

ACC – Position Statement - Inclusion and Gender Diversity in Sport

The Associated & Catholic Colleges of WA (ACC) is an independent secondary schools sports association. The ACC is also an ecumenical Christian membership of schools. Our fundamental shared belief is that each person has value regardless of religion, class, race, gender, ability or disability. As stated in our aims and mission statement, the sporting activities conducted by the ACC should be inclusive of all and uphold our core values of respect, tolerance, acceptance and equality.

These views are global and not unique to Christian based associations. The United Nations states that:

“Participation in sport is a human right”.⁽¹⁾

“We are all born free and equal in dignity and rights”.⁽²⁾

The ACC is committed to providing equal and inclusive sporting opportunities to all students in its member schools. This is a legislative requirement under both State and Federal equal opportunity law (*Equal Opportunity Act 1984*⁽³⁾ and *Sex Discrimination Act 1984*⁽⁴⁾) (The Acts).

The position of the ACC in regards to the inclusion of all gender identities in sport is that the rights and well-being of the student are paramount. Each case must be treated independently and discreetly. Every student is a unique individual with their own background and needs. Every student has a right to be treated equally and with dignity.

If a specific gender diversity and equal opportunity case is brought to the attention of the ACC or a member school, then it must be managed on an individual basis.

For any matter of equal opportunity relating to gender inclusion in sport, the position of the ACC will be:

1. To ensure that the rights and well-being of the individual child are protected and that every child is treated with dignity and respect on an individual basis. This will be the primary guiding principle for any decision making process that may be required by the association.
2. To comply with State and Federal Equal Opportunity and Sex Discrimination Legislation.
3. To respect the doctrines, beliefs and principles of its member schools, in so far as they are not impediments to compliance with points 1 and 2 above.
4. To use the Australian Human Rights Commission “Guidelines for the inclusion of transgender and gender diverse people in sport”⁽⁵⁾ as a reference point. These guidelines can assist the ACC and its member schools to make decisions that comply with legal obligations under The Acts and to also ensure that the ACC maximises the inclusion of all gender identities in school sport.
5. To consider the guidelines and policies of relevant National Sports Associations and State Sport Associations when dealing with matters relating to inclusion and gender in that sport.

Footnotes

1. **United Nations Educational, Scientific and Cultural Organization, International Charter of Physical Education, Physical Activity and Sport** (21 November 1978) art 1; *Universal Declaration of Human Rights, GA Res 217A (III), UN GAOR, 3rd sess, 183rd plen mtg, UN Doc A/810 (10 December 1948) art 24; International Olympic Committee, Olympic Charter (entered into force 9 October 2018) 11.*
2. **Universal Declaration of Human Rights, GA Res 217A (III), UN GAOR, 3rd sess, 183rd plen mtg, UN Doc A/810 (10 December 1948) art 1.**

3. **Equal Opportunity Act 1984** (Government of Western Australia).
4. **Sex Discrimination Act 1984** (Commonwealth Government of Australia).
5. **Guidelines for the inclusion of transgender and gender diverse people in sport.** Australian Human Rights Commission (June 2019). A joint initiative of the Australian Human Rights Commission, Sport Australia and the Coalition of Major Professional and Participation Sports.

https://www.humanrights.gov.au/sites/default/files/document/publication/ahrc_transgender_and_gender_diverse_guidelines_2019.pdf

ACC Mission Statement

To facilitate the provision of quality sport and recreation opportunities to member school students as a medium that:

- upholds values of tolerance, respect, acceptance, service, equality and commitment
- recognizes and celebrates our differences and gifts
- has implicit health and social benefits
- promotes and engenders healthy active lifestyles.

ACC Constitutional Aim

The objects or purpose of the Association are:

- To promote moral and ethical behaviour which is consistent with Christian ethos among the students attending member schools by encouraging mutual respect and acceptance in their sporting, social and recreational activities; and
- To provide a range of high standard and inclusive sporting and recreational opportunities and activities to students attending the Association's member schools.