

## TRANSGENDER STUDENT ATHLETE POLICY

### Introduction

Carthage College prohibits discrimination on the basis of gender identity and gender expression. As part of that prohibition, Carthage's Athletics Department maintains this policy in order to facilitate and encourage the participation of transgender student athletes in intercollegiate sports administered by the National Collegiate Athletic Association. Carthage prepared this policy based on the NCAA's bylaws, guidance, and recommendations for transgender student athletes and intercollegiate sports. This policy describes how transgender students can participate in intercollegiate sports at Carthage.

### Glossary

Accurate language can overcome some of the misperceptions associated with sex, gender, and transgender people. The glossary contains working definitions and examples of frequently used—and misused—terms. While this glossary contains many definitions, it does not fully describe the language used in the transgender community.

**Biological 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.

**Gender**—The complex relationship between a person's physical traits and internal sense of self as male, female, both, or neither, as well as a person's outward presentations and behaviors related to that perception. Biological sex and gender are not inherently connected to each other.

**Gender Identity**—A person's inner concept of self as male, female, both, or neither. A person's gender identity can be the same or different than the gender assigned to that person at birth. Most people have a gender identity that matches their assigned gender at birth. But for some people, their gender identity is different from their birth gender or biological sex. Some people choose to live socially as the other gender and may also change their bodies to more fully express their gender identity.

**Transgender**—An individual whose gender identity does not match their assigned birth gender. Being transgender does not imply any specific sexual orientation. Transgender people may additionally identify as straight, gay, lesbian, or bisexual. Alternately, an umbrella term to describe anyone whose identity or behavior falls outside of stereotypical gender norms.

**Female-to-Male**—A person assigned to the female gender at birth, but who has a male gender identity.

**Male-to-Female**—A person assigned to the male gender at birth, but who has a female gender identity.

**Transition**—The process by which a transgender person lives consistently with their gender identity. This process can occur in three primary ways: 1) social transition through changes in clothing, hairstyle, name or pronouns; 2) hormonal transition through the use of medicines

such as hormone “blockers” or cross hormones to promote gender-based body changes; and 3) 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, neither hormone therapy nor surgery are required in order to transition.

### **Participation on Intercollegiate Teams**

A transgender student athlete can participate on an athletic team so long as that student athlete’s use of hormone therapy, if any, is consistent with the NCAA’s existing eligibility and banned substance policies.

1. *Participation in Sex-Separated Intercollegiate Teams.* A transgender student athlete can participate on sex-separated teams under the following conditions.

1.1. Transgender student athletes who are undergoing hormone treatment.

A. A male-to-female transgender student athlete who is taking a medically-prescribed hormone treatment related to gender transition may participate on a men’s team at any time, but must complete one year of hormone treatment related to gender transition before competing on a women’s team.

B. A female-to-male transgender student athlete who is taking medically-prescribed testosterone related to gender transition may not participate on a women’s team after beginning hormone treatment.

C. A female-to-male transgender student athlete who is taking medically-prescribed testosterone for the purposes of gender transition may compete on a men’s team with an NCAA-approved medical exception.

D. If a student athlete is receiving hormone treatment related to gender transition, the NCAA must approve their use of that hormone before the student athlete may participate in competition while taking such medications. Carthage may request an exception from the NCAA for a student athlete’s use of such hormones by submitting medical documentation from the prescribing physician supporting the diagnosis and treatment. The NCAA recognizes that some banned substances are used for legitimate medical purposes and allows exceptions to be made for those student athletes with a documented medical history that demonstrates the need for the use of otherwise banned substances.

1.2. Transgender student athletes who are not undergoing hormone treatment.

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

B. A female-to-male transgender student athlete who is not taking testosterone related to gender transition may participate on a men’s or women’s team.

C. A male-to-female transgender student athlete who is not taking hormone treatments related to gender transition may not participate on a women’s team.

2. *Participation in Mixed-Gender Teams.* A mixed-gender team has both female and male participants and may be restricted in championship play according to specific national governing body rules. A transgender student athlete can participate on mixed-gender teams under the following conditions.

