

USROWING GENDER IDENTITY POLICY

Effective Date: December 1, 2022

This Gender Identity Policy is applicable only to athletes competing in domestic competitions hosted or sanctioned by USRowing. Any athlete competing for placement on an international team organized by USRowing, or athletes representing the United States in an international event, shall follow the rules consistent under the entity running that event, for example, World Rowing, or the International Olympic Committee. It is important to note that those rules may not be consistent with USRowing's policy.

I. Confidentiality

If an athlete wishes to change gender identity as listed in the membership profile in order to participate in an activity in a manner consistent with their gender identity, all discussion and documentation will be kept confidential, and any proceedings will be sealed unless the athlete makes these records available. All communications among involved parties and required supporting documentation relating to this Gender Identity Policy shall be kept confidential and all records of proceedings sealed unless the athlete and family make a specific request otherwise. All medical information provided pursuant to this policy shall be kept strictly confidential as is consistent with medical privacy law. The confidentiality obligations hereunder shall be subject to any disclosure required by a valid subpoena or other legal process, but only after providing the athlete with reasonable notice of such subpoena or other legal process.

To ensure that the Policy has its intended effect to foster inclusion, safety, and fairness in rowing, it will be reviewed on an annual basis.

II. Gender Identity Policy

- 1) **Youth Level (Youth, Junior, High School, Scholastic, U19, U17, U15).** Athletes at the youth level (youth, junior, high school, scholastic, U19, U17, U15) shall be allowed to participate in a rowing activity in accordance with their expressed gender identity irrespective of the sex listed on the athlete's birth certificate or student records, and regardless of whether the athlete has undergone any medical treatment, subject to the Eligibility Procedures set forth below.
- 2) **Adult Athletes (includes masters, senior, intermediate, U23, 18 and over who are not in college or high school).** Athletes over the age of 18, who are not considered a youth or collegiate rower, shall be allowed to participate in a rowing activity in accordance with such athlete's expressed gender identity irrespective of the sex listed on the athlete's birth certificate and regardless of whether the athlete has undergone any medical treatment subject to the Eligibility Procedures set forth below.

- 3) **Collegiate Level.** Collegiate athletes, under the jurisdiction of the NCAA or other national rowing governing organizations, are subject to gender identity policy in World Rowing's Rule Book (worldrowing.com).

III. Event Categories

Starting March 1, 2023, domestic events hosted by USRowing will adopt the following categories for competition. For the sake of clarity, this excludes collegiate events, which are subject to following World Rowing's policy.

- Women's Events: Events exclusively for athletes who identify as a woman at the start of the rowing season and/or those who are assigned as female at birth.
- Men's Events: Events exclusively for athletes who identify as a man at the start of the rowing season and/or those who are assigned as male at birth.
- Mixed Events [*masters only*]: Boat entries in this category must consist of 50% athletes of any gender and 50% athletes assigned as female at birth.
- Open Gender Event: These events are for athletes of any gender.

IV. Eligibility Requirements

To participate in an event hosted or sanctioned by USRowing, an athlete must be registered with USRowing as the gender in which the athlete wants to compete. An athlete may always register as the athlete's birth gender.

If athletes identify as non-binary but want to compete in the category of the gender assigned at birth, that is permitted if the eligibility requirements are met.

If an athlete wishes to register with USRowing as a gender other than the athlete's assigned gender at birth, the athlete must identify as that gender from the start of the rowing season in which they are registering to compete. The rowing season is defined by the following dates, and an athlete must declare their gender for that season by the following seasonal start date:

- January 1st for the Spring/Summer season
- September 1st for the Fall/Winter season

Eligibility to compete in an athlete's designated category is granted until/unless the athlete changes their gender identification as allowable under eligibility requirements. If an athlete has begun a transition with testosterone, they should compete in the Men's category.

V. Protest

Any athlete that raises an objection must adhere to the [USRowing Code of Conduct](#) and demonstrate the utmost respect for and discretion towards all competitors. Any challenge to a competitor's gender identity is addressed through Rule 2-604 (Matters Subject to Protest) of the [USRowing Rules of Racing](#) and related rules in Part F – Penalties, Objections and Protests.

VI. Suggested Guidelines for Gender-Inclusive Clubs, Events, and Travel

At all times, teammates, coaches, and all others should respect the confidentiality of athletes. Discussion or disclosure of an individual's gender identity should only take place after expressed permission is given by the individual. In all cases, teammates, coaches, and all others should refer to an athlete by the name and pronoun they prefer. Intentionally failing to do so will be considered bullying and/or harassment.

- 1) **Athlete Registration.** USRowing recommends organization and event registration forms collect gender identity information as follows:

Gender: What is your gender? _____ **Instead of asking about biological sex*

Pronouns: What are your pronouns? _____

- 2) **Facilities, Overnights & Travel.** USRowing recommends all-gender restrooms be available at all facilities and the location signage should be made clear to all athletes.

USRowing recommends all athletes be assigned to share accommodations based on their gender identity, with a recognition that privacy may be important to athletes of all genders, including transgender, cisgender, and non-binary athletes.

USRowing recommends access to private changing, bathing, and restroom spaces be made available to all athletes.

To ensure that all athletes feel supported at their home boathouses and on the road, USRowing recommend that clubs initiate confidential conversations with athletes centered on establishing safety protocols and support reflective of the athlete's' individual needs. It is always important to receive an athlete's prior consent about who should be included in these confidential conversations, including parents/ caregivers.

- 3) **Training.** USRowing recommends clubs provide LGBTQ+ and Gender Inclusion training to coaches, parents, and staff on an annual basis to ensure inclusive practices.
- 4) **Visual Affirmation.** USRowing recommends signaling that they are organizations where diversity is valued by displaying rainbow flags or logos on their websites, at in-person events, and more.
- 5) **Dress and Uniforms.** Athletes should be permitted to dress in a manner consistent with their gender. We encourage a few universal options for all athletes – not gender-specific clothing choices.