Division III March Webinar

NCAA Transgender Student-Athlete Participation Policy

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NCAA Transgender Student-Athlete Participation Policy
NCAA Policies & Trans Athletes

- **NCAA Events Anti-Discrimination Statement**: Broad guidance regarding expectation for antidiscrimination at NCAA events.

- **TSAP**: BOG policy, operationalized by CSMAS. Provides reqs. and NCAA process for reviewing trans SAs' eligibility for competition.

- **Championship Facilities**: NCAA guidance re: facilities availability; host schools subject to local policy and laws.
First NCAA policy adopted.

Inclusion handbook released.

Review of policy, including input from endocrinologists.

Gender Identity Summit, included cis/trans SAs; experts; administrators.

BOG updates policy based on CSMAS recommendation.
NCAA Policy Framework

- non-discrimination
- opportunity
- collegiate values

*Not if trans athletes are included, but how.

Informed by IOC framework
Evidence-based requirements
Recognize diverse sources of advantage
Anatomy of Governing Body Policies

1. Testosterone threshold.
   • E.g., 5 nmol/L.

2. Length of testosterone mitigation and maintenance.
   • Requirement that testosterone threshold be continuously met for a specific number of months (e.g., 12 months).
   • Requirement to maintain testosterone threshold level throughout period of participation.

3. Additional policy considerations.
   • E.g., gender declaration, case-by-case review, gender-affirming surgery, birth certificate aligns with gender identity, proof of mitigated advantage.
2022 Update to NCAA Policy
CSMAS recommendation approved by Board of Governors.

1. Continue to meet 2010 policy.

2. Olympic Model: Sport-specific eligibility reqs reviewed and approved by CSMAS and informed by sport-governing body policy.
   - Must submit documentation to NCAA ~3 times annually.

3. Phased Implementation.
   - 2023-24 AY - Phase Two: Sport-specific testosterone thresholds informed by sport-governing body policy.

<table>
<thead>
<tr>
<th>Trans Men</th>
<th>Trans Women</th>
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<td>Medical exception for testosterone.</td>
<td>Hormone suppression ≥ 1 year.</td>
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1 AND 2 AND 3
Submission Requirements – Three Times Annually

1. Traditional

Annual Eligibility Submission

2. Non-Traditional

3. Championship Eligibility Submission

*Submission deadlines provided by sport on ncaa.org/transgender.
# Medical Review Process

<table>
<thead>
<tr>
<th>Who</th>
<th>What</th>
<th>When</th>
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<tr>
<td>• CSMAS Medical Review Panel.</td>
<td>• Eligibility Review Form, including medical professional attestation.</td>
<td>• Submitted at least one week prior to initial competition of relevant season or championship.</td>
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<tr>
<td>o Anonymous review.</td>
<td>• Evidence of Serum Testosterone Level.</td>
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<td>o Communication with school-identified contact only.</td>
<td>o Lab must be within four weeks of competition.</td>
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Next Steps/Phase Three
2024-25 Discussion: Phase Three?

- Phase Three challenges:
  - Administrative.
  - Value alignment?
- Emerging info / policy trends.
- Need for simplification.
- Consideration of divisional differences.
- State legislation / Title IX.

- January 2023 BOG APPROVED Extend Phase Two through 2023-24 AY.
- CSMAS recommended Extend Phase Two through 24-25 AY; continue review of policy.
Trans+ Inclusive Practices
Why Trans+ Inclusion in Sport Is Important (1 of 4)

- Trans+ athletes are humans, deserving of dignity and respect.
- Trans+ athletes love their sports.
- Sports are a human right, and everyone should have access.
- Trans+ athletes want to live authentically and feel affirmed.
- Trans+ athletes face many risks (e.g., gender dysphoria and poor mental health; verbal, physical and sexual violence; and suicide).
- States with trans-inclusive sports policies demonstrate consistent or increased participation of girls in sports. (CDC, 2020)
Why Trans+ Inclusion in Sport Is Important (2 of 4)

Data as of February 20, 2024

[Map showing states with different colors indicating introduction, enactment, and permits participation for Trans+ inclusion in sports as of February 20, 2024.]
Why Trans+ Inclusion in Sport Is Important (3 of 4)

• Transgender athletes are twice as likely as their cisgender peers to face debilitating depression, overwhelming anxiety, and to have considered self harm or suicide.

