



# British Ju-Jitsu Association Governing Body

## Transgender Inclusion Policy

Version	Author	Date	Review Date
2	BTC	January 2017	January 2020
3	D Sutherill	December 2019	December 2022
4	Martin Dixon	June 2022	June 2022

### Introduction

The British Ju-jitsu Association Governing Body (BJJA GB) embraces diversity and difference and is committed to providing opportunities that are safe, inclusive, accessible and equitable. This Policy applies to the BJJA GB and its usual business. We will also promote its use among our member associations and clubs to ensure good practice, however, these may have their own policies and procedures as separate entities.

We will continue to develop a focus on inclusion, not exclusion, and ensure that we provide appropriate advice to members to ensure that everyone can participate as fully as possible within Ju-jitsu.

### Aims

The purpose of this Policy is to provide a clear framework to enable transgender and non-binary people to participate in the sport of ju-jitsu.

The Policy outlines the considerations that member associations, clubs and members should make to ensure ju-jitsu is accessible, safe and welcoming for participants and athletes of all genders.



## Commitment

- The BJJA GB is fully committed to tackling transphobia and promoting the inclusion of transgender and non-binary individuals in ju-jitsu.
- The BJJA GB aims to create an inclusive, trans and non-binary friendly culture in ju-jitsu, free from discrimination, harassment and victimisation.
- No person will be treated less favourably on the grounds of gender identity or reassignment.

## Legislative Framework

- The Gender Recognition Act 2004 (the “Act”) allows trans people to change their legal gender if they wish to. The BJJA GB is fully committed to providing support, advice and guidance to its members, clubs, committees, coaches, volunteers and participants to ensure trans people can continue their participation in ju-jitsu, whilst transitioning.
- In practical terms, legal recognition will have the effect that, for example a trans woman, will legally be recognised as a female in English law. Applying for a Gender Recognition Certificate allows for trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. It is against the law to disclose someone’s trans history. Anyone who has transitioned and feels their history has not been treated confidentially or has experienced transphobia whilst involved in ju-jitsu (in any capacity), can contact the BJJA GB for advice and support.
- The Act makes specific provision for sports organisations to restrict participation by trans people as competitors in events involving a gender affected sport. A sport is considered a gender affected sport if the physical strength, stamina or physique of average persons of one gender would put them at a disadvantage to average persons of the other gender, as competitors in events involving the sport. The BJJA GB aims to ensure that ju-jitsu is inclusive for all and the level of participation dictates the level of flexibility afforded to us. Some competitive and elite events may be governed by international bodies and therefore, their policies will supersede this one.
- Such prohibition or restrictions can only be made in order to secure fair competition or the safety of competitors at the events. The BJJA GB will support organisations involved with the delivery of events and competitions to ensure fairness and will investigate fully any complaints relating to unfair exclusion from ju-jitsu.
- The Equality Act (2010) makes discrimination, directed at a person who identifies as transgender (whether directly or indirectly), against the law. Unwanted conduct (harassment) directed towards trans people and victimisation, someone making a complaint about trans discrimination and being treated less favourably, are also against the law. Please refer to the BJJA GB Equality, Diversity and Inclusion Policy for more information on our commitment to providing equal access to opportunity.



## Confidentiality

It is illegal under the Gender Recognition Act 2004 for a person who has acquired trans information in an official capacity to disclose personal information about that person's gender history if they have applied for a Gender Recognition Certificate or been granted one, except with their permission or in other very limited circumstances. Any information relating to a trans person's former gender (regardless of whether or not they have a Gender Recognition Certificate) is also likely to be classed as sensitive personal data under the data and privacy laws.

## Participating in Ju-Jitsu

The BJJ GB considers ju-jitsu to be a gender affected contact sport. The sport of ju-jitsu is categorised by male and female competition, as per the Ju-Jitsu International Federation Sporting Code (2020).

- Transgender individuals can participate in training (non-contact) without restriction.
- Transgender individuals who have transitioned before puberty, or those who have not yet entered puberty, will be eligible to compete as a trans girl/woman.
- Transgender women who have transitioned after puberty must demonstrate that their total testosterone level in serum has been below 10nmol/L for at least 12 months prior to their first competition.
- Male transgender individuals will be eligible to compete in the male competition without restriction.

## Membership

When registering with a member association or club, the BJJ GB recognises the prefix 'Mx' and recommends this on any registration forms for those who identify as non-binary. Some trans people may identify as non-binary.

