

Policy for Inclusion and Respectful Treatment of Transgender Student-Athletes

I. INTRODUCTION

Goucher College prohibits discrimination on the basis of gender identity. In order to comply with this policy and to uphold principles of equity and inclusion, the Athletics Department at Goucher College maintains the following policy to provide guidance, support, and encouragement to transgender student-athletes and to facilitate their participation in athletic activities at the College.

This policy follows the guidelines offered in the [NCAA Inclusion of Transgender Student-Athletes Handbook](#), the NCAA Testosterone Threshold guidelines, and the NCAA Division III LGBTQ OneTeam Training Participant Playbook.

II. STATEMENTS

Policies governing athletics at Goucher should be objective, scientifically valid, and practical; they should also be written, available, and enforced. They should reflect Goucher College's community principles of respect, inclusion, and social justice, and respect and honor intersecting identities of all Goucher students (i.e., their race, ethnicity, class, ability, sexual orientation, gender identity and gender expression).

III. DEFINITIONS

A. Cisgender: Refers to an individual whose gender identity aligns with their assigned sex at birth; an individual who is not transgender.

B. Gender Expression: Refers to the ways in which a person communicates their gender identity to others through behavior, clothing, haircut, voice, name, personal pronouns, and other forms of self-presentation.

C. Gender Fluid: Describes a person whose gender identity and expression are not fixed and can vary at any time.

D. Gender Identity: An individual's internal sense and understanding of being male, female, both or neither.

E. LGBTQ: A short-hand way to refer to lesbian, gay, bisexual, transgender, queer people. The 'Q' can also refer to people who are questioning their sexual orientation or gender identity.

F. Non-Binary: Describes a person whose gender identity is not either male or female. A non-binary person may feel some mix of both male and female, somewhere in between, or something completely

different. Other terms that are similar to ‘non-binary’ are genderqueer, gender expansive and gender nonconforming.

G. Queer: Historically a slur used to demean lesbian and gay people; queer is now a self-description preferred by many lesbian, gay, bisexual, and transgender people (especially younger people) as a challenge to traditional sex and gender expectations or labels, and to reclaim the word in a positive way from its historically negative use.

H. Sex Assigned at Birth: Refers to the designation of a newborn child’s sex based on inspection of their external genitalia.

I. Sexual Orientation: Describes a person’s sexual attraction to other people. ‘Heterosexual’ (or straight) describes a person attracted to people of a different sex. ‘Lesbian’ describes a woman attracted to women. ‘Gay’ describes a man attracted to men. (‘Gay’ also is used as an umbrella term referring to both lesbians and gay men). ‘Bisexual’ or ‘pansexual’ describe someone attracted to people of any sex.

J. Transgender: An adjective describing a person whose gender identity does not match their sex assigned at birth.

K. Transgender Man: A man who was assigned female at birth but identifies as a man.

L. Transgender Woman: A woman who was assigned male at birth but identifies as a woman.

M. Transition: The process by which a transgender person strives to live consistently with their gender identity, for example, male to female or female to male. Transitioning may include changing behavior, names, pronouns, clothing, hairstyles, and other appearance-related characteristics. Transitioning may also include, but not necessarily, surgically changing one’s body or taking hormones.

IV. GUIDING PRINCIPLES

- Transgender student-athletes should have a safe environment in which to play sports.
- Transgender student-athletes should have an equal opportunity to participate in sports.
- The privacy of all student-athletes should be protected.

V. PROCEDURES

A transgender student-athlete is allowed to participate in any sport activity as long as that athlete’s use of hormone therapy, if any, is consistent with the National College Athletic Association (NCAA) existing policies on banned substances.

Specifically, a transgender student-athlete should be allowed to participate in intercollegiate sports activities under the following conditions as outlined in the [NCAA Transgender Student-Athlete Participation Policy](#)

A. Participation in Intercollegiate Sport Teams

1. Transgender women (male to female) and student-athletes who are undergoing hormone treatment must meet sport-specific Eligibility Requirements:
 - i. [2023 Fall Sport Testosterone Thresholds and Championship Eligibility Deadlines](#)
 - ii. [2023-24 Winter Sports Testosterone Thresholds and Championship Eligibility Deadlines](#)
 - iii. [2023-24 Spring Sport Testosterone Thresholds and Championship Eligibility Deadlines](#)
2. Transgender men (female to male) and student-athletes who are undergoing hormone treatment:
 - i. Will be required to work with the sports medicine and NCAA compliance staff(s) to follow the NCAA Policies for Banned Substances, per NCAA Division III Bylaw 31.2.3.1. Medical exceptions are allowed to be made for those student-athletes with a documented medical history demonstrating the need for treatment with certain banned medications. More information can be found on the NCAA website for [Medical Exception Procedures](#)
3. Transgender student-athletes who are **NOT** undergoing hormone treatment:
 - a. Any transgender student-athlete who is **not** taking hormone treatment related to transitioning may participate in sex-separated sports activities in accordance with the student's assigned sex at birth.
 - b. A transgender (female to male) student-athlete who is **not** taking testosterone related to transitioning may participate on a men's or women's team.
 - c. A transgender (male to female) student-athlete who is **not** taking hormone treatments related to transitioning, per NCAA Policy, is only allowed to participate on a men's team.
4. Non-binary student-athletes who are **NOT** undergoing hormone treatment:
 - a. A student assigned female at birth who is **not** taking hormones related to gender transition may participate on a men's or women's team.
 - b. A student assigned male at birth who is **not** taking hormones related to gender transition may only compete on a men's team, per NCAA policy.

