

2024

# PRIDE IN SPORT



UNSW SPORT  
COMMITMENT TO INCLUSION

2025 SPORT STRATEGY



## PRIDE IN SPORT COMMITMENT

Through sport at UNSW, we will provide an inclusive and safe environment whereby all students, staff and community members can come together in a safe and respectful environment. We are committed to celebrating the LGBTQIA+ community through our values to encourage and support equity, fairness and inclusiveness in all that we do.

## ZERO TOLERANCE POLICY

UNSW Sport has a zero tolerance approach to any form of discrimination, bullying, harassment, or vilification of people based on their race, religion, culture, gender and/or sexual orientation. Homophobia, biphobia, and transphobia is not tolerated within our sport programs, clubs, activities and facilities.

We support the [Darlington Statement](#), which was developed in 2017 by the intersex community and organisations across Australia and Aotearoa/New Zealand.

If you experience any incidents of bullying, harassment, unfair treatment or issues of any concern, you can report the incident(s) to either Arc Sport or UNSW via the links provided.

<https://www.unsw.edu.au/edi/get-involved/be-better-human/report-incident>

<https://www.unsw.edu.au/planning-assurance/conduct-integrity/complaints-unsw>

[https://arclimited.formstack.com/forms/incident\\_report\\_arcsport](https://arclimited.formstack.com/forms/incident_report_arcsport)

## WHAT IS DISCRIMINATION?

### **Interactive homophobia resource (Play By The Rules):**

<https://www.playbytherules.net.au/resources/interactive-scenarios/homophobia-and-sexuality-discrimination>

### **Anti-Homophobia Framework (Pride in Sport):**

<https://www.prideinsport.com.au/content/uploads/2020/01/Anti-homophobia-framework-low-res.pdf>

### **Member Protection Factsheet (Sport Integrity Australia):**

<https://www.sportintegrity.gov.au/sites/default/files/SIA225-0823-6-NIF%20Member%20Protection%20Policy-A-5%20%5BDIGITAL%5D.pdf>

## LGBTQIA+ SUPPORT SERVICES

**QLife** provides anonymous and free LGBTQIA+ peer support and referrals for people wanting to talk about their sexuality, identity, gender, bodies, feelings, or relationships. [qlife.org.au](http://qlife.org.au) T: 1800 184 527

**ACON** provide confidential fee-based short-term counselling (up to 12 sessions) for LGBTQIA+ people seeking support in relation to their mental health and wellbeing. T: Call 9206 2000 to make an appointment.  
[acon.org.au/support-services/pride-counselling](http://acon.org.au/support-services/pride-counselling)

**Intersex Peer Support Australia** is an intersex peer support, information and advocacy group for people born with variations in sex characteristics and their families. [isupport.org.au](http://isupport.org.au)

**Trikone Australia** is a non-profit, volunteer-led social-support organisation for lesbian, gay, bisexual, transgender, intersex and queer (LGBTQIA+) people of South Asian descent living in Australia.  
[trikone.org.au](http://trikone.org.au)

**Black Rainbow** is a national volunteer Aboriginal and Torres Strait Islander LGBTQIA+SB social enterprise in the pursuit of positive health and wellbeing for Aboriginal and Torres Strait Islander Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, Asexual, Sistergirl and Brotherboys (LGBTQIA+SB). [blackrainbow.org.au](http://blackrainbow.org.au)

## CONFIDENTIAL & INFORMAL DISCUSSION

If you wish to contact someone for a confidential and informal discussion regarding LGBTQIA+ matters in your club, group or society, you can contact either of following. This is not a counselling or crisis service, please seek help from the support services listed above or UNSW support services. The following can be contacted at any time during university term time:

**Hayley Stanford, Arc Sport**  
[h.stanford@arc.unsw.edu.au](mailto:h.stanford@arc.unsw.edu.au)

**Roger Carter, UNSW Sport**  
[roger.carter@unsw.edu.au](mailto:roger.carter@unsw.edu.au)

The Queer Officer is not a public mailbox and all conversations are confidential. This email is only accessed during term time.

## LGBTQIA+ INCLUSION TRAINING

### **Pride in Sport Training**

To find out more information or register interest in attending 1.5 hour workshop open to all UNSW Sports clubs and their members, email us [sport@unswsport.gov.au](mailto:sport@unswsport.gov.au). We will be holding a face-to-face training workshop in 2025.

**Ally Training** is available to all UNSW Students and Staff:

<https://www.unsw.edu.au/edi/learning-and-development/lgbtqia-allyship-unsw>

### **Creating an LGBTQIA+ Inclusive Club**

<https://playbytherules.net.au/online-courses/creating-an-lgbti-inclusive-club>

### **Allianz Coach For All**

<https://www.allianz.com.au/about-us/in-the-community/allianz-in-sport/coach-for-all.html>

## DRESS CODES & UNIFORMS

We support athletes/participants and volunteers/staff to dress according to their affirmed gender within our sport/organisation.

Students, club members, staff and all volunteers may wear the uniform of their choosing as it aligns with their gender identity, so long as it abides by wider sporting code attire rules. Individuals requiring uniforms are to be provided with an appropriate range of uniform styles and sizes to select from. If gendered uniforms are necessary, individuals may choose which uniform they would prefer to wear.

## LANGUAGE & TERMINOLOGY

Extensive resources are available through Pride in Sport regarding language and terminology. Further information can be found here:

<https://www.prideinsport.com.au/terminology/>