

Trans Policy

Department of Athletics

University of Richmond

Introduction

The Department of Athletics is committed to providing a positive experience and to enabling all student-athletes to fully participate in intercollegiate athletics without regard to race, religion, national origin, gender, sexual orientation, gender identity or expression as indicated by NCAA and university policies as well as federal and state laws.

The department seeks to create an environment that is safe, supportive and welcoming for lesbian, gay, bisexual and trans students and student-athletes, university staff members, faculty, volunteers, boosters and fans through its policies, practices and treatment of all individuals and groups that are impacted through intercollegiate sport competition.

To achieve these goals, this policy is reflective of the values of the institution as embedded in the Richmond Promise and has been shaped using the below recommended guidelines and principles of the NCAA Office of Inclusion:

1. Participation in intercollegiate athletics is a valuable part of the education experience for all students.
2. Trans student-athletes will have equal opportunity to participate in sports.
3. Departmental policies regarding trans student-athletes will be based on sound medical knowledge and scientific validity.
4. Departmental policies regarding trans student-athletes will be objective, workable, and practicable; they should also be written, available and equitably enforced.
5. Policies governing the participation of trans students in sports will be fair in light of tremendous variation among individuals in strength, size, musculature, and ability.
6. The legitimate privacy interests of all student-athletes should be protected.
7. The medical privacy of trans students should be preserved.
8. Athletics administrators, staff, parents of student-athletes, and student-athletes will have access to sound and effective educational resources and training related to the participation of trans and gender-variant students in athletics.
9. Policies governing the participation of trans students in athletics will comply with state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression.

NCAA Eligibility

The Department of Athletics is committed to operating in a manner where trans student-athletes will have equal opportunity to participate on intercollegiate teams per the rules and regulations of the NCAA to include policies related to proscribe substances.

Per NCAA eligibility guidelines, trans student-athletes **not** receiving hormone treatment related to gender transition may participate in varsity sports activities in accordance with their assigned birth gender.

Specifically, **transmen (Female to Male)** student-athletes **not** being treated with testosterone related to gender transition may participate on a men's or women's varsity sports team; and **transwomen (Male to Female)** student-athletes **not** undergoing testosterone suppression treatment related to gender transition may not compete on a women's varsity sports team.

Trans student-athletes who are being treated with testosterone suppression medication are eligible to compete under established NCAA guidelines.

Specifically, **transwomen (Male to Female)** student-athletes who **are** being treated with testosterone suppression medication for a Gender Identity Disorder or Gender Dysphoria **may** participate on a men's team at any time, **but** must complete one year of testosterone suppression treatment before competing on a women's team.

Additionally, **transmen (Female to Male)** student-athletes who **are** taking medically prescribed testosterone related to diagnoses of a Gender Identity Disorder or Gender Dysphoria may **not** participate on a women's team after beginning such a treatment, and must be granted a medical exception for treatment with testosterone from the NCAA prior to competing on a men's team as testosterone is a banned substance by the NCAA.

A Department of Athletics and/or University physician will monitor all student-athletes taking hormone treatment related to Gender Identity Disorder or Gender Dysphoria. Necessary information regarding a student-athlete's treatment will be shared with the Office of Compliance for NCAA eligibility evaluation.

Process to Participate in Intercollegiate Athletics

1. A student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition must submit a **written request** to participate on a varsity sports team to the Director of Athletics upon matriculation or when the decision to undergo hormonal treatment is made. This request must include a letter from the student-athlete's physician which clearly documents the following:
 - the student-athlete's intent to transition or the student-athlete's current transition status;

- the prescribed hormonal treatment for the student-athletes gender transition;
 - and when relevant, documentation of the student-athlete's testosterone levels
2. The Director of Athletics or his/her designee, the Assistant Director of Athletics / Compliance and the Director of Sport Medicine will meet with the student-athlete to review the NCAA eligibility requirement and procedure for approval of trans participation.
 3. If hormone treatment is indicated as a part of the student-athlete's transition, the Director of Athletics or his/her designee will notify the NCAA and the applicable Conference Office of the student-athlete's request to participate.
 4. The Director of Sports Medicine in consultation with Drug Free Sport as well as with a Department of Athletics Team Primary Care Physician, a representative of Counseling and Psychological Services (CAPS) and/or other licensed health professionals with experience in trans health care or the World Professional Association for Trans Health (WPATH) will confirm that the all NCAA medical requirements for eligibility to compete have been met.
 5. The Assistant Director of Athletics / Compliance will petition the NCAA for trans student-athletes, subject to a one-year transition period, to request an extension of their eligibility at the end of the transition period.