B. Facilities, Support, and Education

1. Facilities Access
 - a. [Locker Rooms, Shower, and Restrooms](#). Transgender student-athletes shall have access to use the locker room, shower, and restroom in accordance with the student's gender identity. Private facilities will be made available if requested, though transgender student-athletes will not be required to use them.
 - b. [Competition at Another School](#). Transgender student-athletes shall have access to facilities in accordance with the student's gender identity while traveling and at other schools. If a transgender student-athlete requires a particular accommodation, the athletics director and/or coach, with the student's permission, should notify their counterparts at other schools before competitions to ensure that the student has access to facilities that are comfortable and safe. This notification should maintain the student's confidentiality at all times.

- c. Hotel Rooms. Transgender student-athletes shall be assigned to share hotel rooms based on their gender identity, with a recognition that any student-athlete who requests extra privacy should be accommodated whenever possible.
2. Language

All faculty, staff, and students shall refer to individuals by the name(s) and pronoun(s) the individual has chosen and identifies with.
3. Dress Codes and Uniforms

Transgender student-athletes shall be permitted to dress consistently with their gender identity or gender expression. All team members shall 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.
4. Education

All members of the athletic department shall receive information and education about transgender identities, Goucher non-discrimination policies, the use of appropriate language and terminology, and expectations for creating a respectful team and institutional climate for all students, including transgender and gender non-conforming students.
5. Confidentiality

Protecting the privacy of transgender student-athletes must be a top priority for all athletic departments and affiliated school personnel. All medical information shall be kept strictly confidential in accordance with applicable state, local, and federal privacy laws. All non-medical information related to the student's gender identity shall be kept confidential and disclosed to other staff members only on a "need-to-know" basis.
6. Media

All athletics department representatives who are authorized to speak with the media will receive information about appropriate terminology, use of names and pronouns, and institutional policies regarding the participation of transgender student-athletes.

C. Responsibilities for the Inclusion of Transgender Student-Athletes

1. Student Athletes' Responsibilities
 - a. In order to avoid challenges to a transgender student's participation in sports, a student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a transitioning 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 hormonal treatment is made.
 - b. The request shall include a letter from the student-athlete'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-athlete's transition and documentation of the student-athlete's testosterone levels, if relevant.
2. Athletics Administration Responsibilities

- a. The director of athletics should meet with transgender student-athletes to review eligibility requirements and procedure for approval of the student's participation. If at any time the student-athlete is looking for continued guidance or support, the director of athletics may provide the student with the contact information for the Center for Race, Equity & Identity (CREI)
- b. If hormone treatment is involved in the student-athlete's transition, the director of athletics will work with the sports medicine staff to ensure compliance with the established NCAA parameters for participation.
- c. All information about an individual student-athletes transgender identity and medical information shall be maintained confidentially, unless the student-athlete makes a specific request otherwise.

D. Responsibilities of Athletic Administration Staff and Coaches

1. Athletic administration staff, sports medicine staff, and coaches should become knowledgeable about Goucher College's policy regarding the participation of transgender student-athletes, as well as the non-discrimination and harassment policies (see [policies](#) website), which prohibit discrimination and harassment based on gender identity.
2. Athletic administration staff and coaches should feel equipped to educate student-athletes about transgender identities, transgender-affirming terminology, and Goucher College policies regarding the participation of transgender student-athletes in sports.
3. Athletic administration staff and coaches will use respectful and appropriate language and terminology when discussing transgender student-athlete participation or interacting with transgender student-athletes.
4. Athletic administration staff, sports medicine staff, and coaches will respect the privacy of all student-athletes (including the gender identity of the student) when discussing gender identity and expression and understand that all medical information must be kept confidential in accordance with applicable state, local, and federal privacy laws.

E. Enforcement and Non-retaliation

1. Enforcement
 - a. Any staff member of the athletics department who has been found to have violated this policy by threatening to withhold athletic opportunity or harassing any student on the basis of their gender identity or expression, or by breaching medical confidentiality, will be subject to disciplinary action, up to and including suspension and discharge from the College.
 - b. All complaints alleging violation of this policy should be reported to the [Title IX Coordinator](#) or the Department of [Human Resources](#), who will take appropriate action.
2. Retaliation

Retaliation is specifically forbidden against any individual who complains about discrimination based on gender identity or expression. All such complaints should be reported to the [Title IX Coordinator](#).

F. Responsible Official

The Director of Athletics is the official responsible for this policy.

G. History

Adopted: February 2020; Updated: November 2023.