



Transgender
Equality
Network
Ireland



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TRANS INCLUSIVE SPORTS CLUB GUIDE

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An Roinn Leanáí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



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INTRODUCTION

Despite significant progress in the past years, Ireland remains a place where it is difficult for trans people to lead safe, healthy and integrated lives. TENI is dedicated to ending transphobia, including stigma, discrimination and inequality. TENI engages in activities that promote the equality and well-being of trans people in Ireland in five main areas: healthcare, employment, education, family and legislation.

This document aims to support sport bodies (clubs & organisations) to create safe and inclusive environments for transgender participants and athletes.

TENI is available as a resource for further information, training, or to review documents or policies.



TERMINOLOGY

Here's a list of terms to help guide you in understanding some of the things you may encounter when engaging with trans players. This list is not exhaustive but is meant to be a gateway for you to explore further.

Assigned Sex:

The designation of a person at birth as either male or female, based on biology and anatomy.

Cis/Cisgender:

Someone whose gender aligns with the sex they were assigned at birth.

Deadname:

The birth name of someone who has changed their name, a term sometimes used by the trans community.

Gender Identity:

The personal sense of one's own gender (the knowledge that you are a man/woman/non-binary etc).

Gender Dysphoria:

Distress caused by a mismatch between someone's gender and their sex assigned at birth or how they are, or feel they are perceived.

Intersex:

An umbrella term used for a variety of conditions whereby either internal or external reproductive organs, chromosomes or hormone levels do not fit the typical definition of male or female. This definition uses a medical model however, it is important to recognise that some people proudly identify with this term.

Non-Binary:

An umbrella term covering a wide range of genders which are neither male or female.

Out:

The state of a person being open about a particular aspect of their identity either in general, or with a particular group of people.

Outing:

The act of revealing an aspect of somebody's identity to somebody they are not already out to.

Pronouns:

Used to refer to a person other than their name (e.g. he/him, she/her, they/them). If you are unsure of someone's pronouns, just ask. Apologise if you get it wrong, correct yourself, and then move on.

Trans/Transgender:

An umbrella term for those whose gender does not align with the sex they were assigned at birth. Gender identity does not match their sex assigned at birth.

BACKGROUND

Despite significant progress for the LGBTQ+ community in the last number of years in terms of legislation, policies and national strategies to protect the community, sports is still an area that is not inclusive for trans people. The 2015 US Transgender Study, with over 27,000 respondents, found that transgender people are typically less likely to participate in sport, less likely to continue in sport, and more likely to face bullying and harassment than others within a given sport. This results in worsened health outcomes and increased social isolation.

Most entry level into sports is through schools, but they have been shown to not be a safe place for the LGBTQ+ community. In 2022, Belong To, in partnership with the Teachers College, Columbia University, conducted the School Climate Survey to understand the lived experiences of LGBTQ+ youth in schools in the Republic of Ireland. The key findings from the survey highlighted a number of issues within the school environment. From a sample size of 1208 LGBTQ+ young people:

76%

of LGBTQ+ students feel unsafe at school.

69%

of LGBTQ+ students hear homophobic remarks from other students.

58%

of LGBTQ+ students hear homophobic remarks from school staff.

1 IN 3

LGBTQ+ students skip school to avoid negative treatment because of them being LGBTQ+.

LGBTQ+ students avoid certain spaces and activities due to safety concerns:

- Bathroom - 45%
- PE - 39%
- Sport Facilities - 29%
- Locker Rooms - 28%
- Lunch Area - 22%

