

## **RECOMMENDED PRACTICES FOR THE INCLUSION OF MINOR TRANSGENDER ATHLETES**

### **DEFINITIONS**

Transgender: a person whose gender identity does not match the person's sex at birth

Gender identity: a person's deeply-felt internal sense of being male or female

Gender expression: a person's external characteristics and behaviors that are socially defined as either masculine or feminine (i.e., dress, speech, mannerisms, social interactions)

### **RECOMMENDED POLICY**

A minor transgender athlete member a swim or dive team should be allowed to participate in accordance with his or her gender identity, irrespective of the gender listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical treatment. The policy should not prevent an athlete from electing to participate in an activity according to his or her assigned birth gender.

This means an athlete who is biologically female but has a male gender identity should be allowed to participate in male events and an athlete who is biologically male but has a female gender identity should be allowed to participate in female events.

### **RECOMMENDED PRACTICES**

1. When an athlete (and/or the athlete's parents) discloses a transgender identity, coaches should request a change of the athlete's gender in the Hy-Tek team roster. Once this is completed, the athlete will be able to be entered in events that match his/her gender identity.
2. At all times, teammates, coaches, and all others should respect the confidentiality of transgender athletes. Discussion or disclosure of an individual's gender identity should only take place after expressed permission is given by the individual or the individual's parents.
3. In all cases, teammates, coaches, and all others should refer to transgender athletes by the athlete's preferred name. Similarly, in all cases, pronoun references to transgender athletes should reflect the athlete's gender and pronoun preferences.
4. Transgender athletes should be able to use the locker rooms, changing facilities, and restrooms that are consistent with his/her gender identity.
5. Prior to meets, without violating an athlete's confidentiality, Team Reps should communicate regarding expectations for treatment of transgender athletes in the pool, on deck, and in the locker room.
6. Transgender athletes should be permitted to dress consistently with their gender identities, including warm-ups and team gear.
7. Transgender athletes should be permitted to wear whatever swimsuit is most comfortable for them, so long as the suit does not extend below the knee or past the shoulders. Transgender athletes can request a swimsuit waiver from the NVSL Chief Official.

8. Teams should provide training to their staff and regular volunteers regarding their responsibilities to prevent, identify, and respond to bullying, harassment, and discrimination. Such topics should include terms and concepts of gender identity and expression and bystander intervention strategies related to bullying. Contact the NVSL's Safe Sport Committee Chair for training program recommendations.

Discrimination against any member or participant on the basis of gender, sexual orientation, and gender expression is prohibited. In the event that a question should arise about whether an athlete's request to participate in a manner consistent with his/her gender identity is bona fide, the NVSL will refer to the USA Swimming rules and guidelines and follow its standard procedures of enforcement.

### **ADDITIONAL RESOURCES**

**Trans\*Athlete:** a resource for students, athletes, coaches, and administrators to find information about transgender inclusion in athletics at various levels of play.

[www.transathlete.com](http://www.transathlete.com)

**Pride in Sport: Guidance for Swimming Governing Bodies on LGBT Inclusion**

[http://www.prideinsport.info/wp-content/uploads/prideinsport-swimming\\_guidance.pdf](http://www.prideinsport.info/wp-content/uploads/prideinsport-swimming_guidance.pdf)