

## **WPBSA Trans and Gender Diverse Policy**

Snooker is an inclusive sport, World Professional Billiards and Snooker Association (WPBSA) as the world governing body for Snooker and Billiards encourages mixed gender events. The only exemption is the development tour operated by World Women's Snooker. Snooker is open to all who wish to be involved in any capacity and we encourage all trans and non-binary participants to take part. WPBSA encourages National Federations who offer female/male only events to follow the guidance as outlined below.

The policy outlined in this document ensure the following UK legislation is considered:

- Data Protection Act 2018
- Equality Act 2010
- Gender Recognition Act 2004

The policy also takes into account the 2021 IOC Framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations, in particular the 10 principles set out within it:

1. Inclusion
2. Prevention of harm
3. Non-discrimination
4. Fairness
5. No presumption of advantage
6. Evidence-based approach
7. Primacy of health and bodily autonomy
8. Stakeholder-centred approach
9. Right to Privacy
10. Periodic Reviews

Definitions (Find more information, including a glossary of terms here.)

- Non-binary: An umbrella term for people whose gender identity does not sit comfortably with 'man' or 'woman'.
- Trans: An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

We commit to creating a safe and welcoming space for all players. We will ensure that all individuals will be able to take part in snooker without fear or harassment and that all players will be able to enjoy our sport and feel comfortable in the environment it provides.

All subsidiary companies within the WPBSA group must:

- Treat all trans and non-binary players/members with respect.
- Welcome all trans and non-binary player/member as you would any other player/member.
- Accept all players in the gender they present. If you require verification of identity it should be the same for all players.
- Respect the privacy of all members/players' information, including their gender identity. This is protected in law.
- Take the lead from the player/member. Ask their name and if presented with a pronoun use them.

- Not make assumptions about any player's/members gender identity or related characteristics or stereotypes attached to that gender.
- In line with the UK Government Equalities Office document 'Providing services for transgender customers' 2015, allow a trans person to select the facilities appropriate to the gender in which they present.
- Report any incidence of a breach of this policy to WPBSA.

### **Playing and non-competitive activity**

If an existing player needs to change the gender already listed on the ranking list/membership database, they will be required to notify us of a change of gender identity in line with the specified process, which will be recorded by the WPBSA.

A player's gender identity cannot be changed mid-season, but we encourage players to socially transition and remain competing in the category they began the season competing in.

Players can take part in any WPBSA sanctioned non-competitive activity in their self-identified gender. All players should be treated with respect at all times and if concerns are reported relating to the acceptance of trans and/or non-binary players in any activity, the matter should be referred to us in line with our Conduct Regulations.

### **Competitive activity**

#### **Applications to compete in the women's category:**

Applications from any trans or non-binary member who seeks to compete in the women's category shall be required to comply with the stipulations outlined below.

#### **International competition**

- Notify the WPBSA of a change of gender identity in line with the specified process. The information will be recorded by WPBSA.
- Letter from a medical professional confirming a diagnosis gender dysphoria.
- Submit an attestation from a medical professional that the player's total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to the player's first competition and must remain below 10 nmol/L whilst competing in the women's category.
- This gender identity cannot be changed for a minimum of 4 years.

#### **National competition and local competition**

- Notify your National Federation of a change of gender identity in line with the specified process. The information will need to be recorded by the National Federation. The confirmation of change on gender identify should be shared with the WPBSA.
- A player's gender identity cannot be changed mid-season, but we encourage players to socially transition and remain competing in the category they began the season competing in.
- Submit an attestation from a medical professional that the player's total testosterone level in serum has been below 10 nmol/L prior to the player's first

competition and must remain below 10 nmol/L whilst competing in the women's category.

### **Applications to compete in the men's category:**

WPBSA mainly delivers/sanctions mixed gender events. However, in the case of a male only competition applications from any trans or non-binary player who seeks to compete in the men's specific category events shall be asked to comply with stipulations outlined below.

All competition:

- Notify WPBSA of a change of gender identity in line with the specified process. The information will be recorded by WPBSA.
- A player's gender identity cannot be changed mid-season, but we encourage players to socially transition and remain competing in the category they began the season competing in.

### **Players under 18 years:**

All under 18-year-old players for whom this policy is relevant may compete in a girls', boys', or mixed team, regardless of their sex assigned at birth. This includes any under 18 competing in over 18 competitions. The player's gender identity must not be changed mid-season and a player are only permitted to enter competitions related to one gender.

### **Compliance**

We will take appropriate measures for any breach of this policy in line with WPBSA disciplinary policies, procedures, and processes. All information will be collected and stored in accordance with GDPR and Data Protection Act 2018.

WPBSA will monitor and regulate the sport to ensure:

- Fairness and integrity of competitions.
- Players compete in the category of competition for which they have satisfied the eligibility criteria set out in this policy.
- All players are compliant with this policy.
- No direct discrimination, indirect discrimination, harassment or victimisation is taken against a player on the grounds of their gender identity.
- Any other breach or non-compliance with this policy.

### **Process for notification**

Notifications are to be made in writing to the WPBSA Company Secretary. Please contact the WPBSA [Chris.Hornby@wpbsa.com](mailto:Chris.Hornby@wpbsa.com) or [info@wpbsa.com](mailto:info@wpbsa.com)

This document is the approved Trans and Gender Diverse Policy. It will be trialled during the 2022/23 season and will be reviewed in the off-season taking on board any future research findings or changes in guidance.