

BOWLS NEW ZEALAND GENDER DIVERSITY & INCLUSION POLICY

1. Purpose

Bowls New Zealand is committed to providing an inclusive, safe, and respectful environment for all people involved in bowls. This includes transgender, non-binary, takatapui, and gender-diverse individuals. The purpose of this policy is to ensure that everyone can participate in bowls in a manner consistent with their gender identity and expression, free from discrimination, harassment, or exclusion.

2. Scope

This policy applies to all participants in bowls, including players, coaches, officials, volunteers, employees, administrators, supporters, and spectators. It covers all Bowls New Zealand activities, competitions, programmes, and events at club, centre, national, and representative levels.

3. Principles

- Every person has the right to participate in bowls in a way that aligns with their self-identified gender.
- Gender identity and gender expression are protected characteristics.
- Transgender, non-binary, and gender-diverse people must be treated with dignity and respect.
- Inclusion, mana-enhancing practice, and fairness guide all decisions and interactions.
- Privacy and confidentiality must be upheld at all times.
- Discrimination, harassment, or bullying based on gender identity or expression will not be tolerated.

4. Definitions

Sex: Biological attributes typically categorised as male or female.

Gender: Social and cultural expectations associated with masculinity, femininity, or other identities.

Gender Identity: A person's internal sense of their gender, which may be male, female, non-binary, or another identity.

Gender Expression: How a person expresses their gender externally (e.g., clothing, behaviour).

Transgender: A person whose gender identity differs from the sex assigned at birth.

Non-binary: A person who does not identify exclusively as male or female.

Gender Diverse: An umbrella term for identities outside traditional gender norms.

5. Participation

Bowls New Zealand supports participation based on self-identified gender at all community, club, and domestic levels of the sport. Individuals may participate in Women's competitions, Men's competitions, Open or mixed competitions, and Non-binary categories where offered. No medical information, diagnosis, or documentation is required for participation at these levels.

6. Privacy and Confidentiality

All information relating to a person's gender identity, transition, or personal history is

confidential. Clubs and officials must treat all gender-related information as private, only share information with explicit consent, and discuss participation options respectfully and discreetly.

7. Facilities and Uniforms

Bowls New Zealand encourages clubs to ensure facilities and uniforms are inclusive and accessible, including gender-neutral or single-use changing and bathroom options, welcoming signage, and uniform flexibility.

8. Behaviour and Conduct

All members must treat transgender, non-binary, and gender-diverse people with dignity and respect, use correct names and pronouns, avoid assumptions, and address discriminatory behaviour promptly.

9. Complaints and Support

Individuals are encouraged to report discrimination or inappropriate behaviour. Clubs must respond promptly, uphold zero tolerance for bullying, and support affected individuals.

10. Representative and High-Performance Pathways

Bowls New Zealand acknowledges World Bowls eligibility rules for international competition. These apply only to high-performance selection. Domestic bowls remains inclusive based on self-identification.

11. Employment, Volunteering, and Governance

Transgender, non-binary, and gender-diverse people have the right to work, volunteer, and participate in governance roles without discrimination.