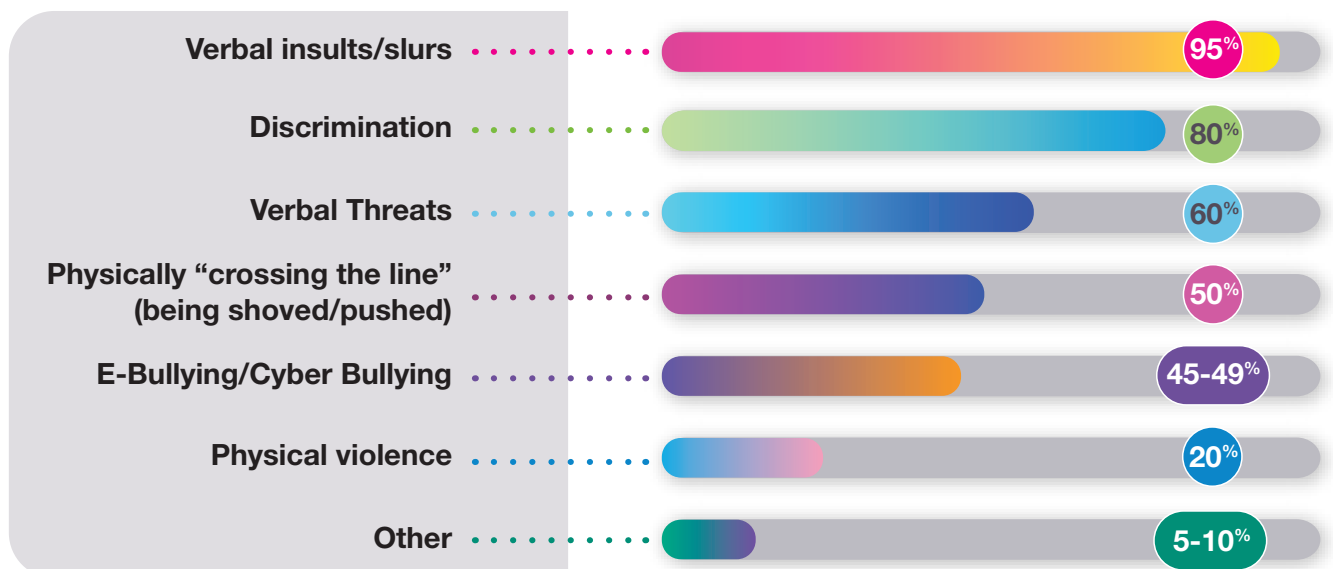
1 IN 10

LGBTQ+ students are unsure they will complete the Leaving Certificate.

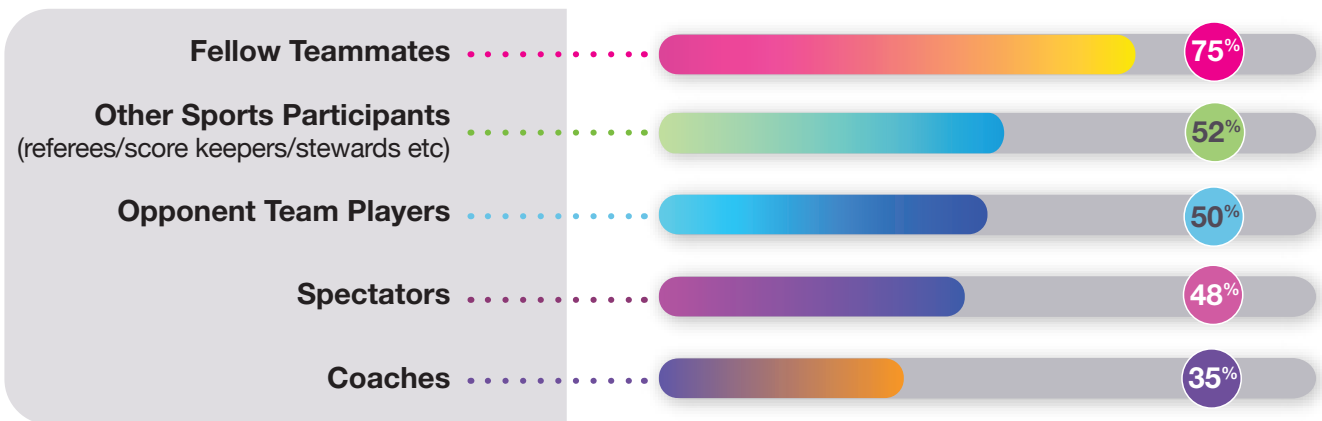
This is further emphasised for young transgender and non-binary kids and adolescents. *The post-primary school experiences of transgender and gender diverse youth in Ireland* by McBride et al (2020) highlights a number of overlapping challenges that negatively affected trans and gender-diverse young people’s physical and mental health, sense of safety within the school, and ability to participate fully in education such as:



In 2018, the Outspport Survey asked 49 LGBTQ+ people, from 28 EU states, who had dropped out of sports about the type of negativity they had experienced. They were able to break it down to 7 types of discrimination and harassment that the former athletes experienced:



The survey asked a follow up question to the participants about who the most frequent sources were for the negativity they experienced:



The struggles that trans and non-binary people have experienced with sports have also been found within other sporting environments, such as clubs and community groups. *“People have a knack of making you feel excluded if they catch on to your difference”: Transgender experiences of exclusion in sport*” by Hargie et al (2016) This study looked into the experiences of 10 trans people in relation to sport and physical activity. They found 4 interconnected themes based on the participants responses that support the findings above:

- 1) Intimidating nature of changing/locker rooms - feelings of anxiety having to “fit in” in the gendered changing rooms, fearing how other people might react seeing them change, and if the person had not yet socially transitioned, they were required to use the changing room based on their sex assigned at birth.