All new members should sign a Code of Conduct and it should be explained that the members association or club does not accept any discriminatory language or behaviour, including transphobia. The reporting mechanism should be communicated to new members, and reiterated to all members regularly, be it at events (e.g. posters, briefings) and via online communication platforms, so that people are aware of how to report transphobic abuse.

Member associations and clubs may wish to support events such as Transgender Awareness Week (usually November) and International Transgender Day of Visibility (March). No restrictions should be imposed on trans participants in non-contact training, club or recreational event environments and all participants may participate in the gender with which they identify in a non-contact setting.



## Complaints

The BJJA GB regards all of the forms of discriminatory behaviour, including (but not limited to) behaviour described in the Glossary as unacceptable, and is concerned to ensure that individuals feel able to raise any bona fide grievance or complaint related to such behaviour without fear of being penalised for doing so. Appropriate disciplinary action will be taken against any member, official, coach, volunteer or spectator who is found, after a full investigation, to have violated this Policy.

## Accountability

This Policy is fully supported by the BJJA GB Executive Committee who are responsible for its implementation across the BJJA GB and all of its member associations and clubs.

## Contact

If you have any feedback about this Policy, you can contact BJJA GB via:

Phone: 03333 2020 39

Fax: +441254391234

Email: [bjjagb@icloud.com](mailto:bjjagb@icloud.com)



## Glossary

### **Cisgender or Cis**

Someone whose gender identity is the same as the sex they were assigned at birth. Non-trans is also used by some people.

### **Coming out**

When a person first tells someone/others about their orientation and/or gender identity.

### **Deadnaming**

Calling someone by their birth name after they have changed their name. This term is often associated with trans people who have changed their name as part of their transition.

### **Gender**

Often expressed in terms of masculinity and femininity, gender is largely culturally determined and is assumed from the sex assigned at birth.

### **Gender dysphoria**

Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity.

This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.

### **Gender expression**

How a person chooses to outwardly express their gender, within the context of societal expectations of gender. A person who does not conform to societal expectations of gender may not, however, identify as trans.

### **Gender identity**

A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

### **Gender reassignment**

Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.

Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice. It is a term of much contention and is one that Stonewall's [Trans Advisory Group](#) feels should be reviewed.



### **Gender Recognition Certificate (GRC)**

This enables trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all trans people will apply for a GRC and you currently have to be over 18 to apply.

You do not need a GRC to change your gender markers at work or to legally change your gender on other documents such as your passport.

### **Gillick competence**

A term used in medical law to decide whether a child (under 16 years of age) is able to consent to their own medical treatment, without the need for parental permission or knowledge.

### **LGBTQ+**

The acronym for lesbian, gay, bi, trans, queer, questioning and ace.

### **Non-binary**

An umbrella term for people whose gender identity doesn't sit comfortably with 'man' or 'woman'. Non-binary identities are varied and can include people who identify with some aspects of binary identities, while others reject them entirely.

### **Orientation**

Orientation is an umbrella term describing a person's attraction to other people. This attraction may be sexual (sexual orientation) and/or romantic (romantic orientation). These terms refer to a person's sense of identity based on their attractions, or lack thereof.

Orientations include, but are not limited to, lesbian, gay, bi, ace and straight.

### **Outed**

When a lesbian, gay, bi or trans person's sexual orientation or gender identity is disclosed to someone else without their consent.

### **Person with a trans history**

Someone who identifies as male or female or a man or woman, but was assigned the opposite sex at birth. This is increasingly used by people to acknowledge a trans past.

### **Passing**

If someone is regarded, at a glance, to be a cisgender man or cisgender woman.

Cisgender refers to someone whose gender identity matches the sex they were 'assigned' at birth. This might include physical gender cues (hair or clothing) and/or behaviour which is historically or culturally associated with a particular gender.



### **Pronoun**

Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.

### **Questioning**

The process of exploring your own sexual orientation and/or gender identity.

### **Sex**

Assigned to a person on the basis of primary sex characteristics (genitalia) and reproductive functions. Sometimes the terms 'sex' and 'gender' are interchanged to mean 'male' or 'female'.

### **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.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

### **Transgender man**

A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male.

### **Transgender woman**

A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female.

### **Transitioning**

The steps a trans person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all trans people want or are able to have this.

Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

### **Transphobia**

The fear or dislike of someone based on the fact they are trans, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, trans.

### **Transsexual**

This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at



birth.

This term is still used by some although many people prefer the term trans or transgender.

## Resources

For further advice and information visit the following websites:

- [Pride Sports](#)
- [Equality in Sport Transgender Resources \(2021\)](#)
- [Gendered Intelligence](#)
- [Stonewall](#)