



# Transgender Participation Policy

Date of Approval	November 2025
Approved by	ISQ Council
Date of last review	N/A
Date of next review	November 2026
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## 1. Purpose

The purpose of this policy is to affirm ISQ's commitment to supporting the inclusion of Transgender and Gender Diverse identifying people in Ice Skating Sports. It outlines the approach of ISQ to the participation of transgender athletes in figure skating within the state, and the creation of an inclusive environment for Transgender and Gender Diverse people that eliminates discriminative behaviours.

## 2. Scope

This policy applies to all athletes participating in training programs, club competitions, and state-level events sanctioned by the ISQ. In addition, it applies to all ISQ members, employees, volunteers and ISQ affiliated clubs.

**Note:** While ISQ allows self-identification for participation at the local and state level in Queensland, skaters aiming to compete at the Australian National Championships or international events must comply with eligibility requirements and policies of ISA and/or ISU.

## 3. Policy Statement

ISQ is committed to creating safe, fun, welcoming, respectful and inclusive environments for all athletes, including those of diverse sexualities and genders.

ISQ recognises that sport should be a space where every individual feels affirmed and valued. Being an inclusive organisation not only reflects our core values but also the diversity of our local communities.

As such:

- Skaters may participate in any sanctioned ISQ competition and/or event, and any affiliated club competition and/or event where this policy is adopted, in accordance with their gender identity.
- Skaters may choose to compete in the gender category (Male or Female) that aligns with their gender identity and in which they feel most comfortable participating, regardless of whether they have commenced or completed any medical or legal gender transition. Skaters must nominate their gender category at the time of registration.  
**Note:** Skaters aiming to qualify and compete at the Australian National Championships or ISU international events must comply with eligibility requirements and policies of ISA and/or ISU.
- Skaters are not required to disclose personal medical or surgical information related to gender identity for participation in Queensland local and/or ISQ state-level activities or competitions. Skaters will never be asked to undergo medical examination for classification purposes for these events.



- It is **recommended**, though not required, that skaters aged 13 years and over compete in the same gender category for the duration of the local season (January to December), taking into account individual circumstances and wellbeing. This is to support consistency in competition participation.
- For Synchronised Ice skating Teams, Dance Pairs and Figure Skating Pairs, each skater's gender identity is recognised and respected.

**Note:** Teams and/or Pairs aiming to qualify and compete at the Australian National Championships or ISU international events must comply with eligibility requirements and policies of ISA and/or ISU.

#### 4. Respect and Inclusion

All skaters, coaches, officials, and volunteers are expected to treat transgender and gender-diverse athletes with dignity and respect.

- Discrimination, harassment, or bullying based on gender identity or expression will not be tolerated and will be addressed in line with ISQ's Code of Conduct and Member Protection Policy.

#### 5. Privacy and Confidentiality

All Skaters, Event/Competition Convenors, ISQ employees and volunteers will treat all personal information regarding gender identity as confidential, even if it has not been explicitly stated to be private and confidential. The only information about an athlete's gender that will be made public is that which is necessary to indicate the event category they have entered (for example, "Basic Novice Girls Category"). No further details regarding an athlete's gender identity, transition status, or history will be disclosed unless:

- With the athlete's consent;
- When required for eligibility at national or international levels (per ISA/ISU policies); or
- In accordance with the law, in particular privacy legislation and advice, including the provisions of the Privacy Act 1988 (Cth) and the Australian Privacy Principles (APPs).

#### 6. Facilities

ISQ supports the right of people to use changing and bathroom facilities which best reflects their gender identity. Within ISQ managed facilities, people are encouraged to use changing and bathroom facilities which best reflects their gender identity or use gender neutral facilities where these are available.

