

**Carleton College  
Physical Education, Athletics and  
Recreation  
Transgender Policy for Intercollegiate  
Athletics, Club Sports and Intramural Sports**



Carleton College and the Physical Education, Athletics and Recreation (PEAR) Department value athletics and recreation as a vital part of our students' campus liberal arts experience. We also embrace and affirm our campus diversity statement which states, "a Carleton education recognizes that the world's people differ in their race and ethnicity, culture, political and social worldviews, religious and spiritual understandings, language and geographic characteristics, gender, gender identities and sexual orientations, learning and physical abilities, age, and social and economic classes. It is essential to our high academic standards that we be committed to creating a diverse campus community" ([http://apps.carleton.edu/governance/diversity/diversity\\_statement/](http://apps.carleton.edu/governance/diversity/diversity_statement/)).

For definition purposes "transgender" is defined as an individual whose gender identity does not match the assigned birth gender (NCAA Inclusion of Transgender Student-Athletes, 2011, 22). In this document "assigned birth gender" is referred to as "sex assigned at birth".

Our policy was created with equity and accessibility in mind with resources from the National Collegiate Athletic Association (NCAA) and documents such as "*On the Team: Equal Opportunity for Transgender Student Athletes*". We commit to continually reviewing our policy with the Physical Education, Athletics and Recreation (PEAR) Department Equity Committee and the Carleton Gender and Sexuality Center.

We also adhere to and support the Minnesota Intercollegiate Athletic Conference (MIAC) Transgender Policy for all NCAA intercollegiate sports found at this link:

<http://www.miacathletics.com/about/resources/administrators/policies/AppendixS.pdf>

## **Guidelines for Intercollegiate Athletics (NCAA policy)**

### **I. Participation in Sex-Separated Intercollegiate Sport Teams**

#### **A. Transgender student-athletes who are undergoing hormone treatment**

1. A male-to-female (MTF) transgender student athlete who is taking 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.
2. A female-to-male (FTM) 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, and must request a medical exception from the NCAA prior to competing on a men's team because testosterone is currently a banned substance.

3. A female-to-male (FTM) transgender student athlete who is taking medically prescribed testosterone for the purposes of gender transition may compete on a men's team.
4. In any case where a student athlete is taking hormone treatment related to gender transition, that treatment must be monitored by a physician, and the NCAA and AD must receive regular reports about the athlete's eligibility according to these guidelines.

**B. Transgender student-athletes who are *not* undergoing hormone treatment:**

1. Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with sex assigned at birth, after reviewing eligibility requirements with the Athletic Director (see Carleton's procedure under Section III).
2. 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.
3. A male-to-female transgender student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.  
(*On The Team: Equal Opportunity for Transgender Student Athletes*, 28-31)

**II. Participation in Mixed Gender Sport Activities**

- A. A mixed team has both female and male participants and may be restricted in championship play according to specific national governing body rules.
  1. NCAA rules state that a male participating in competition on a female team makes the team a "mixed team." The mixed team can be used for sports sponsorship numbers and counts toward the mixed/men's team minimums within the membership sports-sponsorship requirements. Such a team is ineligible for a women's NCAA championship but is eligible for a men's NCAA championship.
  2. A female on a men's team does not impact sports sponsorship in the application of the rule the team still counts toward the mixed/men's numbers. Such a team is eligible for a

men's NCAA championship.

3. Once a team is classified as a mixed team, it retains that status through the remainder of the academic year without exception. (*NCAA Transgender Handbook, 2011, 12*)

