



Federation of Gay Games - Gender Policy (Aug 2022)

In line with our principles and values “Participation, Inclusion, and Personal Best™,” the Federation of Gay Games (FGG) has developed this policy, which aims at optimal inclusion of all genders (including non-binary), whilst safeguarding safe and fair playing ground for all, across all of our sports and cultural events.

The FGG acknowledges that not all genders are legally recognized in their country of origin or residency, and are aware of the various challenges that may be faced in these circumstances.

The FGG also acknowledges that many sporting competitions are still organized in traditional binary male and female gender categories. In its goal to be inclusive of all genders, the FGG clearly sees how traditional binary competition structures can be an obstacle for inclusivity of all.

The FGG firmly believes that all participants should be able to take part in the Gay Games in the gender category they feel truly reflects their identity.

The FGG acknowledges that only participants themselves can identify their gender, and a participant should never feel left out or forced to take part in a Gay Games competition that does not align with their identity.

The FGG will work with Gay Games host cities to offer an increasingly inclusive range of competition options across all sports and cultural events, so that we become an even more inclusive place for all genders.

In order to best safeguard fair play and safe participation, some sports may need to continue with the provision of male and female binary gender competition categories, but alternative formats, such as mixed gender competitions, specific non-binary competitions, or open competitions with no gender categories at all, should be offered outside of the binary categories wherever possible, to allow participants of any gender to take part.

Should a new record be set during a Gay Games event by a participant, neither the host city nor the FGG can guarantee that such records will be recognised or ratified by other (inter)national sports entities. The final decision depends on the relevant international federations or governing bodies' gender recognition policies.

However, the FGG is committed to pursuing the official ratification of new records by federations or governing bodies and will support them to develop more inclusive policies wherever possible.

The FGG and Gay Games host cities will strive for a discrete, professional, and respectful approach when addressing each person's gender of competition



throughout their Games experience, following international standards and best practices when implementing measures to ensure the appropriate handling of personal information before, during and after accreditation, in order to prevent any kind of undue disclosure (including waivers for document requirements).

To take part in the Gay Games, participants will need to register.

The FGG and Gay Games host cities understand the sensitivities that may exist around gender-related information or their derivatives, and so has ensured the following steps around registration and accreditation:

Registration: Legal Name, Chosen Name, Pronouns

Registration:

- Participants will be required to register using their legal name, as printed in their valid travel document.
- It is an absolute priority for FGG and Gay Games host cities to ensure this information remains confidential, undisclosed and securely stored.
- The legal name will only be used to establish identities in contractual and legal relation with the Gay Games, or as permitted under the relevant privacy policy.
- Participants will also be able to register their chosen name, if different from their legal name, will be able to indicate their correct pronouns. This is the information which will then be used on Gay Games accreditation documents.

Accreditation:

- When collecting accreditation documents at the Gay Games, every participant will be required to identify and confirm their details with a valid travel document. This must include their Legal name.
- The FGG and Gay Games host cities will never use this legal name in a way that may encroach on any right to self-identification.
- The accreditation document provided to each participant will only indicate the name and pronouns they selected during registration.
- This will allow participants to be recognised as their true authentic selves during the Games, whilst protecting the identity of those who present themselves in a way they cannot do when at home.



Registration: Legal Gender, Gender Identity and Gender of Competition

Registration:

- While registering, participants will be asked both for their legal sex and their gender identity, as non-mandatory, optional questions.
- Legal sex and gender identity data will only be used for statistical purposes, and allow the FGG and Gay Games host cities to monitor progress in gender-diversity amongst Games attendees.
- It is an absolute priority for FGG and Gay Games host cities to ensure this information remains confidential, undisclosed and securely stored.
- For those events using distinctive gender categories for competition, participants will be required to indicate their preferred gender of participation i.e. the category they feel most comfortable competing in.
- As mentioned previously, the FGG will work with Gay Games host cities to ensure that a fully inclusive range of competitions is offered at all Games.

Accreditation:

- When collecting accreditation documents at the Gay Games, every participant will be required to identify and confirm details with a valid travel document. This must include their legal sex.
- If legal sex cannot be confirmed by the travel document, a waiver may be accepted on a case by case basis, as both the FGG and Gay Games host cities recognize the difficulty for some people to obtain these documents.
- The FGG and Gay Games host cities will never use this legal sex or gender identity in a way that may encroach on any right to self-identification.

Conduct

The Gay Games exists to promote Participation, Inclusion, and Personal Best™ for all.

The FGG and Gay Games host cities will not tolerate any kind of discriminatory behavior towards any participant, spectator, guest, official or volunteer at Gay Games events as per its Code of Conduct and Dignity and Fairness Policy, which includes harassment around gender identity.



The FGG will also not tolerate any participant taking unfair advantage of the inclusive nature of this policy to better their own performance or that of their team.

If there is a legitimate concern regarding a Gay Games participant's gender identity then the steps outlined in the disputes section below should be followed.

Disputes & Questions

All disputes or complaints arising out of or in connection with this policy should be raised in the first instance to the event officials involved, and then to the relevant Gay Games host city representative(s).

Should the dispute persist and/or escalation be required, the issue can be raised by any participant or official to the Gay Games "Disputes Committee" for mediation, arbitration or determination.

The Disputes Committee for each Gay Games will be composed of members appointed by FGG and the host city.

For any question about this policy or its application contact the Federation of Gay Games via this email address: inclusion@gaygames.net