If the Director of Athletics approves the student-athlete's request to participate on an intercollegiate team and the student-athlete is deemed eligible to compete by the NCAA, the student-athlete may participate on an intercollegiate team as indicated by the NCAA.

Appeals Process

If a trans student-athlete's request to participate on an intercollegiate team is denied, the student-athlete may appeal the decision. All appeals must be submitted in writing to the Director of Athletics within 14 days of receiving the email from the Department of Athletics regarding the denial of the decision. The Director Athletics or designee will submit the appeal for review to the Trans Participation Committee (TPC).

TPC members will be appointed by the Vice President for Student Development and shall be comprised of representatives of CAPS, the Student Health Center, the Office of Common Ground, the Richmond or Westhampton Dean's Office as well as the Faculty Athletics Representative and one of the University's Title IX Coordinators.

A member of the TPC will be responsible for notifying the student-athlete and the Director of Athletics of the committee's decision within 14 working days of a denied request by the

Director of Athletics. The Director of Athletics or his/her designee will be responsible for informing the NCAA and the appropriate conference office of the appeal outcome.

Confidentiality

All discussions, University documentation, and written support documentation surrounding a student-athlete's request and appeal process, when applicable, shall remain confidential in accordance with state and federal laws, unless the Department of Athletics receives written permission from the student-athlete.

All information regarding all student-athletes' trans identity and medical information, including physician's information provided pursuant to this policy, shall be maintained confidential per state and federal laws.

Facilities Access

1. Trans student-athletes shall have access to use locker rooms, showers and toilet facilities in accordance with the student-athlete's gender identity.
2. When requested by University of Richmond trans student-athletes or by trans student-athletes from visiting institutions, private and separate changing areas, showers and toilet facilities will be provided. However, trans student-athletes shall never be required to use separate facilities by the institution and/or staff members.
3. In incidents where trans student-athletes request or require a particular accommodation during competition at another institution, the appropriate sport administrator will notify the institution to ensure that the student-athlete has access to facilities (i.e. appropriate changing, showering, and/or bathroom facilities) that are comfortable and safe. The notification process shall be handled in such a manner that the student-athlete's identity as a trans person is never disclosed without the student-athlete's express permission.
4. Trans student-athletes will be assigned to share hotel rooms based on their gender identity. Trans student-athletes who request or need additional accommodations with additional privacy will be provided appropriate accommodations on every occasion that it is possible based on the availability of the lodging site.

Language

In all cases, teammates, coaches and Department of Athletic staff members will address and refer to the trans student-athlete by their preferred name. Additionally, pronoun preferences to trans student-athletes will reflect the student-athlete's gender and pronoun preferences.

Dress Codes

While representing the institution, all student-athletes shall not be required to dress in a manner inconsistent with their gender identity, but will be required to conform to basic dress standards as established by department or team rules and requests from staff (i.e. well-cared for, neat, and appropriately “dressy” for the occasion).

Uniforms

All team members will have access to uniforms and other team issued attire that is appropriate for their sport and to which the student-athlete feels comfortable wearing. No student-athlete will be required to wear a gendered uniform or other team issued attire that conflicts with the student-athlete’s gender identity.

Enforcement

Department of Athletics staff members who violate this policy by threatening to withhold athletic opportunities or harassing any student-athlete in violation of this or other University policies as well as by breaching medical confidentiality will be subject to disciplinary action consistent with that of the University’s policies and procedures as outlined by Human Resources.

Additionally, all Department of Athletics staff members are required to report bias incidents, acts of discrimination and/or bias or hate crimes per the established University protocols (<http://commonground.richmond.edu/bias-incidents/index.html>).

