

Ladies Gaelic Football Association Transgender Policy (the 'Policy')

1. INTRODUCTION

This Policy outlines the LGFA's (the '**Association**') position in respect of the participation of trans women who transitioned, or are transitioning, from male to female, ('**Trans-women**') in Ladies Gaelic Football (the '**LGFA**').

The Association recognises that LGFA is more than just a sport, and remembers its Aims and Objectives as set out in the Official Guide:

- The aim of the Association shall be to foster, promote, develop and control Ladies Gaelic Football.
- The Association shall promote Ladies Gaelic Football as a means for leading an active and healthy lifestyle.
- The Association shall endeavour to support the advancement of the Irish language and other aspects of Irish culture.
- The Association shall assist in promoting development through its Clubs at Local, Community and International level.
- It is recommended that the National Flag be displayed at all matches.

In order for the Association to continue to achieve these aims and objectives, the Association has produced this Policy.

The Association is committed to the inclusion of Trans-women into the LGFA. The Association intends that those Trans-women who have their LGFA Transgender Application Form (the '**Application Form**') approved are supported in doing so in a safe and inclusive environment. The Association reiterates that it will not tolerate any harassment or discrimination within the LGFA.

2. SCOPE AND OPERATION OF POLICY

This Policy applies to all Trans-women, over the age of 12, who seek to play, or continue playing, Ladies Gaelic Football, and who are required to complete either Application Form A (if 18+), Application Form B (if over 12 but under 16) or Application Form C (if 16 or 17)

The Association acknowledges that this area continues to rapidly develop, both domestically and internationally, and will, if and when necessary, update this Policy and Application Form. The Association will review this Policy and Application Form at least every 3 years.

3. PARTICIPATION IN LADIES GAELIC FOOTBALL GENERALLY

Trans-women are eligible to play at all levels of the LGFA, both club and county, provided that the Trans-woman:

- 1) Complies with the Official Guide, all Rules and Policies and Bye-Laws, both present and future, and
- 2) Has not been the subject of any Decision by the LGFA Transgender Risk Committee (the '**TRC**') with regard to any unacceptable risk arising, and
- 3) If:
 - A. Over the age of 18: Completes the LGFA Transgender Application Form A (the '**Application Form A**'), and that Application Form A is approved by the Transgender Application Committee ('**TAC**'), or
 - B. Aged 12 or over but not yet 16: Completes the LGFA Transgender Application Form B (the '**Application Form B**'), and that Application Form B is approved by TAC, or
 - C. Aged 16 or 17: Completes the LGFA Transgender Application Form C (the '**Application Form C**'), and that Application Form C is approved by TAC

4. APPLICATION FORM AND RISK CONSIDERATIONS

The Association continuously seeks to mitigate against unacceptable risks by requiring strict adherence to the Official Guide, all Rules and Policies and Bye-Laws, with necessary updates when required.

Application Forms A, B and C

The LGFA Transgender Application Committee ('**TAC**'), upon receipt of either Application Form A, B or C, will endeavour to consider the Application Form as soon as possible. It may be the case that certain clarifications or further information is required before the Application Form can be considered.

Upon considering the Application Form, TAC will either:

- 1) Approve the Application Form, and notify the Applicant (or Parent or Guardian as appropriate), or
- 2) Reject the Application Form and notify the Applicant (or Parent or Guardian as appropriate) of the reasons for the rejection.

If the Applicant was currently playing, then TAC must notify that club that the Applicant is no longer permitted to play (the reason for this is so we do not have to disclose any details)

A Trans-woman, whose Application Form is rejected, has the right to review, as set out below under “**Review of Decision to Reject**”.

Review of Decision to Reject

A Trans-woman who has their Application rejected may request, in writing, a review of the Decision, provided the request is notified to the LGFA Transgender Risk Committee (the ‘**TRC**’) within seven (7) calendar days of notification of the Decision.

A Decision may only be reviewed under one, or more, of the following circumstances:

- a) The TRC failed to have regard to relevant considerations, or had regard to irrelevant considerations;
- b) The TRC was affected by a conflict of interest; or
- c) The Decision reached, or the decision-making process followed, is inconsistent with this Policy or any relevant rules or bye-laws.

The affected party seeking review may provide additional information, provided it was not available in the first instance.

Members of TRC will determine whether to confirm or overturn the Decision and provide reasons for their decision.

Unacceptable Risk: Process

Where the Association is made aware that an unacceptable risk may arise from a Trans-woman’s potential, or ongoing, participation in Ladies Gaelic Football, the Association must refer the matter to the LGFA Transgender Risk Committee (the ‘**TRC**’).

It is expected that unacceptable risks will likely only arise in the most exceptional circumstances and will not arise solely from the mere participation of a Trans-woman's participation.

Where the TRC determines:

- 1) on a preliminary basis, having reviewed the allegation of the alleged unacceptable risk, that an unacceptable risk may arise, it will proceed to consider the matter raised, and, if necessary, may seek further information. The allegation will then be provided to the affected party and an opportunity given for that party to respond. The TRC in determining the matter may impose a reasonable time frame on parties, and may, at its sole discretion, undertake a risk assessment into the matter.
- 2) on a preliminary basis, or has previously considered the same or a similar matter, and determined that no unacceptable risk may arise, or arises, the TRC will not proceed to a full consideration of the matter, and its decision is final.

Determination of an Unacceptable Risk

Where the TRC determines that an unacceptable risk arises it must:

Immediately, and confidentially, notify the affected party (or Parent or Guardian as appropriate), of the decision determining that an unacceptable risk arises and the reasons for the determination (the '**Determination**').

A Determination determining that an unacceptable risk arises will result in the affected party not being permitted to continue playing Ladies Gaelic Football, or in the case of a pending Application Form, such a Decision will result in the Application being refused, for the duration the unacceptable risk remains.

To ensure the affected party does not continue to play, may require the TRC to notify the affected party's club or potential club through the official LGFA club secretary email address that the player is no longer permitted to play.

To ensure the affected party does not have their Application approved, may require the TRC to notify the TAC of the unacceptable risk.

Review of Determination

A Trans-woman who is not permitted to continue playing, arising from a finding that an unacceptable risk arises, may request, in writing, a review of the Determination, provided the request is notified to the TRC within (7) calendar days of notification of the Determination.

A Determination may only be reviewed under one, or more, of the following circumstances:

- a) The TRC failed to have regard to relevant considerations or had regard to irrelevant considerations.
- b) The TRC was affected by a conflict of interest; or
- c) The Determination reached, or the decision-making process followed, is inconsistent with this Policy or any relevant rules or bye-laws.

The affected party seeking review may provide additional information, provided it was not available in the first instance.

Members of TRC determine whether to confirm or overturn the Decision and provide reasons for their decision.

LGFA Transgender Application Committee (the 'TAC')

The TAC will be made up of 5 voluntary members who, shall include medical and legal experts. The members will provide undertakings to keep all information in the strictest confidence and will serve for a period of 4 years, with an option of serving a subsequent term.

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