### **III. Process for Approval of Transgender Student-Athletes Participation in NCAA Intercollegiate Athletics**

- A. A transgender student-athlete wanting to participate in Intercollegiate Athletics should submit a request to meet with the Athletic Director (AD) to review NCAA eligibility requirements and the procedure for approval of participation as a transgender student-athlete.
- B. The student will need to submit to the AD a written request for participation and 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 been initiated. This letter shall identify the prescribed hormonal treatment for the student's gender transition and documentation of the student's testosterone levels, if relevant.
- C. The AD will inform the NCAA of the student's request to participate and request that the NCAA assign a facilitator to assist the AD in responding to the request.
- D. On the basis of this documentation, other applicable NCAA or medical information, and any applicable federal, state, local, Carleton or NCAA laws/rules/regulations, the AD will make a decision regarding the student-athlete's participation.
- E. If the student-athlete's request to participate is *approved*, the AD will notify the NCAA of the outcome, and the NCAA will confirm that the treatment requirement has been met.
- F. If the request to participate is *denied*, or if the AD requests further review, the decision will be reviewed by Carleton's Transgender Student Athlete Participation Committee (TSAPC) within 14 days, which will forward a recommendation to the AD and the Dean of the College based on the equity, legal, and participation issues applicable to the request. Carleton's TSAPC has the following membership:
  - a representative of the Athletic Department, other than the Athletic Director
  - a representative of the NCAA Compliance Office;
  - the Faculty Athletic Representative (FAR);
  - the campus Title IX Compliance Officer;

- a medical professional;
- a representative from the Student Health and Counseling (SHAC) office;
- a representative from the Gender and Sexuality Center.

The TSAPC will be responsible for reviewing denials of requests for participation and for assisting the AD (or designee) in moving forward any medical or compliance paperwork to the NCAA for consideration, review or approval, should such approval be necessary before the student-athlete's participation in intercollegiate athletics.

- G. If a request to participate is *approved* after TSAPC review, the AD will notify the NCAA of the outcome, and the NCAA will confirm that its treatment requirement has been met.
- H. If the transgender student-athlete is subject to a one-year transition period, the student may submit a request to the NCAA to receive an extension of eligibility at the end of the transition period, for which the Athletic Department will write a supporting letter.
- I. In the event that an opposing team or school challenges a transgender student athlete's approved eligibility, the Athletic Department will direct the challenge to, and participate only in, the formal appeal process of the NCAA.

### **Guidelines for Club Sports**

- I. A transgender student-athlete who wishes to compete in a Club Sport should consult with the Director of Club Sports to determine eligibility for competition based and non-competition based events. The Director of Club Sports will contact the club sport's National Governing Body (NGB) to determine if the athlete is eligible to compete. If the sport's NGB does not have a policy regarding transgender athletes, a student may participate in accordance with their gender identity.
- II. If conflicts or procedural questions arise under these guidelines, a team consisting of the Intramural and Club Sports Directors, the Director or designee from the Gender and Sexuality Center, and the Title IX Coordinator shall be consulted for advice and resolution.

### **Guidelines for Campus Recreation and Intramural Sports**

- I. Campus Recreation at Carleton College supports the "General, Value, and Action Statements for Equity, Diversity, and Inclusion" upheld by the National Intramural Recreation Sports Association (NIRSA) which allows transgender student-athletes to compete in accordance with their gender identity. Campus Recreation at Carleton College includes Recreation Programs,

Intramurals, Open Recreation, as well as Wellness and Fitness Initiatives. We are committed to providing welcoming quality services and programs; we strive to be forward thinking, while promoting a healthy and safe community for all. . [Click Here for NIRSA STATEMENTS](#)

- II. If conflicts or procedural questions arise under these guidelines, a team consisting of the Intramural and Club Sports Directors, the Director or designee from the Gender and Sexuality Center, and the Title IX Coordinator shall be consulted for advice and resolution.

### **Reporting Discrimination**

- I. Carleton College cares about the safety of its students and the climate of its community. All members of the Carleton Community are subject to Carleton College non-discrimination policies and the expectation that they will uphold Carleton's Statement on Diversity ([https://apps.carleton.edu/governance/diversity/diversity\\_statement/](https://apps.carleton.edu/governance/diversity/diversity_statement/) ).
- II. Students, faculty and staff who have experienced any discrimination, harassment, bias or retaliation are encouraged to communicate their concerns through Carleton's Community Concern Form. The form and other information are available here: [https://apps.carleton.edu/campus/dos/forms/community\\_concern/](https://apps.carleton.edu/campus/dos/forms/community_concern/)

### **Privacy and Confidentiality**

- I. All discussions among involved parties and required written supporting documentation will be kept private, unless the student-athlete makes a specific request otherwise. All information about an individual student's transgender identity will be kept private and medical information, including physician's information provided pursuant to this policy, will be maintained confidentially.

