



## USASF POLICY and PROCEDURE REGARDING GENDER-DIVERSE ATHLETES

**Gender Identity Participation Policy:** The USASF allows participation for all athletes regardless of their gender *identity* or *expression*. The purpose of this policy is to designate a set of criteria in which athletes can compete in a safe, competitive, equitable, and friendly environment, free of discrimination.

For the purposes of this policy, the following definitions apply.

1. *Transgender Person:* A person whose gender identity differs from the sex assigned to them at birth. A person who was assigned female sex at birth but is now male may identify as a transgender man. A person who was assigned male sex at birth but is now female may identify as a transgender woman. Some individuals may identify as nonbinary or as neither male nor female, and they may express this identity through appearance that is gender neutral or androgynous, or they may not appear different from other boys/men or girls/women but their pronouns and gender identity are still very important to them.
2. *Intersex Person:* This is a general term used to indicate a person born with reproductive or sexual anatomy and/or chromosomal pattern that differs from the standard medical definitions of male or female. Intersex is different than transgender, and in this policy, only transgender eligibility is addressed.
3. *Gender Identity:* A person's deeply felt internal sense of being male, female, in-between (nonbinary), or neither.
4. *Gender Expression:* A person's external characteristics and behaviors that are socially perceived as masculine, feminine, in-between (nonbinary), or neither.

**Gender Identity Declaration Procedure:** The athlete and or parent(s)/guardian(s) shall contact the Club Owner indicating that the athlete has a gender identity different than the gender listed on the athlete records and that the athlete desires to participate in a manner expressive of their gender identity.

**Notification to the USASF:** The Club Owner shall contact their USASF Regional Director, who will assist the Club Owner and the athlete with the preparation and completion of the USASF Gender Identity Eligibility process. The Director of Member Conduct & Compliance (or their designee), with the information gathered and provided by the Club Owner or athlete, will facilitate the process with the USASF Eligibility Committee.



**Athlete Review Request:** Upon receipt of the request, a review of the information with the USASF Eligibility Committee established to review gender identity requests, will be scheduled. The USASF shall schedule the review as expeditiously as possible so as not to delay participation. The USASF Eligibility Committee will be comprised of the Director of Member Conduct & Compliance (or their designee) and qualified professionals for transgender law and equity.

**Documentation:** The athlete should provide the Eligibility Committee with the following documentation and information to the Gender Diverse Specialist.

- A. Documentation of athlete's gender identification
- B. Any other pertinent documentation or information

**USASF Protocol:** The Athlete Review Request procedure requires confirmation of an athlete's gender identity prior to affirmation by USASF Membership. The USASF will facilitate the provisions necessary within the Athlete Membership Profile online. In the future, should the athlete wish to reassess their gender identity with USASF, the individual would need to submit a new Athlete Review Request following the Gender Identity Declaration Procedure on the previous page.

**Gender Identity Confidentiality:** Once the athlete has been granted eligibility to participate in the sport consistent with their gender identity, the eligibility is granted for the duration of the athlete's participation and does not need to be renewed every season or year. All discussion and documentation will be kept confidential, and the proceedings will be sealed unless the athlete and the family make a specific request. Protecting the privacy of transgender athletes must be a top priority for all athletic personnel, particularly when in the presence of the media. All medical information shall be kept confidential in accordance with applicable state, local, and federal privacy laws.

**Appeal Procedure:** In order to appeal the decision of the USASF Eligibility Committee, the applicant shall file a notice with the Gender Diverse Specialist within 10 business days following the receipt of the written decision denying the petition. An appeal shall require an interview with a Gender Identity Consultant as expeditiously as possible so as not to delay the athlete's ability to participate, and the appeal must commence within 30 days of receipt of the denial. All appeal decisions are final.

*Notwithstanding the foregoing, if USASF receives a subpoena or other validly issued administrative or judicial process requesting an athlete's confidential information or the record of any such proceedings, USASF will provide prompt actual notice to the athlete and family of such receipt, providing them a reasonable opportunity to protect their interests before the time that USASF is required to comply with such subpoena or other process.*



**The USASF Gender Identity policy has been developed based on the following core values:**

- Recognizing the value of extra-curricular athletics for all athletes.
- Emphasizing that participating in extra-curricular athletics is not just allowed but encouraged.
- Striving to create a Gender Identity and Expression policy that could be a model for other sports organizations.
- Adhering to Federal and State Laws regarding gender equity and opportunities.
- Enacting a policy that will maximize flexibility and privacy with minimal restrictions.
- Creating a level playing field for all athletes.
- Addressing the concerns of parents, Club owners, and coaches through this educational component
- Acknowledging that the USASF policy will likely need to be reviewed and revised to reflect increased medical understanding and evolving societal norms.
- Grounding a policy in sound medical practice.
- Providing a space for transgender athletes to exist, participate, and thrive.
- Reduce bullying and harassment of all USASF Athlete members.