‘I got to the stage I wouldn’t, couldn’t go to the gym anymore because I felt I was violating everybody else in the changing room ‘cause I’m a guy and like everybody else is a woman.

(Paul, trans man)



2) Negative sports experiences from school - feeling alienated from team sports, having to fit into gender stereotypes and expectations of body “normality”, and the negative role teachers played in shaping and enforcing exclusionary sports environments.

One of my very early memories from school is asking the headmaster if I could play netball with the girls rather than football with the boys and it was met with a rather curt refusal, a very intense refusal. That established very early on in my life that what I was feeling inside was wrong.

(Joanne, trans woman)



3) Difficulties of appearing in public - feelings of fear and marginalisation for simply walking in public, fear of being publicly “outed” and being treated differently, and fear of socialising in a group due to the belief that being together made their difference more noticeable.

People have a knack of making you feel excluded if they catch on to your difference.

(Sandra, trans woman)



4) Impact of their exclusion from sport - trans people reported widespread embarrassment, complaints, or bans while trying to play on gendered sports teams. They also reported that negative social and psychological experiences in terms of socialising and forming relationships, and lower income levels and increased costs associated with transitioning, meant that taking part in sports was a lower priority. One of the participants spoke about how she was forced to give up her dance classes, which she had been pursuing for 14 years, after she made it known to people that she would be attending as a woman in future.

People are saying, 'Go for it, If people can't handle you, that's their problem'. But they're not me. They're not the ones standing there when someone's saying 'Sorry I'm going to have to ask you to leave the class'. They're not the ones suffering the humiliation.

(Danielle, trans woman)



A systematic review of all research into trans participation in sport conducted 2011-2021, commissioned by the Canadian Centre for Ethics in Sport, notes that research emphasises biological differences between transgender people and cisgender people, with little to no recognition of the differing sociocultural factors for transgender people, and that sports policy has operated to exclude or restrict transgender people's access to sport (Canadian Centre For Ethics In Sport, Research Hub For Gender Equity In Sport E-Alliance, Félix Pavlenko, 2022 [hereafter, Pavlenko, 2022]). Transgender people, but particularly transgender women, have much less access to sport and exercise than cisgender people of any gender. As corroborated in the research highlighted above, while a transgender woman may have more testosterone than a cisgender woman, for example, she may have also struggled with gender dysphoria, anxiety or depression throughout her teen years, was unable to participate in sport, and is facing fears around bullying or rejection in approaching sport as an adult. The review recommended that sociocultural considerations be weighed equally with biomedical differences.

Sport is for everyone, and access to sport is recognised as a human right under the UN International Covenant on Economic Social and Cultural Rights. Sport contributes to individual health, wellbeing, and quality of life. Through sport we develop our physical abilities, socialise, and participate in community life. We believe that everyone should have an equal opportunity to experience the benefits of sport and healthy activities. All people, regardless of identity or expression, should be able to participate in sport.



POLICY LANDSCAPE

Some sport governing bodies have created policies relevant to the participation and inclusion of transgender people in sport. Relevant policies might include a Transgender Participation policy, other Equality, Diversity, and Inclusion policies, and Anti-Bullying policies.

Where a sports body has created a Transgender Participation (or relevant equivalent) policy, sports clubs should check this policy and ascertain any participation criteria for trans people in competitive sport. These may apply differently to transgender women, transgender men, and non-binary people; they may refer to specific levels of competition; and may include any number of criteria to be satisfied. These should be communicated to the trans person at an appropriate time, and in private conversation. These criteria may be perceived by the trans player as a barrier or restriction, and may curtail their advancement in the sport, so this conversation should be approached with sensitivity and empathy.

