



## **The DRA Trans and Gender Diverse Policy**

Darts is an inclusive sport. The Darts Regulation Authority as the world governing body for Darts encourages mixed gender events. The only exceptions are the Women's Series and Women's Matchplay operated by the PDC.

Darts is open to all who wish to be involved in any capacity and we encourage all trans and non-binary participants to take part. The DRA has issued guidance to the PDC, and its affiliates.

The policy outlined in this document ensures 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; namely:-

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**

**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 Darts without fear or harassment and that all players will be able to enjoy our sport and feel comfortable in the environment it provides.

The DRA, PDC and affiliated organisations must:-

- Treat all trans and non-binary players/members with respect.
- Welcome all trans and non-binary players/members as they would any other player/member.
- Accept all players in the gender they present. Any requirements for verification of identity should be the same for all players.
- Respect the privacy of all members'/players' information, including their gender identity (as protected in law).
- Take the lead from the players/members. Ask their name and if presented with a pronoun use that.
- Not make assumptions about any players'/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 and ensure those facilities are available and accessible.
- Report any incidence of a breach of this policy to the DRA.

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

If existing players need to change a gender already listed on the ranking list or other databases, 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 relevant organisation.

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

Players can take part in any DRA 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 the DRA Rules.

### **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.

- Notify the DRA or the relevant organisation of a change of gender identity in line with the specified process. The information will be recorded by the DRA.
- 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 in each calendar year. This level must remain below 10 nmol/L whilst competing in the Women's category.

- This gender identity cannot be changed for a minimum of four years.

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

The DRA mainly sanctions mixed gender events. In the case of a male only competition, however, 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:-

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

### **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 is only permitted to enter competitions related to one gender.

### **Compliance:**

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

The DRA 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 gender identity.
- Any other breach or non-compliance with this policy.

### **Process for notification:**

Notifications are to be made in writing to the DRA. Please contact the DRA at [info@thedra.co.uk](mailto:info@thedra.co.uk)

This document is the approved Trans and Gender Diverse Policy. It will be subject to annual review or subject to immediate review should there be future ratified research findings or changes in guidance from appropriate sources.