

Coastal Carolina University
Athletic Training Department
Policy and Procedure Manual
Transgender Student-Athletes

Revised/Reviewed 7/2012

INTRODUCTION

Coastal Carolina University along with the NCAA believes in and is committed to diversity, inclusion, and gender equity among its student-athletes, coaches, and administrators. Our goal is to create a safe and welcoming environment in which our student-athletes are able to achieve success on and off the field. With that in mind, Coastal Carolina University has implemented a policy for the inclusion of transgender student-athletes in intercollegiate competition.

In order to better understand the policy and promote a non-discriminatory environment for our student-athletes we must first become familiar with the terms associated with gender identity while understanding that gender identity is more complex than our society generally acknowledges. “Transgender” or “trans” means that a person’s internal sense of gender differs from their sex at birth. A trans male (or FTM, female-to-male) is a person who was born with a female body but identifies as a boy or a man. The same goes for a trans female (or MTF, male-to-female), someone who was born with a male body but identifies as being a girl or a woman. You may also hear the term gender fluid. Gender fluid is someone who does not want to be restricted by the stereotypical classifications of girls or boys, therefore, their gender expression may change from day to day.

In the 2011 *NCAA Inclusion of Transgender Student-Athletes* handbook the following guidelines are listed to be used by collegiate athletics when creating policies that govern the participation of transgender student-athletes. Please keep in mind that as new research becomes available in relation to the physiological effects of gender transition on athletic performance these policies may be re-evaluated to ensure they reflect the most current research-based information.

1. Participation in intercollegiate athletics is a valuable part of the education experience for all students.
2. Transgender student-athletes should have equal opportunity to participate in sports.
3. The integrity of women’s sports should be preserved.
4. Policies governing sports should be based on sound medical knowledge and scientific validity.
5. Policies governing sports should be objective, workable, and practicable; they should also be written, available, and equitably enforced.
6. Policies governing the participation of transgender students in sports should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.
7. The legitimate privacy interests of all student-athletes should be protected.
8. The medical privacy of transgender students should be preserved.

9. Athletic administrators, staff, parents of athletes, and student-athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant students in athletics.
10. Policies governing the participation of transgender students in athletics should comply with state and federal laws protecting from discrimination based on sex, disability, and gender identity and expression.

POLICIES FOR INTERCOLLEGIATE TEAMS

(Taken, with minor modification, from the *NCAA Inclusion of Transgender Student-Athletes* handbook, 12-14 and *On the Team: Equal Opportunity for Transgender Student Athletes*)

A transgender student-athlete should be allowed to participate in any sports activity so long as that athlete's use of hormone therapy, if any, is consistent with the NCAA existing policies on banned medications. Specifically, a transgender student-athlete should be allowed to participate in sex-separated sports activities under the following conditions:

Transgender Student-Athletes Undergoing Hormone Treatment

A trans male (FTM) student-athlete who has received medical exception for treatment with testosterone for diagnosed Gender Identity Disorder or gender dysphoria and/or Transsexualism, for purposes of NCAA competition may compete on a men's team, but is no longer eligible to compete on a women's team without changing that team status to a mixed team.

A trans female (MTF) student-athlete being treated with testosterone suppression medication for Gender Identity Disorder or gender dysphoria and/or Transsexualism, for the purpose of NCAA competition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing once calendar year of testosterone suppression treatment.

Mixed Team: A mixed team has both female and male participants and may be restricted in championship play according to specific national governing body rules.

Transgender Student-Athletes Not Undergoing Hormone Treatment

Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with his or her assigned birth gender.

A trans male student-athlete who is not taking testosterone related to gender transition may participate on a men's or women's team (If male team, mixed team status is required).

A trans female student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

RECOMMENDED IMPLEMENTATION PROCESS

The Student's Responsibilities

A student-athlete that has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition should submit the request to participate on a sports team in writing to the director of athletics upon matriculation or when the decision to undergo hormone treatment is made.

The request should include a letter from the student's physician documenting the student-athlete's intention to transition or the student's transition status if the process has already begun. This letter should identify the prescribed hormonal treatment for the student's gender transition and documentation of the student's testosterone levels, if applicable.

Coastal Carolina University's Responsibilities

The director of athletics should meet with the student to review eligibility requirements and procedure for approval of transgender participation.

If hormone treatment is involved in the student-athlete's transition, the director of athletics should notify the NCAA of the student's request to participate with a medical exception request.

To assist in educating and in development of institutional policy and practice, a Transgender Participation Committee should be established. It should include representation from the following departments: office of general counsel, health and counseling, faculty/academic affairs, and athletics.

All information about an individual student's transgender identify, medical information, discussions among involved parties, and required written support documentation should be kept confidential, unless the student-athlete makes a specific request otherwise.

FACILITIES, SUPPORT, and EDUCATION

Facilities Access

Changing Areas, Toilets, Showers – Transgender student-athletes should be able to use the locker room, shower, and toilet facilities in accordance with the student's gender identity. Every locker room should have some private, enclosed changing areas, showers, and toilets for use by any athlete who desires them. When requested by a transgender student-athlete, schools should provide private, separate changing, showering, and toilet facilities for the student's use, but transgender students should not be required to use separate facilities.

Competition At Another School – If a transgender student-athlete requires a particular accommodation to ensure access to appropriate changing, showering, or bathroom facilities, athletic directors, and coaches, in consultation with the transgender student-athlete, should notify their counterparts at other schools prior to competitions to ensure that the student has access to facilities that are comfortable and

safe. This notification should maintain the student's confidentiality. Under no circumstances should a student-athlete's identity as a transgender person be disclosed without the student's express permission.

Hotel Rooms – Transgender student-athletes generally should be assigned to share hotel rooms based on their gender identity, with recognition that any student who needs extra privacy should be accommodated whenever possible.

Support

Language – In all cases, teammates, coaches, and all others in the school should refer to transgender student-athletes by a student's preferred name. Similarly, in all cases, pronoun references to transgender student-athletes should reflect the student's gender and pronoun references.

Dress Codes and Team Uniforms – Transgender student-athletes should be permitted to dress consistently with their gender identities. That is, a female-to-male transgender athlete should be permitted to dress as a male. A male-to-female should be permitted to dress as a female.

Dress codes for athletic teams when traveling or during a game day at school should be gender neutral. Instead of requiring a women's team to wear dresses or skirts, for example, ask that team members wear dresses or slacks that are clean, neat, well cared for and appropriately "dressy" for representing their school and team.

All team members should have access to uniforms that are appropriate for their sport and that they feel comfortable wearing. No student should be required to wear a gendered uniform that conflicts with the student's gender identity.

Education

Institutions – All members of Coastal Carolina University community should receive information and education about transgender identities, institutional and conference non-discrimination policies, the use of preferred names and pronouns, and expectations for creating a respectful team and school climate for all students, including transgender and gender variant students.

Athletics Conference Personnel – Athletics conference leaders should be educated about the need for policies governing the participation of transgender student-athletes, develop such policies, and ensure that all schools in the Big South Conference understand and adopt the policies.

Opposing Teams/Universities – Without violating a transgender student's confidentiality or privacy, school leaders, athletic directors, and coaches should communicate with their counterparts at other schools prior to competitions in which a transgender athlete is participating about expectations for treatment of transgender student-athletes on and off the field. This does not require "outing" or otherwise identifying a particular student-athlete as transgender, but rather establishing general expectations for the treatment of all student-athletes, including those who may be transgender.