Retaliation

Acts of retaliation by Department of Athletic staff members or student-athletes against anyone who files a formal complaint or who informs a University representative of incidents of discrimination based on race, religion, gender, sexual orientation, gender identity or expression are specifically prohibited. Disciplinary actions will be applied in accordance with department and University policies and procedures as outlined by Human Resources and the Department of Athletics.

Bias Incident Definitions and Reporting Protocols *(as of Updated March 2013)*

(<http://commonground.richmond.edu/bias-incidents/index.html>)

Per the policies and procedures of the University of Richmond, the Department of Athletics is committed to being a diverse and inclusive community, strengthened intellectually and socially by the range of knowledge, opinion, belief, political perspective and background of its members, whether of race, ethnicity, gender, sexual orientation, gender expression, gender identity, ability status, age, religious, economic or geographic origin.

Because bias activity has the potential to adversely affect the members of the University community and to undermine the climate of civility and respect necessary to achieve and maintain a diverse and inclusive community, the University has a protocol designed to supplement existing University policies and procedures and to coordinate University resources in response to complaints of bias activity.

As used in this protocol, the term 'bias activity' includes the following:

- *Bias/Hate Crimes* -- defined as any criminal offense or attempted criminal offense that one could reasonably conclude is motivated, in whole or in part, by the alleged offender's bias against an individual's actual or perceived age, ancestry or ethnicity, color, creed, disability, gender, immigration or citizenship status, marital status, national origin, race, religion, religious practice or sexual orientation.
- *Discrimination* -- defined as a violation of the University's Harassment and Discrimination Policy, other applicable University policies and procedures and/or applicable anti-discrimination laws.
- *Bias Incident* -- defined as acts that do not appear to constitute a crime or actionable discrimination, but which may intimidate, mock, degrade, or threaten, individuals or groups and which one could reasonably conclude targets a member or group within the University community because of that individual or group's actual or perceived age, ancestry or ethnicity, color, creed, disability, gender, gender identity or expression, immigration or citizenship status, marital status, national origin, race, religion, religious practice or sexual orientation.

Bias/Hate Crimes - Students, faculty, and staff who are victims of or who witness activity that is or could reasonably be considered a bias/hate crime, including but not limited to assaults, attempted assaults, destruction or damage to property or defacement of property should report such activity immediately to University Police by calling 289-8911, or anonymously, using [Silent Witness](http://police.richmond.edu/reporting/silent-witness.html) (<http://police.richmond.edu/reporting/silent-witness.html>). Where appropriate, the University Police will notify the Bias Resource Team of reports of bias/hate crimes occurring on campus.

Discrimination - Students, faculty, and staff who are subjected to or believe they may be the subject of discrimination prohibited by University policies or applicable laws or who witness potential discrimination should file a complaint in accordance with the University's [Harassment and Discrimination Policy](http://hr.richmond.edu/employees/consulting/harassment.html) (<http://hr.richmond.edu/employees/consulting/harassment.html>). Complaints of discrimination may also be made, informally, to the director of Common Ground who shall assist the individual making the complaint in pursuing such complaint through applicable University policies and in accessing available University resources for support and guidance.

Bias Incidents - Students, faculty, and staff who are the subject of or who witness a Bias Incident may report such incidents to the director of Common Ground. The Common Ground director will assist individuals making reports in identifying appropriate University resources for support and guidance, and will notify the members of the Bias Resource Team of such reports.

These protocols shall be interpreted and implemented in a manner consistent with the University's commitment to academic freedom, as described in Article III (G) of the Faculty Handbook.

Staff and Student-Athlete Education

All Department of Athletic staff members will annually receive information regarding the University's and conference discrimination policies as well as specific information regarding trans identities, the use of preferred names and pronouns, and expectations for creating a respectful team and school climate for all students, including trans and gender-variant students.

Media

All University and Athletic Department representatives who are authorized to speak with the media will receive information regarding terminology, use of names and pronouns, as well as school and athletics conference policies regarding the participation of trans student-athletes on varsity sport teams.

All interactions with media will be handled in such a manner that protects the privacy of all student-athletes and are in compliance with this and University policies as well as with state and federal laws and regulations.

Appendix

The University of Richmond and the Department of Athletics acknowledges that the vocabulary related to trans individuals is continuing evolving, however, below are some working definition and examples of frequently used terms.

