

La Trobe University Sport: Our Commitment to Open Participation



We are committed to making a positive difference in our community through sport.

La Trobe University (LTU) Sport is dedicated to celebrating our inclusive and diverse community, where everyone feels like they belong. The University recognises people of diverse sexualities, gender identities, and intersex statuses. We are supporting our community by ensuring that everyone can thrive as their authentic selves in a safe, respectful, inclusive environment.

LGBTQIA+ Staff and Students are protected by the following acts, policies and procedures:

- [Staff Transgender and Gender Diverse Policy](#)
- [Diversity and Inclusion \(Staff\) Policy](#)
- [Workplace Behaviours Policy](#)
- [Student Behaviours Policy](#)
- [La Trobe University Code of Conduct](#)
- [Sex Discrimination Act 1984 \(Cth\)](#)
- [Equal Opportunity Act 2010 \(Vic\)](#)

The above acts apply to:

- La Trobe University Staff
- La Trobe University Students
- Coaches
- Umpires and other officials
- Administrators

- Spectators
- Players
- Volunteers

LTU Sport endorses and upholds gender-affirming practices to encourage and facilitate trans and non-binary participation in sport, sports research, fitness, and recreation in alignment with the following guidelines:

- [Victorian Equal Opportunity & Human Rights Commission Guidelines for Trans and Gender Diverse Inclusion in Sport](#)
- [National Guidelines for the Inclusion of Transgender and Gender Diverse People in Sport](#)

In accordance with the above guidelines, the Victorian Equal Opportunity Act, and the Sex Discrimination Act:

- For single-sex competitions, people can participate in the competition which best reflects their gender identity
- For mixed-gender competitions, people can participate in a manner that best reflects their gender identity. Rules for mixed-gender competitions will be applied based on gender identity
- Women with intersex variations can participate in women-only sporting competitions

- Within LTU Sport facilities, people have the right to use changing and bathroom facilities that best reflect their gender identity
- People participating in sports may wear the uniform of their choice as it aligns with their gender identity, so long as it abides by wider sporting code attire rules
- Collection of personal information will be conducted in an inclusive manner, and any information that is collected will be handled with confidentiality

The University is responsible for providing a safe, respectful environment and this means one that is free from discrimination and harassment. Trans and Gender-based harassment and discrimination (including verbal, physical, direct, indirect, and casual discrimination) will not be tolerated. To ensure that the University can remain a safe environment for all, we encourage reporting of behaviour that is harmful and disrespectful by victims or witnesses. Complaints by students can be made through the [Student Complaints Management System](#) and complaints by staff can be made through the procedure outlined in [La Trobe's Collective Agreement](#).