



BB&O GOLF GENDER AND FAIRNESS IN COMPETITION POLICY 2025

1. BB&O shares the belief of England Golf that golf belongs to everyone. All who play, and all who aspire to play, must have an equal opportunity to do so. The county is committed to the principles of equality, diversity and inclusion throughout its paid and volunteer workforce, and any others with whom the county engages. At the same time, the county must also ensure that fair and level competition is achieved as far as possible, within the context of competitive events. This policy aims to balance the principles of fairness and gender inclusion in a way that is reasonable and proportionate for the sport of amateur golf when golfers play or compete in county events. In considering this policy, we have attempted, as far as possible, to reach an informed view, taking account of the medical evidence currently available and the emerging guidance. However, the county recognises that there are limitations to the information available to it. For example, it is acknowledged that scientific evidence regarding transgender and gender diverse participation in sport is incomplete and continually developing.

The county will keep this policy, and its impact, under review and will continue to take account of the developing evidence around the issue of transgender and gender diverse participation in sport and any impact upon the issue of fairness in competition.

2. Application of the Policy

BB&O respects the right of all individuals to adopt a gender identity different than their sex assigned at birth. Except as set out below, individuals may participate in all county activities without restriction. Unlawful discrimination, abuse or harassment, contrary to the Equality Act 2010, will not be tolerated by the county.

This policy applies to golf competitions organised by the county ('Eligible Competition'). It applies to transgender and non-binary golfers who wish to compete in a gender that is different to their sex assigned at birth.

It is recognised that there is a group of rare chromosomal/genetic conditions, referred to as differences in sex development (DSD) conditions. It is not possible to set out a policy for golfers with those conditions, and any golfer with such a condition can contact the CEO of BB&O Golf to confidentially discuss their circumstances. The county may contact England Golf in such a case, to obtain support on the recommended approach.



In the event that any person has a concern regarding an individual's eligibility to participate within a competition, they should not attempt to raise those concerns directly with the individual. Any concerns should be directed to the CEO of BB&O Golf.

If any concern under this policy is identified during an event, the competitor should be permitted to continue, and the county can be contacted after. Any individual wishing to raise any concern under this policy should do so with the principles of respect, discretion and confidentiality in mind, remembering that such matters are likely to be sensitive in nature. Concerns under this policy should therefore be discussed with the county, but individuals are discouraged from sharing their concerns more widely.

This policy operates without prejudice to the other eligibility requirements that are applicable to individuals, including without limitation the England Golf and/or UKAD (UK Anti-Doping) Anti-Doping Rules in force from time to time. Nothing in this policy permits, excuses, or justifies non-compliance with any of those requirements, including without limitation any requirement for an individual to obtain a therapeutic use exemption for the use of substances on the UKAD and/or WADA (World Anti-Doping Agency) Prohibited Substances on the Prohibited List, and individual players have sole personal responsibility at all times for ensuring their own compliance with any restrictions or stipulations as set down by UKAD from time to time.

3 General Competition Eligibility

At all times, the county's terms of competition for the relevant competition shall apply.

Where the county runs qualifying events for England Golf competitions, the county is obliged to adhere to all England Golf requirements at all times. In that respect, the England Golf General Conditions, Hard Card and Terms of the Competition for the relevant competition shall apply. Therefore, all entrants into England Golf competitions are required to have a valid WHS™ Handicap Index®. WHS™ requires a golfer to be identified as male or female, and an individual can only hold one gender category of WHS™ handicap at a time.

4 Handicap Competitions

Handicap competitions are either male competitions, female competitions, or mixed competitions.

- For male competitions, competitors are required to hold a WHS™ handicap which identifies that they are a male golfer.
- For female competitions, competitors are required to hold a WHS™ handicap which identifies that they are a female golfer.



- For mixed competitions, competitors may compete in the gender in which they hold their WHS™ handicap.

5 Scratch Competitions

Scratch competitions are either male competitions, female competitions, or mixed competitions.

- For male competitions, players may compete in a competition if any one of the following circumstances apply:

- o their sex assigned at birth is male
- o they identify as a transgender man
- o they identify as non-binary

- For mixed competitions:

o A player may only compete as a female golfer if any one of the following circumstances apply:

- their sex assigned at birth was female, and they have not undergone or commenced any process to transition to a transgender man
- they identify as non-binary, but their sex assigned at birth was female and they have not undergone or commenced any process to transition to a transgender man

o A player may compete as a male golfer if any one of the following circumstances apply:

- their sex assigned at birth was male
- they identify as transgender man
- they identify as non-binary

Combined Competitions – Scratch and Handicap Combined

Where there is a competition that allows individuals to play for both prizes (scratch and handicap), the eligibility requirements for players to win in either section of that competition will continue to apply.



For example, a transgender women would be permitted to play in a combined competition but would only be eligible to compete for the handicap competition prize, and not for the scratch prize.

6 Investigation

The county has the right to investigate whether an individual who is competing, is intending to compete or has competed within an Eligible Competition, if there are any circumstances which indicate non-compliance of this Policy by that individual, including a suspicion of non-compliance which is reasonably held in good faith.

An individual who is subject to an investigation under this section is required to co-operate fully in good faith. Failure to do so may result in suspension from being eligible for county events. In addition, the county may consider a temporary suspension of an individual from competing in an Eligible Competition where further investigation is required before a conclusion can be reached.

The county will use reasonable endeavours to complete any investigation as quickly as possible and reserves the right to seek support and/or guidance from England Golf relating to investigations for alleged breach of this policy.

7 Disciplinary Proceedings

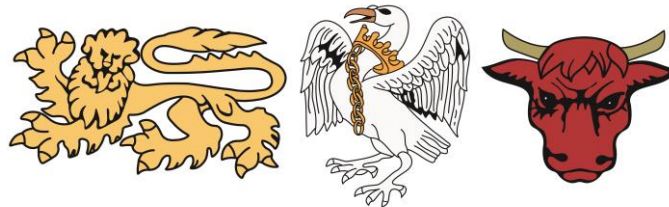
Where an individual is found to have contravened this policy, either intentionally or negligently, the county may provisionally suspend the individual from county events, report the competitor to England Golf, disqualify individual results and any associated prize, status or other such award would be forfeited.

The county reserves the right to seek support and/or guidance from England Golf relating to disciplinary proceedings for alleged breach of this policy.

The county's disciplinary policy set out the process that will be followed in cases where a disciplinary process is deemed appropriate.

8 Malicious or Bad-Faith Allegations

Where an allegation is raised in respect of an alleged breach of this policy, and there is reasonable suspicion or evidence to suggest that the allegation has been made either in bad-



BB&O GOLF
— EST 1924 —

faith and/or with malicious intent, BB&O reserves the right to investigate and/or take appropriate action against the individual who made the allegation, as deemed necessary, including but not limited to, disciplinary sanction.

9 Unforeseen Issues

Should an issue arise which is not foreseen within this policy, the county reserves the right to address the issue in a manner which it considers is reasonable, appropriate and in keeping with the general principles of this policy.

10 Appeals

There is a right of appeal against any action taken under section 7 of this policy, as detailed in the county's disciplinary policy.