To provide some context on the landscape around trans participation policies, most participation criteria are developed to manage concerns over perceived biological advantages, or perceived safety concerns associated particularly with transgender women participating in women's sports. Both of these concerns are based on the assumption that transgender women are always taller, stronger, and/or faster than other women. While some transgender women may be taller or stronger than other women, there is a natural variance across the body types of all women, and research has demonstrated that differences between average transgender and cisgender women fall within the variance already existing between cisgender women (Pavlenko, 2022). With regards to competitive advantage, strength and stamina may not be a relevant factor in any given sport as different sports require different skill outputs from participants. The Australian Human Rights Commission recommends that if strength, stamina and physique are relevant factors, competitive sport could be categorised or assessed on these factors and not on the basis of gender identity (Australian Human Rights Commission, 2019). The systematic review commissioned by the Canadian Centre for Ethics in Sport found that transgender women who have undergone testosterone suppression have no clear biological advantages over other women in elite sport - never mind lower competition or recreational sport (Pavlenko, 2022).

Similarly, safety concerns can be mitigated by building in increased safety parameters that protect all players, rather than singling out individuals based on gender. The conversation about safety with regards to transgender players tends to focus on the hypothetical threat posed by transgender women to other women, and obscures the very real and present threats to the health and wellbeing of trans women through transphobic harassment, sexual and physical violence (Gill-Peterson, 2024); poor mental health (James et al, 2016); and poor physical health indicators such as heart health (Connelly et al, 2019) and bone density (Giacomelli and Meriggiola, 2022).



SUPPORTING TRANS PLAYERS

What is an Ally?

An ally is someone who supports and advocates for the equal treatment of a community other than their own. Allies use their position of privilege to amplify the voices of marginalised people and raise awareness of injustice.

What do I do when a player comes out to me?

Thank the player for telling you, appreciate their courage in sharing this with you, and ask them if there is anything you can do to support them. Reassure the player that you support them as the person they are and that you are glad to have them as part of the team.

Respect the player's privacy and never inform someone else that the individual is trans without their consent; this can put them in danger or force them into coming out before they are ready to do so. This includes being cautious talking about trans issues with them in non-private settings.

Names, pronouns, and language use

Respectful use of names, pronouns and correct gendered language is crucial to creating an inclusive environment, upholding the dignity of trans people, and ensuring non-discrimination.

Here are a few ways to establish appropriate pronoun use:

- 1) Role modelling coaches, captains, and players to share pronouns when introducing yourself at the start of the season. This shows that you are aware of the importance of pronouns and allows others to share their pronouns if they want to. An example of how to introduce yourself can be "Hi everyone, my name is John Doe, my pronouns are he/him, and today...". This helps to create an environment for other players to feel comfortable to share their pronouns without you having to ask.
- 2) Encouraging players to let others know if they are using the wrong pronouns, and encouraging open conversation about pronouns and names.
- 3) If you are ever unsure about someone's pronouns, you can simply ask them privately. An example of this can be "Can I ask what pronouns you use?" It's a very polite way of making sure that you refer to the person by the correct pronouns they wish to use. You can also ask a player in a private one-on-one conversation what pronoun they would like to use during training and matches. The player may or may not be comfortable with using their chosen name and pronouns depending on what setting they are in, as they may be out with the team but may not be out to friends and family outside of the sport. It's important to check in with them and see how they want to be referred to in different environments.
- 4) Try to use more gender neutral language when you are talking to a group. Using phrases like "Hi folks/everyone/team" can be used instead of saying "lads/boys/guys/girls" to make sure everyone feels included.

Gendered Environments

Teams

Gender segregation happens differently across different sports, and might apply to training, competition, or both. Where possible, we encourage sport bodies to include more mixed teams and gender-inclusive participation.

Where a sport has only gender-segregated teams, trans participants should be free to choose which team will be best for them after joining the club.

Typically trans men will play on men's teams, and trans women on women's teams, but this is a personal decision that may be informed by the individual's confidence, the extent of their transition to date, and other factors.

Non-binary participants should choose which team is best for them. This decision will usually be based around the comfort and safety of the player, and can only be made by the player (Pride Sports, 2019).

Assigning a player to a team does not create a safe or inclusive space, and will not encourage the player to continue with the sport.

Uniforms

Sports bodies are encouraged to review the uniform/dress code requirements of their sport and be prepared to be flexible in requirements, particularly at club/recreational level.

