

NZB Gender Identity Policy

Policy Statement

NZ Bridge (NZB) is committed to providing a positive learning and competitive bridge experience for all players regardless of their gender identity. We recognise the responsibility we hold to promote safe practice, and to protect all players from discrimination.

For the purposes of this policy and associated procedures, a person's gender is that with which they demonstrably and consistently identify.

Policy Principles

In implementing this policy we refer to the NZB Health and Safety Policy Statement (July 2019) and its purpose, and commit to the following principles:

- NZB will promote the welfare, health, safety and development of all players regardless of their gender identity
- NZB will support players to be accepted into any bridge gender category with which they demonstrably and consistently identify

Policy Objectives

The aim of this policy is to:

- promote the health and welfare of all gender identities while participating in activities organised by NZB
- offer guidance to NZB members and clubs on appropriate working practices
- respond to any allegations of misconduct or discrimination against anyone based on their gender identity in line with this Policy and these procedures,
- regularly monitor the implementation and delivery of this Policy and these procedures

Scope of Policy

- All those who work for NZB will be required to adhere to this policy and deliver services in accordance with Code of Conduct detailed in this document
- This policy applies to all events for which NZB is the governing body
- For the purposes of the selection of international teams, NZB is bound by the regulations of the WBF (the governing body)

Policy Review

This policy will be reviewed every 12 months with the next review date: [date]. The policy may be reviewed more frequently if legislative changes so require, or where specific concerns have been raised about the existing policy that so warrant an immediate review.

Organisation Name: New Zealand Bridge

Implementation of Policy: 14 September 2021

Ratified by NZB Board: 14 September 2021

Next review: 14 September 2023