



IGLFA GENDER INCLUSION POLICY

Background

The **International Gay and Lesbian Football Association (IGLFA)** recognizes that much of traditional sport competition is still organized by male and female binary gender categories.

In order to be inclusive of our entire intersectional LGBTQ+ community around the world, the IGLFA cannot support this approach in its entirety.

This traditional binary structure is not and cannot be inclusive of all gender identities.

The IGLFA has endeavored to develop and implement a policy that will support the inclusion of every gender identity, as well as a safe and fair competition for all, across all of our sports and cultural events.

IGLFA Gender Policy

To register to take part in any IGLFA sanctioned event, participants need to indicate their legal gender and the gender they feel most comfortable participating in as part of their IGLFA experience, as follows:

1. While registering online:

- A participant will need to list their legal name and legal gender based on a government issued identification with photo, e.g. passport, national ID or driver's license. This information will remain confidential and will be stored according to GDPR instructions ("General Data Protection Regulation").
- A participant will also be able to list their **pronouns**, as well as their **chosen name**, if different to their legal name, and their preferred **gender of competition**, *i.e. the gender they feel most comfortable participating in the IGLFA event.*

1. At accreditation:

- When collecting their accreditation, the IGLFA will require all participants to present a form of government-issued identification with their name, date and place of birth, and photo for security verification, e.g. passport, national ID or driver's license (*more info below if that is not possible*).
- Accreditation documents provided to each participant by IGLFA will indicate the participant's **pronouns** as well as their **chosen name**, in order to best support participants of diverse gender identities to be their true authentic selves whilst at the IGLFA event, as well as to protect those participants who may not be able to live this way when at home.

Legal Gender Declaration

Legal genders can be demonstrated by government-issued identification that display their name, date and place of birth, and photo for security verification, e.g. passport, national ID or driver's license.

If legal gender cannot be matched by the aforementioned documents, waivers can be accepted on a case by case basis, as the IGLFA recognizes the difficulty for some people to obtain these documents.

When registering, participants will be able to indicate prior to attending the IGLFA event whether they are likely to not have the documentation to demonstrate their legal identity, so proactive communication can be established to make the accreditation process as smooth, sensitive and supportive as possible.



Specific measures will be put in place by the IGLFA to ensure the appropriate handling of personal information at accreditation collection, in order to prevent any kind of undue disclosure.

If there are any issues throughout any of this process, from registration to accreditation collection, these can be raised with the IGLFA via this email address: diversityandinclusion@iglfa.org

Gender of Competition

A participant should take part in the IGLFA event in the gender of competition they feel reflects their identity best, which may be the gender that aligns with the sex they were assigned at birth, or a different gender.

The IGLFA acknowledges that only participants can determine their gender identity, and a participant should never feel forced to take part in an IGLFA event that does not align with their identity.

The IGLFA will work with all Hosts to ensure that a range of competition options are provided for all events so that we remain an inclusive place for all gender identities.

In order to best ensure fair play and safe participation, some divisions may need to continue with the provision of male and female binary gender competition categories, but alternative formats should be offered outside of these categories wherever possible, to ensure that participants of any gender identity are able to take part, *e.g. mixed gender competitions, specific non-binary competitions, or open competitions with no gender categories at all.*

If it is not possible for the IGLFA to provide an inclusive competition opportunity for any individual participant, they will be entitled to a full refund on their event registration fee.

Conduct

The IGLFA will not tolerate any kind of discriminatory behavior towards any participant, official, volunteer or board member at the event as per the IGLFA Code of Conduct.

The IGLFA supports all participants of any gender identity to be able to take part in all IGLFA events, ensuring the IGLFA event remains a place for the entire global LGBTQ+ community.

It will not be tolerated for any participant to question or challenge another IGLFA event participant on their gender identity; this is a breach of their human rights and totally against what the IGLFA stands for.

The IGLFA exists to promote "Equity Through Football", and the IGLFA will not tolerate any participant taking advantage of the inclusive nature of the IGLFA event to better their own performance or that of their team.

If there are any issues relating to a participant's gender of competition, or the challenge of it, these should be reported to individual competition leaders, and further raised with the IGLFA grievance and disciplinary panel via the IGLFA event app (if applicable) or via this email address: diversityandinclusion@iglfa.org

Confidentiality

The IGLFA recognizes that people with diverse gender identities are not always legally recognized in their country of origin or residency, and the challenges that are faced in these circumstances.

Participants' legal name and legal gender will not be disclosed if different from their chosen name and gender identity, in order to best support participants of diverse gender identities, as well as to protect those participants who may not be able to live as their true selves when at home.

A discrete, professional, and respectful approach will be taken when addressing each person's gender of competition and the collection of their accreditation.

If there are any issues around confidentiality or the handling of an individual's personal information, these should be raised with the IGLFA via this email address: diversityandinclusion@iglfa.org

Questions

For any question about this policy or its application at an IGLFA event, please get in contact with the IGLFA via this email address: diversityandinclusion@iglfa.org