:	Version 1
Review Date:	31 July 2024



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