

UK Ultimate Transgender Policy

1. Introduction

UK Ultimate (UKU) endorses the principle of equality of access to, and participation in, Ultimate in the UK, in line with the Equality Act 2010. The following three paragraphs are taken from “Providing Services to Transgender People - A Guide” produced by the Government Equalities Office supported by Gendered Intelligence.

“Although the words ‘gender’ and ‘sex’ both have the sense of ‘the state of being male or female’, they are typically used in different ways. ‘Sex’ tends to refer to biological differences, while ‘gender’ tends to refer to cultural or social ones. A trans person is someone who feels that the sex they were assigned at birth (male or female) does not match or sit easily with their sense of their own gender.

Trans people come from all walks of life and include those who may describe themselves as transsexual, transgender, a cross-dresser (transvestite), non-binary and anyone else who may not conform to traditional gender roles. It includes those who have transitioned from male to female (transgender women) or from female to male (transgender men) as well as those who do not have a typically ‘male’ or ‘female’ gender identity (non-binary).

The term ‘assigned gender’ refers to the gender recorded at birth. Using these words recognises that trans people have had no say in their assigned gender, do not agree with it or do not regard it as a reflection of who they are. It’s important to try to avoid phrases such as ‘one of the men who uses our services is turning into a woman’ or ‘we have a female client who wants to be a man’ which imply the original assignment was correct. From the trans person’s point of view, it is only the outward expression of their gender that is changing, not who they are.”

UKU is committed to zero tolerance of discrimination based on gender expression or trans identity including gender reassignment*) and resolves to tackle any incidences of transphobia in Ultimate.

*"To be protected from gender reassignment discrimination, you do not need to have undergone any specific treatment or surgery to change from your birth sex to your preferred gender. This is because changing your physiological or other gender attributes is a personal process rather than a medical one. You can be at any stage in the transition process – from proposing to reassign your gender, to undergoing a process to reassign your gender, or having completed it." Equality and Human rights Commission.

Any concerns that this zero tolerance is not being adhered to should be directed to Georgie Davin georgie.davin@ukultimate.com.

2. Competition Policy

At events where there is potential for qualification to international events (eg qualification at Nationals for EUFC or WUCC), UKU will follow the appropriate policy of the organisation in control of the event to which teams are qualifying. For all other UKU-sanctioned events where there is no international qualification, UKU supports a more inclusive and equal approach welcoming all players to play in the division (or gender role in the mixed division) that they identify with.

In addition, UKU strongly encourages any non UKU-sanctioned events (matches, tournaments, training sessions or skills clinics etc non exhaustive list) to promote equal access and inclusivity.

For further advice and support please contact Georgie Davin georgie.davin@ukultimate.com.

3. Glossary

Gender expression - External manifestations of gender, often expressed through one's name, pronouns, clothing, hairstyle, behaviour, voice or body characteristics. Typically, transgender people seek to make their gender expression align with their gender identity, rather than the gender they were assigned at birth.

Trans identity – An individual's internal sense of being male, female or something else. Since gender identity is internal, one's gender identity is not necessarily visible to others. For transgender people, their own internal gender identity does not match the sex they were assigned at birth. Most people have a gender identity of man or woman, whilst some peoples' gender identity does not fit into one of those two choices.

Transphobia - dislike or prejudice against trans people

4. References / Links

[Equality Act 2010](#)

[Providing Services to Transgender People - A Guide" produced by the Government Equalities Office](#)

[WFDF Transgender Policy](#)

[Equality and Human Rights Commission](#)