

## **VARSITY DERBY LEAGUE**

### *Gender Inclusiveness and Non-Discrimination Policy*

#### **Principle**

Varsity Derby League (VDL), pursuant to its mission of promoting roller derby, does not and will not discriminate on the basis of race, colour, religion (creed), gender, gender expression, intersex status, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

VDL does not and will not differentiate between members who identify as men or women (including transgender or intersex men and women) and those who identify as a nonbinary gender (including but not limited to genderqueer, transmasculine, transfeminine, and agender), and does not and will not set minimum standards of masculinity or femininity for its membership or interfere with the privacy of its members for the purposes of charter eligibility.

These activities include, but are not limited to, membership eligibility, disbursement of resources, and eligibility for office. VDL is committed to providing an inclusive and welcoming environment for all skaters, officials, volunteers, and fans.

#### **Games and scrimmages**

Varsity Derby League will aim to provide equitable scrimmage and game opportunities for all members where possible. While VDL aims to promote and protect gender diversity, the current landscape of Roller Derby in Australia dictates that we have teams based on traditional gender binary. Teams will be selected for the League based on a nomination process (see Team Policy).

Members may nominate for any League team aligned to their identified gender. Members who do not identify as either men or women are still eligible for team selection on a gendered team, providing they commit to the team for which they have nominated.

- Providing equitable opportunities includes recognition that VDL-hosted game and scrimmage opportunities will be in proportion to the identified gender balance of playing skaters.
- Men, women (including transgender or intersex men and women) or non-binary identifying skaters will train, scrim and/or play together on an opt-in basis.

Varsity Derby League is a co-ed league. Co-ed teams will be chosen to represent the League based on a nomination process. This will necessitate co-ed contact training and scrim practice for the selected team.

- Prior to any scrim in which there are both men, women (including transgender or intersex men and women) and/or non-binary identifying skaters, trainers will confirm that all skaters are comfortable about contacting cross-gender.
- Any members can opt out of contacting members of another gender. Members can opt out of cross-gender scrimms on a permanent basis by informing an Executive, a Training Committee member or Welfare and Grievance Committee member, or they can opt out on a case by case basis by informing the trainer.

## Training

Members are never required to engage in cross-gender contact during training if they do not want to.

- Prior to any contact drill in which there are skaters of multiple gender identities present, trainers will confirm that all members are comfortable about contacting cross-gender.
- Any member can opt of contacting members of any other gender in any drill. Members can opt out of cross-gender contact drills on a permanent basis by informing an Executive, a Training Committee member or Welfare and Grievance Committee member, or they can opt out on a drill by drill basis by informing the trainer.
- Trainers are to prepare lessons and drills so as to include as many members of the relevant star levels as possible, with particular consideration of members who do not wish to engage in cross-gender contact.
  - In particular, trainers are to ensure drills are designed to allow members participate without having to contact people of another gender if they prefer (for example, drills could be set up so that members can join single gender groups if they'd prefer).
- Opting out of cross-gender contact drills does not affect a player's selection for a VDL team.

## Non-representative game and scrim opportunities

Varsity Derby League will aim to provide opportunity for members to have game and scrimmage experience, including advising members of invitations to informal or open game or scrimmage opportunities from other derby leagues and organisations.

Members may attend externally organised games and scrimmages in their own personal capacity. As league members they are however still subject to the VDL Code of Conduct at these events.

## Equality of non-playing roles

All members, regardless of identified gender, are provided the same opportunities to hold non-playing roles, including officiating on and off skates,

training, acting as support staff, and in organisational roles such as being committee members or being elected as Executive members.

## **Concerns about gender inclusiveness**

Any members who have concerns about how VDL is managing gender inclusiveness should raise them with the Executive or Welfare and Grievance Committee directly.

## **Related Policies**

Team Policy

VDL Code of Conduct

## Review Process/Document History

VDL Gender Inclusiveness and Non-Discrimination Policy V2

V1 2014  
V1 Review 2<sup>nd</sup> June 2019

Date	Detail of Changes	Responsible
Original Policy 2014		Thuggernaught (Matt Warner)
2 <sup>nd</sup> June 2018	References to 'bouts' and 'bouting' changed to 'games' and 'playing in games' to better reflect current WFTDA/MRDA/JRDA wording	Denominator (Martyn Call)
2 <sup>nd</sup> June 2018	Added 'Related Policies' section	Denominator (Martyn Call)