• 23% of transgender, genderqueer, nonconforming college students reported nonconsensual contact (AAU, 2020)

• 86% of trans/nonbinary youth say debates about state laws restricting the rights of trans people have negatively impacted their mental health - 55% said it impacted them “very negatively” (Trevor Project, 2023)

• 48% of those LGBTQ youth reported it gives them stress or anxiety “very often” (Trevor Project, 2023)
• Inclusion of high school trans athletes has had no negative impact on sport participation or athletic achievements for cisgender women and girls (Goldberg, 2021).

• Participation of women and girls continues to grow in states with trans-inclusive policies for high school sports, such as California and Connecticut (National Federation of High Schools, 2019).

• Cisgender, heterosexual teammates at intercollegiate club and varsity levels are increasingly accepting of trans participation and supportive of LGBTQ+ nondiscrimination policies (Atteberry-Ash & Woodford, 2018; Flores, Haider-Markel, Lewis, Miller, Tadlock, & Taylor, 2020; Pariera, Brody, & Scott, 2021).
Inclusive Practices for Admin and Coaches (1 of 4)

- Education and awareness.
  - Learn and use trans+ inclusive language.
  - Educate yourself and others about transgender and gender expansive identities, experiences, challenges, and joys.
  - Stay current on the latest guidelines and policies related to trans+ inclusion in sport.
  - Foster awareness amongst your peer administrators and coaches, student-athletes, fans, donors, and other stakeholders about the importance and benefits of trans+ inclusion.
Inclusive Practices for Admin and Coaches (2 of 4)

• Inclusive policies.
  • Develop, implement, review and revise trans+ inclusive policies, procedures and processes that ensure student-athletes can participate in sports based on their gender identity, consistent with the NCAA Transgender Student-Athlete Participation policy and any relevant state legislation.

  • Collaborate with athletic associations (e.g., NCAA, conferences), governing bodies, and other stakeholders (campus and conference general counsels) to ensure your policies align with established policies, procedures, guidelines, regulations and laws.

• Confidentiality and privacy.
  • Respect and uphold the confidentiality and privacy of your student-athletes. Avoid disclosing their trans+ identities without their explicit consent.

  • Provide safe, private spaces for student-athletes to discuss their needs, concerns, and accommodations they may require.
• Supportive environment.
  • Foster a supportive team culture that embraces all dimensions and intersections of diversity, equity, inclusion, belonging and accessibility (DEIBA). Encourage frequent and open dialogue, respect and acceptance amongst student-athletes, coaches, administrators and staff.

• Take proactive measures to prevent discrimination, harassment and bullying. Implement policies and procedures to address any incidents efficiently and effectively.

• Individualized approach.
  • Acknowledge that every trans+ student-athlete’s experience is unique. Take an individualized approach.

  • Collaborate and communicate with your trans+ student-athlete to understand their individual needs, preferences, goals, concerns, and challenges. Partner with them to develop personalized plans that prioritize their success and well-being.
Inclusive Practices for Admin and Coaches (4 of 4)

• Professional development.
  • Provide professional development and training opportunities to coaches, administrators, staff and student-athletes to facilitate their understanding of trans+ inclusion and inclusive practices.
  • Invite experts or organizations with experience in trans+ inclusion in sport to conduct workshops or seminars for your coaching staffs and athletics departments (e.g., Chris Mosier of Transathlete.com; Athlete Ally)

• Visibility
  • Launch trans+ visibility campaigns (e.g., Trans+ Pride Game [specific] or LGBTQ+ Pride Game [general]).
  • Highlight trans+ student-athletes, stories, experiences, achievements through social media, athletics webpage, newsletters and other communication channels.
  • Raise awareness and breakdown stereotypes and misconceptions.
Division III LGBTQ+ OneTeam Resources

• Division III LGBTQ+ OneTeam Program.

• Division III LGBTQ+ Communication Resource.

• Division III LGBTQ of the Year Recognition Awards.
ncaao.org/transgender
Contact Sport Science Institute for questions on policy application or document submission.

Contact office of inclusion for questions on creating inclusive environments or related resources.
Questions?