

Interpretation - 1 Interpretation

Title:

Participation in Intercollegiate Competition by Student-Athletes who Identify as Transgender (I)

Date Published: May 15, 2015

Type: Staff Interpretation

Item Ref: a

Interpretation:

The academic and membership affairs staff determined, consistent with medical treatment options and policy approved by the NCAA Board of Governors, that:

(a) A transgender male (female to male) student-athlete who has received a medical exception for treatment with testosterone for diagnosed gender dysphoria may compete on a men's team but is no longer eligible to compete on a women's team without changing that team's status to a mixed team;

(b) A transgender female (male to female) student-athlete who is being treated with testosterone suppression medication or who has undergone surgical intervention to suppress testosterone production for gender transition may continue to compete on a men's team but may not compete on a women's team without changing that team's status to a mixed team until the student-athlete has completed one year of testosterone suppression treatment or one year has passed after the surgical intervention;

(c) It is the responsibility of the institution to submit a request for a medical exception for testosterone treatment prior to allowing the student-athlete to compete while undergoing treatment. In the case of testosterone suppression, the institution is responsible for documenting hormonal or surgical suppression to meet the one year requirement and ongoing monitoring prior to a transgender female participating on a women's team without changing it to a mixed team; and

(d) For the purposes of NCAA competition, cases involving interruptions of gender dysphoria treatment will be reviewed on a case-by-case basis by the Committee on Competitive Safeguards and Medical Aspects of Sports.

[References: NCAA Division I Bylaws 18.02.2 (mixed team), 18.2.8.3 (mixed team), 20.9.5.2 (mixed team) and 31.2.3.2 (medical exceptions); a staff interpretation (11/1/89, Item No. c); Executive Committee report (8/11/11) and staff interpretation (11/15/11, Item No. a), which has been archived.]

See Also Issued by Staff 5/7/15 Approved by IC 5/14/15 **References**

| Legislative References | | | Other |
|------------------------|----------|---------------------|-------------------------------|
| Div. | Number | Title | References Interpretations: 2 |
| I | 18.2.8.3 | Mixed Team. | |
| I | 18.02.2 | Mixed Team. | |
| I | 20.9.5.2 | Mixed Team. | |
| I | 31.2.3.2 | Medical Exceptions. | |

NCAA Policy on Transgender Student-Athlete Participation

The following policies clarify participation of transgender student-athletes undergoing hormonal treatment for gender transition:

- A trans male (FTM) student-athlete who has received a medical exception for treatment with testosterone for diagnosed Gender Identity Disorder or gender dysphoria and/or Transsexualism, for purposes of NCAA competition may compete on a men's team, but is no longer eligible to compete on a women's team without changing that team status to a mixed team.
- A trans female (MTF) student-athlete being treated with testosterone suppression medication for Gender Identity Disorder or gender dysphoria and/or Transsexualism, for the purposes of NCAA competition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.
- Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with his or her assigned birth gender.
- A trans male (FTM) student-athlete who is not taking testosterone related to gender transition may participate on a men's or women's team.
- A trans female (MTF) transgender student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

The following additional guidelines will assist colleges, athletics departments, coaches, teams, and student-athletes in creating an environment in which all student-athletes are safe and fairly treated.

Facilities Access

1. Changing Areas, Toilets, Showers— Transgender student-athletes should be able to use the locker room, shower, and toilet facilities in accordance with the student's gender identity. Every locker room should have some private, enclosed changing areas, showers, and toilets for use by any athlete who desires them. When requested by a transgender student-athlete, schools should provide private, separate changing, showering, and toilet facilities for the student's use, but transgender students should not be required to use separate facilities.

2. Competition at Another School—If a transgender student-athlete requires a particular accommodation to ensure access to appropriate changing, showering, or bathroom facilities, school leaders, athletic directors, and coaches, in consultation with the transgender student-athlete, should notify their counterparts at other schools prior to competitions to ensure that the student has access to facilities that are comfortable and safe. This notification should maintain the student's confidentiality. Under no circumstances should a student-athlete's identity as a transgender person be disclosed without the student's express permission.

3. Hotel Rooms — Transgender student-athletes generally should be assigned to share hotel rooms based on their gender identity, with a recognition that any student who needs extra privacy should be accommodated whenever possible.

Language

1. Preferred Names— In all cases, teammates, coaches and all others in the school should refer to transgender student-athletes by a student’s preferred name.
2. Pronouns— Similarly, in all cases, pronoun references to transgender student-athletes should reflect the student’s gender and pronoun preferences.

Dress Codes and Team Uniforms

1. Dress Codes—Transgender student- athletes should be permitted to dress consistently with their gender identities. That is, a female-to-male transgender athlete should be permitted to dress as a male. A male-to-female should be permitted to dress as a female. For reasons unrelated to trans-inclusion, schools should evaluate the necessity of gendered dress codes and recognize that they tend to marginalize a range of students who may not feel comfortable with them. Dress codes for athletic teams when traveling or during a game day at school should be gender-neutral. Instead of requiring a girls’ or women’s team to wear dresses or skirts, for example, ask that team members wear dresses or slacks that are clean, neat, well cared for and appropriately “dressy” for representing their school and team.
2. Uniforms— All team members should have access to uniforms that are appropriate for their sport and that they feel comfortable wearing. No student should be required to wear a gendered uniform that conflicts with the student’s gender identity.

Education

1. Institutions— All members of the university community should receive information and education about transgender identities, institutional and conference non-discrimination policies, the use of preferred names and pronouns, and expectations for creating a respectful team and school climate for all students, including transgender and gender-variant students.
2. Athletics Conference Personnel— Athletics conference leaders should be educated about the need for policies governing the participation of transgender student-athletes, develop such policies, and ensure that all schools in the conference understand and adopt the policies.
3. Opposing Teams/Universities — Without violating a transgender student’s confidentiality or privacy, school leaders, athletic directors, and coaches should communicate with their counterparts at other schools prior to competitions in which a transgender athlete is participating about expectations for treatment of transgender student-athletes on and off the field. This does not require “outing” or otherwise identifying a particular student-athlete as transgender, but rather establishing general expectations for the treatment of all student-athletes, including those who may be transgender.

Media

1. Training — All school or athletics representatives (conference leaders, sports information departments and personnel, school leaders, athletics administrators, team members, and coaches) who are authorized to speak with the media should receive information about appropriate terminology, use of names and pronouns, and school and

athletics conference policies regarding the participation of transgender student-athletes on school sports teams.

2. Confidentiality — Protecting the privacy of transgender student-athletes must be a top priority for all athletics department and affiliated school personnel, particularly when in the presence of the media. All medical information shall be kept confidential in accordance with applicable state, local, and federal privacy laws.

Enforcement and non-Retaliation

1. Enforcement— Any member of an athletics department who has been found to have violated this policy by threatening to withhold athletic opportunity or harassing any student on the basis of their gender identity or expression, or by breaching medical confidentiality, will be subject to disciplinary action, up to and including discharge or expulsion from the school. The athletics department should take appropriate remedial action to correct the situation. Any member of the athletics department who becomes aware of conduct that violates this policy should report the conduct to the appropriate official such as the director of athletics.

2. Retaliation — Retaliation is specifically forbidden against anyone who complains about discrimination based on gender identity or expression, even if the person was in error. Athletics departments should take steps to prevent any retaliation against any person who makes such a complaint.