Trans participants should choose the uniform option that is most comfortable for them – other participants may also want to do this! Expanded options can be useful for participants of different religious and cultural backgrounds, with different disabilities, and with different body types.

We encourage increasing the options available to all participants so that everyone can participate as comfortably and confidently as possible.

Facilities

Trans people should have access to the bathrooms and changing rooms that best align with their gender identity. It is important to note that this may change over time, particularly over the course of an individual's transition. Changing to using a different bathroom or changing room is a personal decision. Some trans people may prefer to use a single-stall or private changing space, and sports bodies should ensure this space is available where possible. Some trans people will want to use gendered spaces, in which case, the club should think about how they can facilitate this while safeguarding the trans person.

Where possible, we encourage sports clubs to provide:

- Both gendered and universal access facilities - can be labelled as "toilet with stall / toilet with urinals";
- Proper privacy features for changing and showering;
- Sanitary items and bins in all facilities.

As with uniforms, these more inclusive practices are based in universal design and ensure greater inclusivity for all, not solely for trans people.

Data and Confidentiality

TENI encourages sports clubs and bodies to review membership/registration forms to ensure they are gender-inclusive.

This can mean:

- Incorporating gender options beyond 'male' and 'female', we recommend including 'non-binary', and a fill-in box;
- Giving space for respondents to list pronouns.

TENI has guidance on developing gender inclusive forms and can assist in reviewing drafts.

Trans individuals should not be required to show any proof of identity beyond what is required for cis people. If the sports body requires proof of identity, some trans people may have a legal name that is different to their social name. This information should be treated as sensitive and kept confidential. Ensure that the social name remains in use in face-to-face interactions and correspondence.

Participants may need to amend their records with the sports body if they change name or other identifier during their time with the sport. This should be done in a timely and effective manner. In our Appendix section we cover information around legal name and gender change processes in Ireland.



WIDER CLUB ENVIRONMENTS

Code of Conduct

Where sports bodies have Codes of Conduct, they typically include clauses specifying that all players will treat each other with dignity and respect. Elements of the Code of Conduct that relate to trans people could include:

- We all treat each other with dignity and respect.
- We will use the correct names and pronouns for our members.
- We commit to creating a safe and welcoming space for all players.
- We have zero tolerance for discrimination and bullying for any reason.

Your Code of Conduct should apply to all of your stakeholders:

- Coaches
- Players
- Spectators
- Volunteers
- Staff and administrators
- Referees and other officials

Reinforcing this message in line with transgender inclusion can be useful in outlining the behaviour that is or isn't acceptable between participants in the sport. Consider having your Code of Conduct on a noticeboard or pin it on any of your messaging platforms.



Club Anti-Bullying Policy

Make sure all your policies relating to anti-bullying are trans inclusive. Using insulting language, inappropriate jokes and nicknames, occurs on the pitch, in training, changing rooms, and the sidelines (Voss et al, 2023; Menzel et al, 2019).

An anti-bullying policy can actively promote the inclusion of marginalised people, including LGBTQ+ people. Your policy can state that all participants are welcome in the club, and that the club seeks to create a welcoming atmosphere. Given that trans people are so often excluded from sports, it can be helpful to state that participation in the club is based on a person's gender identity and not the sex they were assigned at birth. It's important to set out your "no tolerance" approach in relation to transphobic language, discrimination, and name-calling.

Establish a clear complaints procedure, so individuals can feel safe and comfortable in reporting an incident. Your anti-bullying policy should name staff members or volunteers to whom reports can be made. You can set up an anonymous report box or a QR code for players to report incidents without fearing if other players see them speak with the coach/relevant staff member.

A complaints process should:

- Outline how a player can make a complaint regarding any discrimination or harassment they may experience on the basis of their sex or gender identity.
- Outline how the sporting organisation will respond to complaints be fair, effective and confidential (as far as possible), with an option for anonymous complaints.
- Be accessible to children and child-focused.

Working with Parents / Opposing Team / Others

You may have someone who feels safe and supported by your team, but is anxious about playing against another team. Before the game is played, consider having a chat with the opposition coach and let them know that a valued member of the team is trans and that you look forward to having a good game with them. Speak to your own team and make sure that everyone remembers how to behave and how to support each other. Make sure you give the trans players support and act accordingly with your own team and club's policies.