Biological/Anatomical Sex — The physical characteristics typically used to assign a person's gender at birth, such as chromosomes, hormones, internal and external genitalia and reproductive organs. Given the potential variation in all of these, biological sex must be seen as a spectrum or range of possibilities rather than a binary set of two options.

Gender — The complex relationship between physical traits and one's internal sense of self as male, female, both or neither as well as one's outward presentations and behaviors related to that perception. Biological sex and gender are different; gender is not inherently connected to one's physical anatomy.

Gender Identity — One's inner concept of self as male or female or both or neither. One's gender identity can be the same or different than the gender assigned at birth. Most people become conscious of their gender identity between the ages 18 months and 3 years. Most people have a gender identity that matches their assigned gender at birth. For some, however, their gender identity is different from their assigned gender. Some of these individuals choose to live socially as the other gender and may also hormonally and/or surgically change their bodies to more fully express their gender identity. All people have gender identity, not just trans people.

Gender Expression — Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Many trans people seek to make their external appearance—their gender expression—congruent with their internal gender identity through clothing, pronouns, names, and, in some cases, hormones and surgical procedures. All people have gender expression, not just trans people.

Trans — Sometimes used as an 'umbrella term' to describe anyone whose identity or behavior falls outside of stereotypical gender norms. More narrowly defined, it refers to an individual whose gender identity does not match their assigned birth gender. Being trans does not imply any specific sexual orientation (attraction to people of a specific gender.) Therefore, trans people may additionally identify as straight, gay, lesbian, or bisexual.

Sexual Identity — Term that refers to being romantically or sexually attracted to people of a specific gender. Our sexual identity and our gender identity are separate, distinct parts of our overall identity. Although a child may not yet be aware of their sexual identity, they usually have a strong sense of their gender identity.

Genderqueer — This term represents a blurring of the lines around gender identity and sexual orientation. Genderqueer individuals typically reject notions of static categories of gender and embrace a fluidity of gender identity and sexual orientation. This term is typically assigned an adult identifier and not used in reference to preadolescent children.

Gender Independent — Refers to individuals whose behaviors and/or interests fall outside what is considered typical for their assigned gender at birth. Someone who identifies as “gender independent” is not necessarily trans. To the contrary, many people who are not trans do not conform to gender stereotypes in their appearance, clothing, physical characteristics, interests, or activities.

Gender Fluidity — Gender fluidity conveys a wider, more flexible range of gender expression, with interests and behaviors that may even change from day to day. Gender fluid individuals do not feel confined by restrictive boundaries of stereotypical expectations of girls or boys.

Intersex — An estimated one in 2,000 babies is born with an “intersex” condition or Disorders of Sex Development (DSD). People with intersex conditions (DSD) are born with physically mixed or atypical bodies with respect to sexual characteristics, i.e. chromosomes, internal reproductive organs, and genitalia. These characteristics may not be visible and individuals may not be aware of the condition. Having an intersex condition does not necessarily affect a person’s gender identity.

FTM (Female-to-Male)/Affirmed male/transboy — A child or adult who was assigned to the female gender at birth but has a male gender identity.

MTF (Male-to-Female)/Affirmed female/transgirl — A child or adult who was assigned to the male gender at birth but has a female gender identity.

Transition — The process by which a trans individual lives consistently with his or her gender identity, and which may (but does not necessarily) include changing the person’s body through hormones and/or surgical procedures. Transition can occur in three ways: social transition through changes in clothing, hairstyle, name and/or pronouns; hormonal transition through the use of medicines such as hormone “blockers” or cross hormones to promote gender-based body changes; and/or surgical transition in which an individual’s body is modified through the addition or removal of gender-related physical traits. Based on current medical knowledge and practice, genital reconstructive surgery is not required in order to transition. Most trans people in the United States do not have genital reconstructive surgery.

Transsexual — An individual whose gender identity does not match the person’s sex at birth. This individual usually desires to physically alter their bodies surgically and/or hormonally. This physical transition is a complicated, multi-step process that may take years and may include, but is not limited to, cross-gender hormone therapy and a variety of surgical procedures. The precise treatments required vary from person to person.

Transphobia — Fear or hatred of trans people. Transphobia is manifested in a number of ways, including violence, harassment, and discrimination.