### **Inclusive Expectations within the PEAR Department**

- I. The following are measures that are supported within the PEAR department:
  - A. **Pronouns and Names:** Use the name and pronoun that student-athletes' request and work with student-athletes, coaches and staff in this area
  - B. **Dress Codes/Uniforms:** Work with coaches and staff to ensure that transgender student-athletes are able to dress consistently with their gender identities, including uniforms. Eliminate requirements for gendered dress codes (e.g., in tennis, men wearing shorts and women wearing skirts) for participation and travel when possible.

- C. **Facilities Planning:** Plan for the special needs of transgender student-athletes as new spaces are designed and as existing spaces become available or repurposed, including locker rooms, changing/showering spaces, and so forth. Provide transgender student-athletes with use of facilities in accordance with their gender identity and, when requested, make a best-faith effort to provide private, separate facilities. This includes accommodation for hotel rooms (rooming a transgender student-athlete consistent with the individual's gender identity) and facilities needs while on the road or at a visiting team location.
- D. **Enforcement and Non-Retaliation:** Ensure that all campus policies, federal, state, local, NCAA or other applicable laws and regulations are followed to provide an appropriate environment for transgender student-athletes, including non-retaliation if a transgender student-athlete reports an incident of discrimination or a hostile environment.
- E. **Environment:** Work with coaches and student-athletes to address team dynamics and an inclusive environment within the team and department.
- F. **Media:** All college and athletic department representatives who are authorized to speak with the media should receive information about appropriate terminology, use of names and pronouns, and college and NCAA policies regarding the participation of transgender student-athletes on college sports teams. Protecting the privacy of transgender student-athletes must be a top priority. All medical information shall be kept confidential in accordance with applicable state, local and federal privacy laws.

### **Periodic Review of Transgender Student-Athlete Policy**

- I. In consideration of the changing nature of medical science, changing nature of terminology [Appendix A], and changing NCAA and NGB laws/rules/regulations/recommendations, these policies should be reviewed yearly by the Athletic Director, a member of the PEAR Department Equity Committee, the Title IX Compliance Officer and the Gender and Sexuality Center.
- II. These policies may be changed at any time by the Athletic Director provided notice is given in writing to Carleton PEAR department members, the Director of Gender and Sexuality Center, the Title IX Coordinator and the Dean of the College.

### **Appendixes**

## I. **Appendix A: Abbreviated Glossary of Transgender Terminology**

While this glossary provides definitions for a number of terms, it is in no way exhaustive of the language used regarding the transgender community. Language has immense power to shape our perceptions of other people. Using accurate language can help to overcome many of the misperceptions associated with gender and transgender people. Although the vocabulary related to transgender people continues to evolve, here are some working definitions and examples of frequently used (and misused) terms.

- A. **Sex Assigned at Birth/Anatomical 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. Given the potential variation in all of these, biological sex must be seen as a spectrum or range of possibilities rather than a binary set of two options.
- B. **Gender** — The complex relationship between physical traits and one's internal sense of self as male, female, both or neither as well as one's outward presentations and behaviors related to that perception. Biological sex and gender are different; gender is not inherently connected to one's physical anatomy.
- C. **Gender Identity** — One's inner concept of self as male or female or both or neither. One's gender identity can be the same or different than the gender assigned at birth. Most people become conscious of their gender identity between the ages 18 months and 3 years. Most people have a gender identity that matches their assigned gender at birth. For some, however, their gender identity is different from their assigned gender. Some of these individuals choose to live socially as the other gender and may also hormonally and/or surgically change their bodies to more fully express their gender identity. All people have gender identity, not just transgender people.
- D. **Gender Expression** — Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Many transgender people seek to make their external appearance—their gender expression—congruent with their internal gender identity through clothing, pronouns, names, and, in some cases, hormones and surgical procedures. All people have gender expression, not just transgender people.
- E. **Transgender** — Sometimes used as an 'umbrella term' to describe anyone whose identity or behavior falls outside of stereotypical gender norms. More narrowly defined, it refers to an individual whose gender identity does not match their assigned birth gender. Being transgender does not imply any specific sexual orientation (attraction to people of a

specific gender.) Therefore, transgender people may additionally identify as straight, gay, lesbian, or bisexual.

