

California State University, Chico

Participation Of Transgender Students In Sport Clubs & Intramural Sports

CONCEPT:

Everyone has a gender identity, which can be described as our own internal understanding of our gender as male, female, both, or neither. We also have gender expression: the varying ways we express our gender through the way we dress, style of hair, and even the pronoun and/ or name we choose to be called.

“Transgender” is used as an umbrella term to describe an individual whose gender identity and/ or expression does not match the person’s assigned birth sex. For example, a male-to-female (MTF) transgender person is someone who was born with a male body, but who identifies as a girl or women. A female-to-male (FTM) transgender person is someone who was born with a female body, but who identifies as a boy or a man.

PLANNING:

California State University, Chico’s Office of Diversity and Inclusion Policy prohibits discrimination on the basis of gender identity and gender expression. In accordance with this policy and to uphold the University’s educational goals of equity and inclusion, the California State University, Chico Recreational Sports maintains the following guidelines to facilitate and encourage the participation of transgender students, staff, faculty, and visitors. These guidelines cover: participation in sport clubs and intramural sports; and accommodation for transgender identified people who attend and participate in recreational contests that take place at the California State University, Chico.

These guidelines closely follow the principles offered in the 2010 report *On the Team: Equal Opportunity for Transgender Student Athletes*. Written by Pat Griffin and Helen J. Carroll, the report stems from the work of a think tank entitled “Equal Opportunities for Transgender Student Athletes” that included “leaders from the National Collegiate Athletic Association and the National High School Federation, transgender student athletes, and an impressive array of experts on transgender issues from a range of disciplines-law, medicine, advocacy, and athletics.”

The Think Tank identified ten principles:

1. Participation in interscholastic and intercollegiate athletics is a valuable part of the education experience for all students.
2. Transgender student athletes should have equal opportunity to participate in sports.
3. The integrity of women’s sports should be preserved.
4. Policies governing sports should be based on medical knowledge and scientific validity.
5. Policies governing sports should be objective, workable, and practicable; they should also be written, available and equitably enforced.
6. Policies governing the participation of transgender students in sports should be fair in light of the tremendous variation among (all) individuals in strength, size, musculature, and ability.
7. The legitimate privacy interest of all student athletes should be protected.
8. The medical privacy of transgender students should be preserved.
9. Athletic administrators, staff, parents of athletes, and student athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant students in athletics.

10. Policies governing the participation of transgender students in athletics should comply with the state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression.

Confidentiality

All discussions among involved parties and required written supporting documentation should be kept confidential, unless the student athlete makes a specific, written request otherwise. All information about an individual student's transgender identity and medical information, including physician's information provided pursuant to these guidelines, shall be maintained confidential and in accordance with applicable state, local and federal privacy laws. In accordance with the Family Education Rights and Privacy Act and University policy (FERPA) and with the consent of the individual student, the information about an individual student's transgender identity may be shared with those who have legitimate need-to-know about the information. Those with legitimate need-to-know will be determined on a case by case basis and may include coaches, players, NGB, opponents' coaches, officials, and California State University, Chico decision makers.

Guidelines for Intramural Sports

People participating in any intramural sports may participate in accordance with their gender identity, should that be relevant, regardless of any medical treatment. All intramural sports are subject to the California State University, Chico non-discrimination policies. If complaints of discrimination or harassment arise, they will be referred to the Office of Judicial Affairs and/or to the Office of Diversity and Inclusion. If conflicts or procedural questions arise under these guidelines, a team consisting of both the Intramural and the Sports Club Coordinators, the Director or designee from the Office of Diversity and Inclusion, the Director of Recreational Sports, and the Director or designee from GSEC Resource Center shall be consulted for advice and resolution.

Guidelines for Sport Clubs

A transgender student athlete at the college level should be allowed to participate in any sports activity so long as that athlete's use of hormones therapy, if any, is consistent with the National Governing Body's (NGB) existing policies on banned medications. Specifically, a transgender student athlete should be allowed to participate in sex-separated sports activities under the following conditions.

I. Participate in Sex-Separated Sports Teams

A. Transgender student athletes who are undergoing hormone treatment

1. A male-to-female (MTF) transgender student athlete who is taking medically prescribed hormone treatment related to gender transition may participate on men's team at any time, but must complete one year of medically prescribed hormone treatment related to gender transition before competing on a women's team.
1. A female-to-male (FTM) transgender student athlete who is taking medically prescribed testosterone related to gender transition may not participate on a women's team after beginning hormone treatment, and must request a medical exception from the National Governing Body (NGB) prior to competing on a men's team because testosterone is a banned substance.
2. A female-to-male (FTM) transgender student athlete who is taking medically prescribed testosterone for the purpose of gender transition may compete on a men's team.

