

# DIVERSITY AND INCLUSION POLICY

## Introduction

New Zealand Mens and Mixed Netball Association (NZMMNA) aims to provide equal opportunity for all athletes.

For NZMMNA, inclusion means eliminating barriers of inappropriate practices and attitudes. Through practice implementation and visible leadership, NZMMNA aims to ensure that everyone has the same rights to access opportunities within NZMMNA events, to participate and perform to their full potential and to be treated fairly with respect.

## Participation

NZMMNA recognises equal opportunity legislation and that it is against the law to discriminate against an athlete based on gender identity, sexuality, impairments or disabilities. NZMMNA understands that inclusion and diversity refer to a diverse range of gender expressions, sexuality, impairments and disabilities. As such, NZMMNA aligns its core values to ensuring a continuation of participation for all, for the future state of men's and mixed netball events sanctioned by its tournament committee and board.

### 1) Gender

NZMMNA is committed to providing a competitive, safe and inclusive environment of netball that encompasses the involvement of **Male, Female and Trans** athletes.

- 1.1 NZMMNA promotes a **zero tolerance** for discrimination, stereotyping and prejudice characterised by sexist and transphobic behaviours by its membership. Any association or individual found to be in contravention of this may face disciplinary action as deemed necessary by its tournament committee and, or board.
- 1.2 NZMMNA operates both a Mens Nationals and a Mixed Nationals. For the purposes of its responsibility to the categories of gender, a player must identify as either male or female.

### 2) Trans Athletes

Trans – an individual whose gender identity is different to their biological gender as deemed at birth.

- 2.1 **Trans athletes** may compete as their gender identity in any events sanctioned and co-ordinated by NZMMNA.
- 2.2 Athletes competing as their gender identity in NZMMNA events must maintain their gender identity across all events sanctioned and managed by NZMMNA.
- 2.3 Athletes found to be in contravention of 2.2 will be subject to an immediate stand-down from participating in an NZMMNA event and may face disciplinary action as deemed necessary. As such, a panel will be suitably appointed from the tournament committee and, or board.

### 3) Sexuality

- 3.1 NZMMNA recognises that it is against the law to discriminate individuals based on their sexuality. NZMMNA acknowledges that sexuality is not a choice and welcomes all persons to compete in any NZMMNA sanctioned event.