



Inclusive Spaces Policy - Stadium 2000 (Trans Specific)

Introduction:

At Stadium 2000, we strive to create an inclusive and welcoming environment for all members. Recognising the unique needs and identities of transgender individuals, we have developed an Inclusive Spaces policy. This policy is designed to ensure that transgender members feel respected, supported, and comfortable when using our facilities. This document refers to the use of restrooms. By adhering to this policy, we aim to promote a safe and inclusive space where everyone can focus on their recreation / fitness / leisure without fear of discrimination or discomfort.

Definitions	
Gender Identity	An individual's sense of having a particular gender, which may or may not correspond with their birth sex.
Gender Specific	Designated for use by one gender (i.e., male, female).
Gender Neutral Facility	A facility, including but not limited to, restrooms, showers, changing rooms and locker rooms, that is usable by persons of all gender identities and expressions and that is not gender specific. The facility shall provide privacy and security for the individual user.
Restroom	Any public facility equipped with toilets, urinals, or other similar facilities for use by the public for personal hygiene and comfort.
Transgender	A term that describes a person whose gender identity is different from the sex they were assigned at birth. For example, a transgender person who was assigned female at birth may identify as male, a combination of male and female, or neither.



Policy Statement:

1. Respect for Gender Identity

a. Transgender members have the right to use the restroom that aligns with their self-identified gender, regardless of their assigned sex at birth or legal gender marker.

b. Staff and fellow members are expected to use the correct name and pronouns consistent with each individual's gender identity.

c. Sport NZ's Guiding Principles for the Inclusion of Transgender people in Community Sport https://sportnz.org.nz/media/z1rbu0gp/spnz015_gps-for-the-inclusion-of-tg-in-comm-sport-1_3_v3.pdf page 16 states;

Transgender people face many forms of subtle and overt discrimination, bullying, harassment and exclusion. Examples include:

- being told, or asked if, they are in the wrong bathroom and being asked to leave
- having to complete forms and paperwork that are binary in nature
- being asked invasive questions about their bodies
- having team members or players from other teams refuse to play with them
- having their privacy breached (for example, walked in on while in the shower)
- being deliberately deadnamed (referring to a person's name pre-transition) or misgendered (referring to a transgender person using an incorrect gender, for example, based on their sex assigned at birth)
- being intentionally addressed by incorrect pronouns (for example, a transgender woman being referred to as he or him).

2. Privacy and Confidentiality

a. All members shall respect the privacy and confidentiality of others in the restroom facilities.

b. It is prohibited to disclose or share information regarding another individual's transgender status or gender identity without explicit consent.

3. Non-Discrimination

a. Discrimination or harassment against transgender members based on their gender identity or expression is strictly prohibited.

b. Any incidents of discrimination or harassment should be promptly reported to the management for investigation and appropriate action.



4. Accommodations

- a. Stadium 2000 will provide gender-neutral or private changing and restroom facilities, whenever possible, to accommodate individual needs and preferences.
- b. Requests for additional accommodations related to restroom use shall be addressed on a case-by-case basis, with a focus on ensuring inclusivity and comfort for all members.

5. Education and Training

- a. Staff members will receive education and training programs to foster awareness, sensitivity, and understanding of transgender issues and the importance of inclusive restroom policies.
- b. Informational resources will be made available to members to enhance their understanding of gender diversity and to address any questions or concerns they may have.

Implementation and Communication:

1. The Inclusive Spaces Policy will be clearly communicated to all Stadium staff members through training sessions and employee operating procedures.
2. Members will be informed about the policy through new signage in the restroom facilities and other visible locations.

Conclusion:

At Stadium 2000, we are committed to providing a safe, inclusive, and supportive environment for all members, including transgender individuals. This Inclusive Spaces Policy reflects our dedication to creating a space where everyone can focus on enjoying our facility without worrying about discrimination or discomfort. We appreciate your cooperation in upholding this policy and fostering an environment that embraces diversity and respects the identities of all individuals.

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