- F. **Sexual Orientation** — Term that refers to being romantically or sexually attracted to people of a specific gender. Our sexual orientation and our gender identity are separate, distinct parts of our overall identity. Although a child may not yet be aware of their sexual orientation, they usually have a strong sense of their gender identity.
- G. **Gender Non-Binary** - a person who does not identify as either a man or a woman and/or challenges the idea that there are only two genders and that a person must be strictly gendered as either/or. Used as an “umbrella term” for a wide variety of identities. Some people see this identity category as separate from transgender
- H. **Genderqueer** — This term represents a blurring of the lines around gender identity and sexual orientation. Genderqueer individuals typically reject notions of static categories of gender and embrace a fluidity of gender identity and sexual orientation. This term is typically assigned an adult identifier and not used in reference to preadolescent children.
- I. **Gender Nonconforming/Gender Variant** — Refers to individuals whose behaviors and/or interests fall outside what is considered typical for their assigned gender at birth. Someone who identifies as “gender nonconforming” is not necessarily transgender. To the contrary, many people who are not transgender do not conform to gender stereotypes in their appearance, clothing, physical characteristics, interests, or activities.
- J. **Gender Fluidity** — Gender fluidity conveys a wider, more flexible range of gender expression, with interests and behaviors that may even change from day to day. Gender fluid individuals do not feel confined by restrictive boundaries of stereotypical expectations of girls or boys.
- K. **Intersex** — An estimated one in 2,000 babies is born with an “intersex” condition or Disorders of Sex Development (DSD). People with intersex conditions (DSD) are born with physically mixed or atypical bodies with respect to sexual characteristics, i.e. chromosomes, internal reproductive organs, and genitalia. These characteristics may not be visible and individuals may not be aware of the condition. Having an intersex condition does not necessarily affect a person’s gender identity.
- L. **FTM (Female-to-Male)/Affirmed male/transboy** — A child or adult who was assigned to the female gender at birth but has a male gender identity.
- M. **MTF (Male-to-Female)/Affirmed female/transgirl** — A child or adult who was assigned to the male gender at birth but has a female gender identity.
- N. **Transition** — The process by which a transgender individual lives consistently with his or her gender identity, and which may (but does not necessarily) include changing the person’s body through hormones and/or surgical procedures. Transition can occur in three ways: social transition through changes in clothing, hairstyle, name and/or



pronouns; hormonal transition through the use of medicines such as hormone “blockers” or cross hormones to promote gender-based body changes; and/or 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, genital reconstructive surgery is not required in order to transition. Most transgender people in the United States do not have genital reconstructive surgery.

- O. **Transsexual** — An individual whose gender identity does not match the person’s sex at birth. These individuals usually desires to physically alter their bodies surgically and/or hormonally. This physical transition is a complicated, multi-step process that may take years and may include, but is not limited to, cross-gender hormone therapy and a variety of surgical procedures. The precise treatments required vary from person to person.
- P. **Transphobia** — Fear or hatred of transgender people. Transphobia is manifested in a number of ways, including violence, harassment, and discrimination. *NCAA Transgender Handbook, 2011, 22-23)*

## II. Appendix B: Further References

- A. <http://www.transathlete.com/>
- B. “On the Team: Equal Opportunity for Transgender Student-Athletes”  
<http://www.transathlete.com/#!/documents/cqh1>
- C. “NCAA Inclusion of Transgender Student-Athletes” handbook  
[http://www.ncaa.org/sites/default/files/Transgender\\_Handbook\\_2011\\_Final.pdf](http://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf)
- D. NCAA Division III Manual:  
<http://www.ncaapublications.com/p-4390-2015-2016-ncaa-division-iii-manual-august-version-available-august-2015.aspx?CategoryID=0&SectionID=0&ManufacturerID=0&DistributorID=0&GenreID=0&VectorID=0&>

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