



**DeMolay Australia Ltd ABN 27 618 445 444**

## **MEMBERSHIP ELIGIBILITY POLICY**

Version: 16 February 2022

### **Overview**

DeMolay Australia is proud of its long history as a leadership organisation for boys and young men aged between 12 and 21 years.

We are an equal opportunity organisation. We do not discriminate on the basis of race, colour, national origin, disability or sexual orientation.

DeMolay Australia recognises that respecting the diversity of individuals, their backgrounds and various viewpoints can strengthen an organisation.

To reach boys and young men from various backgrounds we will strive to assemble a volunteer base that reflects the diversity of our nation and the communities in which we operate.

All we specifically ask is that all our youth members and Trained Advisors (adult leaders aged 21+ years) profess a belief in a Supreme Being and are prepared to make and take an obligation and oath solemnly on the recognised Holy Book of their faith.

The sex or sexual orientation of our Trained Advisors is irrelevant to DeMolay Australia.

### **Transgender and Intersex Youth (aged between 12 and 21 years)**

DeMolay Australia recognises that the inclusion of transgender and intersex people into mainstream life is an important issue in today's society.

Acceptance of transgender and intersex youth is handled on an individual basis, with the best interests of the youth, family and organisation in mind.

If the youth is living culturally as a boy and is identified by the family, school and / or community as a boy, then DeMolay Australia is an organisation where he can be included.

Accommodation and ablution facilities must be considered by the local Chapter Advisory Council for any member who desires additional privacy for changing clothes, sleeping arrangements, or any other travel related activities.

### **Transgender and Intersex Girls in DeMolay Australia (aged between 12 and 21 Years)**

Upon statement by a Brother or his parents that she is a transgender girl, i.e., is living culturally as a girl and is identified by the family as a girl, the Brother no longer meets the requirements of this Membership Eligibility Policy and must immediately resign from DeMolay Australia. In the absence of a formal resignation, DeMolay Australia will be left with no alternative but to expel her from membership of DeMolay Australia.

She may not be introduced at any meeting nor receive any honours for any position held at any level of DeMolay Australia.

The Chapter and DeMolay Australia shall continue to recognise and publish all honours and positions previously attained by him under his name whilst a member of DeMolay Australia.

### **Non-Binary and Gender Diverse Youth (aged between 18 and 21 years)**

Similar to Transgender and Intersex Youth, DeMolay Australia recognises that the inclusion of non-binary and gender diverse people into mainstream life is has become an important issue in today's society.

Acceptance of non-binary and gender diverse youth is handled on an individual basis, with the best interests of the youth, family and organisation in mind.

Given the complexity of the issue, it is not possible to set out guidelines which will address every individual circumstance.

A Membership Application cannot be rejected simply because the applicant identifies as non-binary or gender diverse.

In every instance, the matter must be referred to the Executive Director for guidance.