Make sure that all parents, volunteers, and referees are aware of your code of conduct and anti-bullying policy.



Visibility

Transgender, non-binary and other marginalised people will only know that the club is inclusive and welcoming if it is visible.

Here are a couple of things to show how inclusive your group is:

- Wearing Pride and pronoun pins
- Putting up LGBT+ inclusion posters
- Signposting helplines and support groups information
- Displaying flags for Pride and nationalities in your space.
- Code of conduct and relevant policies on display in facilities, websites, and on your social media platforms.



CONCLUSION

DO'S & DON'TS OF TRANS ALLYSHIP

DO:

- Be respectful of other people's identities, backgrounds and experiences.
- Use the right name and pronouns.
- Respect trans people's privacy.
- Introduce your pronouns.
- Use your position - role model using the right name, pronoun, inclusive language.
- Ensure that trans people have access to appropriate facilities and uniforms.
- Interrupt and address any bullying, jokes or hurtful behaviour.
- Develop and maintain a Code of Conduct for all.

DON'T:

- Feel that you need to exactly understand someone else's experience in order to treat them with respect.
- Assume that you'll know if someone is trans - being trans looks different for everyone!
- Ask inappropriate or unnecessary questions about trans people's bodies, hormones, surgeries, previous names, etc.
- Disclose that an individual is trans to anyone else without their consent.

Inclusion Checklist

We recommend linking in with wider policy documents as many of the elements of a trans inclusion policy can apply to other policies working to include people from diverse backgrounds.

Leadership

- Are leaders (directors, employees, coaches) familiar with the experiences of transgender people in their sport, and in Ireland?
- Are leaders/coaches familiar with any relevant policies developed by their NGB (trans participation, anti-bullying, diversity and inclusion)?

Gendered Spaces

- Is there potential for the organisation to facilitate mixed-gender matches or events?
- Are there a variety of uniform options available to people of all genders, body types and needs?
- Are there universal access facilities available alongside gendered facilities?
- Are these adequately signposted and maintained?
- If no to these points, how can these be explored or advanced in future?

Code of Conduct & Anti-Bullying Policy

- Does the club have a code of conduct in place for participants?
- Does the code of conduct explicitly name respectful language, name and pronoun use as a core value for the organisation?
- Does the club have an anti-bullying policy in place?
- Does the anti-bullying policy name transphobia as a form of bullying?

Visibility

- Is the club clear on its commitment to transgender inclusion, and is this apparent to people considering joining the organisation?
- What LGBTQ+/diversity campaigns or events can the organisation support?

Education

- Is there a need for training in this area?
- If so, who is responsible to identify and organise training for relevant participants?

OTHER SUPPORTS

TENI Training

Increasing understanding and awareness can be a key part of developing a more inclusive culture within a sports body.

TENI can support by providing training on trans awareness and inclusion specific to sports environments in an open and non-judgemental learning environment. This training is available to staff, coaches, players and referees, and anyone else relevant. In our sports inclusion training we cover topics such as:

- Terminology that you will encounter when working with the trans community.
- Statistics about young LGBTQ+ people's experiences of sports in Ireland.
- What to do if someone discloses their gender identity and things to consider to make your sports environment more inclusive for trans people.
- Conscious and Unconscious bias.
- The language used in a sports environment, or sports "banter", and how that language can affect trans people wanting to stay involved or leave sports.
- Tips on how to start creating a safe and inclusive environment for trans people.

If you wish to book any training or for more information, you can contact us at office@teni.ie.