2.1. Transgender student athletes who are undergoing hormone treatment.

A. For purposes of mixed-gender team classification, a male-to-female transgender student athlete who is taking medically prescribed hormone treatment related to gender transition will be counted as a male participant until the student athlete has completed one year of hormone treatment, at which time the student athlete will be counted as a female participant.

B. For purposes of mixed-gender team classification, a female-to-male transgender student athlete who is taking medically-prescribed testosterone related to gender transition will be counted as a male participant and must request a medical exception from the NCAA before competing because testosterone is a banned substance.

2.2. Transgender student athletes who are not undergoing hormone treatment.

1. For purposes of mixed-gender team classification, a female-to-male transgender student athlete who is not taking testosterone related to gender transition may be counted as either a male or female.

2. For purposes of mixed-gender team classification, a female-to-male transgender student athlete who is not taking testosterone related to gender transition participating on a women's team will not make that team a mixed-gender team.

3. For purposes of mixed-gender team classification, a male-to-female transgender student athlete who is not taking hormone treatment related to gender transition will count as a male.

3. *Request Process.*

3.1. The Student Athlete's Responsibilities.

A. A transgender student athlete who wishes to participate on a team according to their gender identity must make a request in writing to the Athletics Department at the earliest possible time in order to avoid challenges to their participation during a season.

1. Ordinarily, this request will occur upon matriculation, when deciding to try out for a team, or immediately after making the decision to undergo hormonal treatment.

2. The student athlete must submit their request to the Director of Athletics.

3. If the student athlete has previously completed, plans to being, or is in the process of taking hormones as part of a gender transition, their request must 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 begun.

The letter must also identify the prescribed hormonal treatment for the student athlete's gender transition and document the student's testosterone levels, if relevant.

B. Request forms are available on Carthage's website and at the Athletic Department's offices.

C. Carthage encourages student athletes to meet with someone who can offer support and advice throughout the request process, if desired.

1. Carthage's Title IX Coordinators and Title IX Deputy for Athletics are available to answer questions, offer support, and provide advice to student athletes.

2. External resources like GLAAD, transathlete.com, Y, & Z can also offer resources and support.

3. Carthage strongly encourages transgender student athletes to consult the resources available at <https://www.carthage.edu/equity-inclusion/>.

### 3.2. The Athletic Department's Responsibilities.

A. After receiving a request, the Director of Athletics will meet with the student athlete to review eligibility requirements under this policy and the NCAA's policies for banned substances, sex-separated teams, and mixed-gender teams.

B. If the student athlete wishes to participate on a team and undergo hormone therapy, the Director of Athletics will promptly submit a request for exemption to the NCAA for the student athlete from the NCAA's banned substance policy. The Director of Athletics will work with the student athlete to obtain and provide the necessary documentation to support their request.

C. In consultation with Carthage's Title IX Coordinator, the Director of Athletics will review and approve the student athlete's request to participate if:

1. The request complies with the NCAA's eligibility requirements & bylaws;

2. The request satisfies the applicable criteria described in this policy; and

3. The NCAA has granted an exemption from its banned substance policy for a student athlete receiving hormone therapy.

The Director of Athletics will promptly notify the student athlete of their decision and the NCAA's decision on the request for exemption from the NCAA's banned substances policy, if applicable.

D. Unless the student athlete specifically requests otherwise, Carthage will keep all discussions, requests, and supporting documentation confidential and limit access to the Director of Athletics, the Title IX Coordinator, and necessary members of the Athletics Department's staff. Additionally, Carthage will confidentially maintain all information

about a transgender student athlete's identity and medical records, including physician's information provided under this policy.

## **Support**

1. *Names and Pronouns.* Teammates, coaches, spectators, and other participants will refer to student athletes by their preferred names and pronouns.

2. *Dress Codes and Uniforms.* Dress codes will enable all student athletes dress according to their gender identity and will require student athletes to dress with appropriate formality in ways that suit their gender identity. Additionally, uniforms should not conflict with an athlete's gender identity, except as may be required by a sport's rules of the game.