Gender Inclusive Language Policy

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SAGA is a registered incorporated association (number A1076)

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1   Purpose

To outline the South Australian Gliding Association's policy in relation to guidance on the use of gender inclusive language.

2   Scope

This Policy is one of a suite of South Australian Gliding Association (SAGA) Protection Policies. This Policy applies to all members of SAGA, parents and guardians and affiliated organisations. It is intended to affirm SAGA's role in upholding the existing policies of Gliding Australia (or GFA); in the case of any ambiguity, the relevant Gliding Australia / GFA policy should be followed.

3   Policy statement

As part of SAGA's ongoing commitment to achieving equity within the sport, these guidelines are to ensure that all members in the gliding community are treated in a dignified and non-discriminatory manner regardless of their gender identity. Communications and data collection shall be conducted in a manner that is inclusive of diverse gender identities, and guided by the following:

- All SAGA communications (written, oral or visual form) should use gender inclusive language that does not discriminate (including by invisibility) against certain people on the basis of their gender identity. These identities include, for example, female, male, intersex or trans persons.
- Forms or surveys used by SAGA should only collect gender data where it is demonstrably relevant to the provision of gliding services or otherwise necessary for research or other purposes such as increasing participation of particular groups.
- In all cases where gender data is collected, SAGA should provide a gender inclusive option. Where this information is required, the question should ask for 'gender identity' rather than 'sex' or 'gender'. In addition to 'male' and 'female' options, individuals should be given the option to select 'intersex' and/or 'none of the above'. Further information on the collection of gender data is available through the [Australian Government Guidelines on the Recognition of Sex and Gender 2018](#).
- From time to time SAGA is required to collect gender data as part of a survey or form. Where gender data is collected in these instances, SAGA will collect it in an inclusive manner (see point above), or where this is not possible, have made reasonable efforts to do so.

Gender Inclusive Language is written, oral and visual communication that does not exclude or demean any particular gender identity.

4.   Gender exclusionary language

Exclusionary language is language that expresses bias in favour of one sex and thus discriminates against other gender identities. Language that discriminates against a gender identity by not adequately reflecting their role, status and presence in society is exclusionary.

Some of the major forms of sexist language are described below.

- a.   **Invisibility:** Women and gender identities such as intersex people are often invisible in language. This is due to the use of the masculine pronouns 'he', 'him', 'his' to refer to both men and women, and the use of 'man' as a noun, verb or adjective in words such as 'mankind', 'man made'. Where possible, these pronouns should be replaced with non-gender specific words, for example, change *'if a pilot wants to succeed, he should complete in his online application on time'* to *'if a pilot wants to succeed, **they** should complete **their** online application on time'*.
- b.   **Inferiority:** Expressions such as 'female pilot' diminish the pilot that is being described and focus attention on the gender of the person. In these instances, gender is an unnecessary reference and should be challenged.
- c.   **Trivialisation:** Language can be used to trivialise women and their activities, actions and occupations through expressions such as 'just a girl'.
- d.   **Recognition of other gender identities:** It is important to recognise that not all people identify as male or female. This can be done through collecting data in an inclusive manner (see Gender Inclusive Language Guidelines) and through inclusive, respectful and informed behaviour that recognises other gender identities.

5.   Definitions

The following definitions are derived from the Australian Human Rights Commission document Addressing sexual orientation and sex and/or gender identity discrimination (2011).

Sex: The term 'sex' refers to a person's biological characteristics. A person's sex is usually described as being male or female. Some people may not be exclusively male or female (the term 'intersex' is explained below). Some people identify as neither male nor female.

Gender: The term 'gender' refers to the way in which a person identifies or expresses their masculine or feminine characteristics. Gender is generally understood as a social and cultural construction. A person's gender identity or gender expression is not always exclusively male or female and may or may not correspond to their sex.

Gender identity: The term 'gender identity' refers to a person's deeply held internal and individual sense of gender.

Gender expression: The term 'gender expression' refers to the way in which a person externally expresses their gender or how they are perceived by others. Intersex: The term 'intersex' refers to people who have genetic, hormonal or physical characteristics that are not exclusively 'male' or 'female'. A person who is intersex may identify as male, female, intersex or as being of indeterminate sex.

Trans: The term 'trans' is a general term for a person whose gender identity is different to their sex at birth. A trans person may take steps to live permanently in their nominated sex with or without medical treatment.