3. In any case where a student athlete is taking hormone treatment related to gender transition, that a physician must monitor treatment, and the NGB must receive regular reports about the athlete's eligibility according to these guidelines.

B. Transgender student athletes who are NOT undergoing hormone treatment

1. 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 sex, or gender.
2. A female-to-male transgender student athlete who is not taking testosterone related to gender transition may participate on a men's or women's team.
3. A male-to-female transgender student athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

II. Participation in Mixed Gender Sport Activities

A mixed team has both female and male participants and may be restricted in championship play according to specific national governing body rules.

A. Transgender student athletes who are undergoing hormone treatment

1. For purpose of mixed gender teams classification, a male-to-female (MTF) transgender student athlete who is taking medically prescribed hormone treatment related to gender transition shall be counted as a male participant until the athlete has completed one year of hormone treatment at which time the athlete shall be counted as a female participant.
2. For purpose of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is taking medically prescribed testosterone related to gender transition shall be counted as a male participant and must request a medial exception from the National Governing Body (NGB) prior to competing because testosterone is a banned substance.

B. Transgender student athletes who are NOT undergoing hormone treatment

1. For purpose of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is not taking testosterone related to gender transition may be counted as either a male or female.
2. For purposes of mixed gender teams classification, a female-to-male (FTM) transgender student athlete who is not taking testosterone related to gender transition participating on a women's team shall not make that team a mixed gender team.
3. For the purpose of mixed gender team classification, a male-to-female (MTF) transgender student athlete who is not taking hormone treatment related to gender transition shall count as a male.

IMPLEMENTATION:

A. The student's responsibility

1. In order to avoid challenges to a transgender student's participation during a sport season, a student athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition shall submit the request to participate on a sports team in writing to the Sport Club Coordinator upon matriculation or when the decision to undergo hormonal treatment is made.

2. The student shall submit her or his request to the Sport Club Coordinator. The request shall include a letter from the student's physician documenting the student athlete's intention to transitioning or the student's transition status if the process has already been initiated. This letter shall identify the prescribed hormonal treatment for the student's gender transition and documentation of the student's testosterone levels, if relevant.

B. Individual School and National Governing Body Responsibilities

1. The Sport Club Coordinator shall meet with the student to review eligibility requirements and the procedure for approval of transgender participation.
2. The Sport Club Coordinator shall notify the NGB of the student's request to participate. The NGB will assign a facilitator to assist the Sport Club Coordinator in responding to the request.
1. If a student athlete's request is denied by the athletic director, the decision must be automatically reviewed by a team of consisting of both Intramural and the Sports Club Coordinators, the Director or designee from the Office of Diversity and Inclusion, the Director of Recreational Sports, and the Director or designee from GSEC Resource Center shall be consulted for advice and resolution. This team shall be convened and its decision reported to the athletic director and school administrator in a timely fashion. This committee should include:
 - A health care professional, e.g. physician, psychiatrist, psychologist or other licensed health professional with experience in transgender health care and the World Professional Association for Transgender Health (WPATH) Standards of Care. The student athlete's physician can serve in this role.
 - A faculty athletic representative; and
 - A representative with expertise in institutional anti-discrimination policy, such as someone from the institution's human resources, ombuds office, or Americans with Disabilities compliance office.
4. The Sport Club Coordinator will notify the NGB of the appeal outcome.
5. The NGB will confirm that the treatment requirement has been met.
6. Transgender student athletes subject to a one-year transition period should receive an extension of their eligibility at the end of their transition period, upon timely review and approval by the NGB.
7. An opposing team or school may only challenge a transgender student athlete's approved eligibility through the accepted formal appeal process of the NGB.

ASSESSMENT:

Each year the Wildcat Recreation Center committee reconvenes to provide feedback and review student participation in Recreational Sports. During the next two years the effectiveness of this program will be measured by:

- Progress in accommodating transgender students in competitive recreational sports programs in the areas of Sport Clubs and Intramural teams.
- The ability to create a positive university culture among transgender students participating in Recreational Sports programs.

RECOMMENDATIONS:

Student athletes, coaches, trainers, and those involved in competitive sports and recreation should be educated about transgender identities and the principles of transgender inclusion.

They should be knowledgeable about how, in their particular roles, to support transgender-identified people, and be prepared to put this knowledge to use.

SUSTAINABILITY:

The Recreational Sports program will take the lead on continuing to meet the needs of all students including our transgender community. Student feedback has been positive in implementing this program. We will continue to work directly with the offices of Student Life and the University Diversity Unit to insure inclusion and outreach.

REPLICATION:

The framework of transgender participation in competitive sports is a model that can be adapted to additional campuses. Costs are minimal, but with the right facilitation, conversations and discussions we can help educate students about transgender issues and participation in Recreational Sports.