



100 YEARS STRONG

DIVERSITY IDENTITY POLICY

Football is a game that unites families and communities, played by individuals of diverse ages, genders, and nationalities. Canterbury Lions Football Club (CLFC) is committed to fostering inclusivity, providing a safe and fair sport environment where all individuals, regardless of gender identity, can participate with dignity and respect.

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 based on their Sex or Gender Identity, including in sport. However, an exemption arises under the Sex Discrimination Act 1984 (Cth) to permit discrimination in sport based on 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.

INCLUSIVITY

- CLFC is committed to being inclusive, of all people regardless of sex, gender, gender identity, race, cultural background, religion, skin colour, physical or mental disability.
- CLFC will, to the best of our ability, endeavour to find a way for all individuals to participate in all areas of football.

NON DISCRIMINATION

- CLFC, in line with CDSFA, State and Federal legislation, prohibits discrimination based on gender identity, expression, appearance, mannerisms, or related characteristics.
- CLFC places utmost importance on respecting the privacy of an individual's identity.
- CLFC will adhere to the policies and guidelines stipulated by our affiliated governing bodies.

ADDRESSING PERCEIVED ADVANTAGE

- Addressing any perceived advantages or disadvantages related to strength, stamina, or physique should be accomplished by implementing suitable grading systems.
- The policy emphasises that no scientific basis supports the notion that individuals affirm their gender identity to gain a sporting advantage.

SAFETY CONSIDERATIONS

- Instances of rough conduct, bullying, or harassment of any type is not tolerated.
- CLFC emphasises appropriate risk management procedures to ensure the safety and well being of all players, irrespective of their identity.