

# University of Puget Sound Athletics Department Policy on Transgender Student-Athletes

## Transgender Policy for Puget Sound Athletics:

Transgender student-athletes will be allowed to participate in any varsity sports activity so long as their participation does not violate any National Collegiate Athletic Association (NCAA) rules or policies. Specifically, transgender student-athletes will be allowed to participate in varsity sports activities under the following conditions;

### Participation on Varsity Sports Teams

- A. NCAA regulations typically prevent the use of hormones by student-athletes, however exceptions can be made for transgender student-athletes. The general rules for transgender student-athletes who are undergoing hormone treatment are:
  1. A trans female (MTF) student-athlete who is being treated with testosterone suppression medication for Gender Identity Disorder (GID) or Gender Dysphoria and/or Transsexualism, or who has undergone surgical intervention to suppress testosterone production for gender transition, may participate on a men's team at any time, but must complete one year of testosterone suppression treatment or one year of post-surgical intervention before competing on a women's team.
  2. A trans male (FTM) student-athlete who is taking medically prescribed testosterone related to diagnoses of a Gender Identity Disorder or Gender Dysphoria and/or Transsexualism may not participate on a women's team after beginning such treatment, and must be granted a medical exception for treatment with testosterone from the NCAA prior to competing on a men's team because testosterone is a banned substance.
  3. For the purposes of NCAA competition, cases involving interruption of GID treatment will be reviewed on a case-by-case basis by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports.
- B. For transgender student-athletes who are NOT undergoing hormone treatment the rules regarding competitions are:
  1. Any transgender student-athlete who is not undergoing hormone treatment related to gender transition may participate in varsity sports activities in accordance with his or her assigned birth sex.

2. A trans male (FTM) student-athlete who is not being treated with testosterone related to gender transition may participate on a men's or women's team.
3. A trans female (MTF) student-athlete who is not undergoing testosterone suppression treatment related to gender transition may not compete on a women's team.

*All participants must meet NCAA and university academic eligibility requirements and be medically cleared to play consistent with current practices and policies for all student-athletes.*

### **Implementation Process**

Both the student-athlete and Puget Sound have roles regarding a transgender student-athlete's participation in varsity athletics.

A. It is the student-athlete's responsibility to:

- Notify the athletic director promptly of any plans to undergo hormone treatment. In order to avoid challenges to a transgender student-athlete'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 athletic director upon matriculation or when the decision to undergo hormonal treatment is made.
- Obtain a letter from a physician regarding use of hormone treatment. The request to the athletic director shall include a letter from the student-athlete's physician documenting the student-athlete's intention to transition or the student-athlete's transition status if the process has already been initiated. This letter shall identify the prescribed hormonal treatment for the student-athlete's gender transition and documentation of the student's testosterone levels, if relevant.
- In any case where a student-athlete is taking hormone treatment related to Gender Identity Disorder or Gender Dysphoria and/or Transsexualism that treatment must be monitored by a physician and Puget Sound must receive regular reports about the athlete's eligibility according to these guidelines.

B. When applicable, and assuming a student-athlete is otherwise eligible to compete, Puget Sound will:

1. Ensure that the athletic director meets with student-athletes (on an individual basis) who notify the director they are transgender to review eligibility requirements and procedure for approval of transgender participation.
2. Convene the Transgender Participation Committee for review of the athletic director's decision, to the extent the student-athlete notifies the Committee that the athletic director's response was not satisfactory.
3. Promptly notify the NCAA and the Northwest Conference (NWC) of the student's request, if applicable, to receive a medical exception to the requirement that student-athletes refrain from hormone use.
4. In the case of testosterone suppression for a MTF student-athlete, document hormonal or surgical suppression to meet the one year requirement for participation, prior to a transgender female participating on a women's team. Puget Sound will also engage in ongoing monitoring of the treatment to ensure continued eligibility to compete on the women's team.
5. Petition to the NCAA for transgender student-athletes who are subject to a one-year transition period, to request an extension of their eligibility to compete at the end of their transition period.
6. Ensure all discussions among involved parties and required written supporting documentation are kept confidential, unless the student-athlete makes a specific request otherwise. All information about an individual student-athlete's transgender identity and medical information, including physician's information provided pursuant to this policy will be treated confidentially.

## **Additional Guidelines**

### **A. Facilities Access**

1. Changing Areas, Toilets, Showers – Transgender student-athletes should use the locker room, showers and toilet facilities consistent with the student-athlete's gender identity. Every effort will be made to have private, enclosed changing areas, showers and toilets for use by any athlete who desires them. When requested by the transgender student-athlete, Puget Sound will make every effort to provide separate changing, showering and toilet facilities for

the student-athlete's use, however transgender student-athletes are not required to use separate facilities.

2. Competition at another institution – At the transgender student-athlete's request, the Puget Sound athletic director will notify the athletic director at other institutions prior to competition to ensure that the student-athlete has access to facilities that are comfortable and safe. This notification will maintain the student's confidentiality. The student-athlete's identity as a transgender person will not be disclosed without the student-athlete's express permission.
3. Hotel rooms – Transgender student-athletes will be assigned to share hotel rooms based on their gender identity, with recognition that any student who needs extra privacy will be accommodated whenever possible.

#### B. Language

1. Preferred Names – If transgender student-athletes prefer to be referred to by a name other than their assigned name, the student-athletes must notify the athletic director, who will inform coaches, teammates, and administrators of the change. The athletic director will instruct all those notified that they must refer to transgender student-athletes by their preferred name.
2. Pronouns – Transgender student-athletes should inform the athletic director of their preferred pronouns. The athletic director will then, with the student-athlete's permission, inform coaches, teammates, and administrators of any necessary change in pronoun usage. The athletic director will instruct all those notified that they must refer to transgender student-athletes by their preferred pronouns.

#### C. Dress Codes and Team Uniforms

1. Dress Codes – While representing the institution, transgender student-athletes will be permitted to dress consistently with their gender identities, while conforming to Puget Sound Athletics Department standards.
2. Uniforms – All team members will have access to uniforms that are appropriate for their sport and that they feel comfortable wearing. No student-athlete will be required to wear a gendered uniform that conflicts with the student's gender identity.

### **Enforcement and Non-Retaliation**

- A. Enforcement – Any member of the Puget Sound Athletics Department who has been found to have violated this policy by threatening to withhold athletic opportunity, harassing, or discriminating against any student-athlete on the basis of gender identity or expression, or by breaching medical confidentiality, will be subject to disciplinary action, up to and including termination or expulsion. Any member of the Athletics Department who becomes aware of conduct that violates this policy should immediately notify the athletic director and/or the Transgender Participation Committee. Policy violations may also be reported to the Puget Sound’s Office of Human Resources.
  
- B. Retaliation – Those who make complaints about discrimination experienced by themselves or others based on gender identity or expression are protected from retaliation. The Puget Sound Athletics Department will take steps to prevent any retaliation against any person who makes such a complaint.

### Resources

NCAA Publication: **NCAA Inclusion of Transgender Student-Athletes**  
[www.ncaapublications.com](http://www.ncaapublications.com)

University of Puget Sound: [www.pugetsound.edu/student.../resources-for-transgender-students/](http://www.pugetsound.edu/student.../resources-for-transgender-students/)