Additional Resources

- **Transgender Equality Network Ireland (TENI):** www.teni.ie
- **BelongTo:** www.belongto.ie
- **Athlete Ally, Transgender Inclusion in Sports Resources**
(<https://www.athleteally.org/wp-content/uploads/2021/07/Resource-Document-FINAL.pdf>)
- **Australian Human Rights Commission, Guidelines for the Inclusion of Transgender and Gender Diverse People in Sports**
(https://humanrights.gov.au/sites/default/files/document/publication/ahrc_transgender_and_gender_diverse_guidelines_2019.pdf)
- **Football v Homophobia Scotland:** www.fvhscotland.org
- **Laureus: Sport for Good, A First Steps Guide Toward Transgender and Non-Binary Inclusion in Sport for Development**
(https://laureus-com-editor-files.s3.amazonaws.com/Toolkit_Beyond%20the%20Gender%20Binary%20Guide%202021__.pdf)
- **LEAP Sports Scotland Resources:** (www.leapsports.org/stay-informed/resources)
- **LGBT Youth Scotland: Supporting Transgender Young People**
(www.lgbtyouth.org.uk/media/1344/supporting-transgender-young-people.pdf)
- **Nederlands Olympisch Comité* Nederlandse Sport Federatie' (NOC*NSF), Guidelines for Inclusion of Gender and Sex Diverse Individuals**
(<https://cdn.nocnsf.nl/media/ewpk3pl1/guideline-gender-and-sex-in-sport-online-engels.pdf>)
- **Northern Ireland Human Rights Commission, Including Transgender People in Grassroot Sports**
(<https://nihrc.org/assets/uploads/Including-Transgender-People-in-Grassroots-Sport-Gender-ed-Intelligence-NISHRF-2023.pdf>)
- **Northern Ireland Human Rights Commission, Legalities Regard Trans Inclusion in Sport**
(<https://nihrc.org/assets/uploads/NIHRC-Transgender-inclusion-in-Sport-March-2023-Final.pdf>)
- **Outsport EU** (www.out-sport.eu/research/)
- **Pride Sports, Non-Binary People, Sports & Physical Activity**
(<https://pridesports.org.uk/wp-content/uploads/2019/05/Non-binary.pdf>)
- **Scottish Trans Alliance, Getting Equalities Monitoring Right**
(www.scottishtrans.org/wp-content/uploads/2017/06/getting_equalities_monitoring_right.pdf)
- **TransEDU** (www.trans.ac.uk/ResourcesInformation/Facilities/tabid/7236/Default.aspx)

Support Groups

TENI believes in creating spaces for whole family units to engage in support. We offer parents and young people support and guidance either in person, online or via phone calls.

We also have a variety of support groups.

Contact transparencigroup@gmail.com for the following support groups:

- TransParenCI** - Parent and adult family member support group. Meets once a month in person in Dublin, Cork, Waterford, Galway and Kerry, and online via Zoom.
- Transformers** - Teen support group for ages 13 - 18yrs. Meets once a month in person in Dublin, Cork, Waterford, Galway and Kerry, and online via Zoom.
- TransParenCI Minis** - Parent and adult family member support group for 12yrs and under. Meets once a month online via Zoom.
- Transcend** - Young adult support group for 18 - 24yrs.

For any general queries, contact office@teni.ie



Transgender
Family Support Line
Families Supporting Families
01 907 3707

Signposting service that runs on Sunday from 6pm - 9pm and Tuesday from 10am - 12pm

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APPENDIX

IRISH LEGISLATION

Gender Recognition Act (2015)

The GRA establishes the mechanism by which some trans people can change their legal names and legal genders, and then have this reflected on birth certificates, passports, driving licences and other legal documents. Once a gender recognition certificate has been executed, the new gender becomes the individual's legal gender for all purposes, and the individual can apply for new birth certs and passports with the new name and gender marker. Confidentiality is built into the Act, and under the GRA no one can be required to show a gender recognition certificate to prove their identity.

The GRA is limited to legal male or female gender, currently Ireland has no provision for a legal non-binary gender and non-binary people do not have access to affirming identity documents. Theoretically young people aged 16 and 17 can access legal gender recognition through the Act, but the process involves a psychology assessment and referral, and a court order from Family Court, and so very few young people have been able to access this since the Act was passed.

Deed Poll

The Deed Poll process allows individuals to change their legal name and to have this reflected on all legal documents immediately, other than passports. Changing a name on a passport (other than by gender recognition cert, marriage or divorce cert) requires two years' proof of use of the name. Individuals who do a deed poll to change their names (for people who don't want to change legal gender, i.e. some non-binary people) will be able to update a driving licence immediately but will have to wait two years to change the name on their passport.

Equality Legislation

The Equal Status Acts and Employment Equality Acts prohibit discrimination or differential treatment on the basis of nine grounds of equality (gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community). EU law requires that the prohibition of discrimination on the basis of gender extends to the protection of transgender people, and it has been interpreted this way in relevant case law. While the legislation provides for different treatment on the basis of gender in the case of sporting events, this "only applies where the treatment can be shown to be reasonably necessary in the context of a given event", and does not support blanket bans on trans participation in sport (FLAC, 2022).

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