



Ice Hockey New South Wales Gender Participation and Inclusion Policy

Policy Name:	Gender Participation and Inclusion Policy
Date of Approval:	28/07/2025
Policy Coverage:	All Ice Hockey NSW Members and Activities
Date of Review:	27/07/2027

1 Introduction

Ice Hockey NSW is committed to ensuring ice hockey in New South Wales is a sport where all participants feel safe, respected and included, while maintaining the integrity, safety, and fairness of competition. This policy outlines Ice Hockey NSW's commitment to inclusive gender participation and leadership, aligned with Ice Hockey Australia (IHA), the International Ice Hockey Federation (IIHF), Australian Sports Commission, and the NSW Office of Sport.

2 Purpose

This policy aims to:

- 2.1 Promote inclusive, safe, and equitable participation for people of all gender identities.
- 2.2 Increase participation of *under-represented groups*, including *women, girls, and gender-diverse individuals*.
- 2.3 Improve access to *leadership and development pathways* for female and gender-diverse participants.
- 2.4 Support gender equity in all aspects of the sport — from grassroots to governance.
- 2.5 Align with relevant policies of IHA, IIHF, and applicable state and federal legislation.

3 Scope

This policy applies to:

- 3.1 All Ice Hockey NSW-sanctioned competitions, programs, events, and activities.
- 3.2 All players, coaches, referees, officials, volunteers, and administrators.
- 3.3 All levels of participation — junior, senior, contact, non-contact, development and elite pathways.

4 Definitions

Ice Hockey NSW adopts gender-related definitions as provided and updated by Ice Hockey Australia (IHA) and the International Ice Hockey Federation (IIHF), including those relating to gender identity, eligibility, and inclusion.

5 Guiding Principles

5.1 Inclusion and Respect

Ice Hockey NSW welcomes people of all gender identities and backgrounds to participate in the sport free from discrimination, harassment, or exclusion.

5.2 Fairness and Integrity

Fair competition remains a cornerstone of participation. Eligibility decisions will consider fairness, integrity, and safety.

5.3 Safety

Physical and psychological safety is essential in all levels of participation, especially in contact divisions.

5.4 Alignment with Governing Bodies

Ice Hockey NSW follows the eligibility criteria and participation policies of Ice Hockey Australia (IHA) and the International Ice Hockey Federation (IIHF).

6 Gender Eligibility

6.1 Gender eligibility for competitions will be determined based on current IHA and IIHF gender participation frameworks.

6.2 Ice Hockey NSW will not develop separate eligibility criteria but will support the consistent application of national and international policies.

6.3 All participation requests will be assessed respectfully and confidentially.

7 Leadership and Participation Goals

7.1 Leadership Representation

Ice Hockey NSW is committed to:

- Increasing the representation of women and gender-diverse people in leadership roles across Clubs, Committees, Coaching, Officiating, and the Ice Hockey NSW Board.
- Setting leadership targets, including:
 - 50% female representation on the Ice Hockey NSW Board.
 - An increase in female representation in coaching and officiating accreditation programs.
 - Annual reporting on leadership demographics and progress.

7.2 Leadership Development Pathways

Ice Hockey NSW will:

- Provide mentoring and training opportunities for women and gender-diverse individuals.
- Prioritise inclusive recruitment for leadership and representative positions.
- Work with Clubs to identify and support emerging female and non-binary leaders.

7.3 Growing Participation

Ice Hockey NSW will:

- Implement targeted strategies to increase participation among women, girls, and gender-diverse people, including:
 - Subsidised Summer Scrimmages
 - Female targeted Come and Try Days
- Aim to increase in female and gender-diverse participation in playing, coaching, and officiating roles year on year.

8 Education and Support

Ice Hockey NSW will:

- 8.1 Provide education on gender inclusion, respectful behaviour, and equitable practices.
- 8.2 Promote the visibility of diverse role models in all programs and campaigns.

9 Complaints and Breaches

- 9.1 Issues of discrimination or exclusion will be managed via the National Integrity Framework and Ice Hockey NSW's Code of Conduct.
- 9.2 All members have the right to a safe and respectful experience in line with this policy.

10 Related Policies and References

- *International Ice Hockey Federation (IIHF) Transgender Policy*
<https://blob.iihf.com/iihf-media/iihfmvc/media/downloads/regulations/2020/transgender-policy-international-ice-hockey-federation.pdf>
- *National Integrity Framework – Sport Integrity Australia*
<https://www.sportintegrity.gov.au/what-we-do/national-integrity-framework>
- *Ice Hockey Australia (IHA) Governance Policies*
<https://iha.org.au/governance/policies-regulations>
- *Ice Hockey NSW Code of Conduct*
<https://ihnsw.com.au/resources/policies/>

For further information or clarification, please contact IHNSW at:

Email: eo@ihnsw.com.au

Phone: 02 8736 1206

Mail: PO Box 3266 North Strathfield, NSW 2137

Office: Level 2, 6B Figtree Drive, Sydney Olympic Park, NSW 2127

Website: www.ihnsw.com.au