



# **Division III March Webinar**

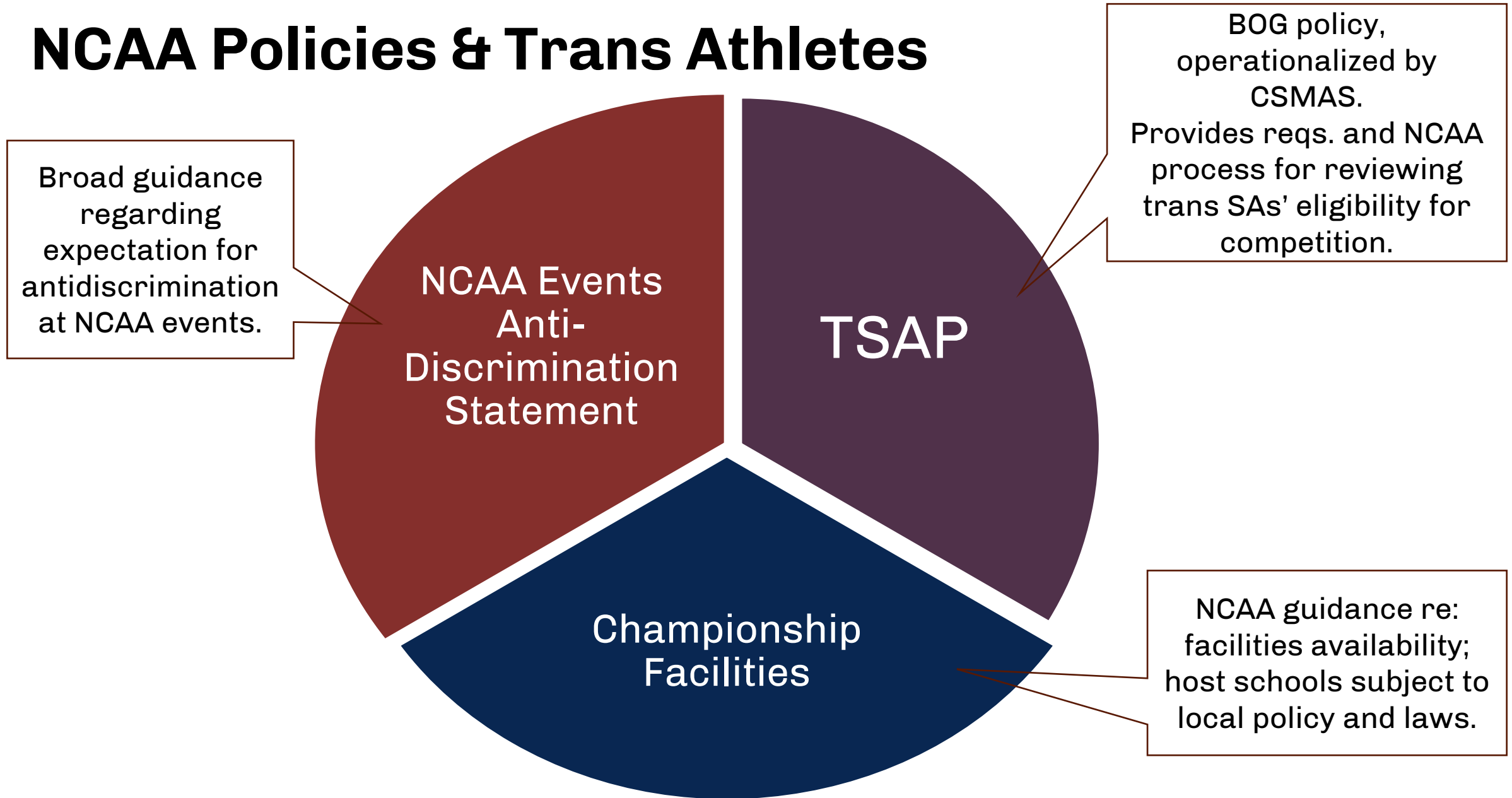
## **NCAA Transgender Student-Athlete Participation Policy**

**Jean Merrill, EdD and Anne Rohlman**

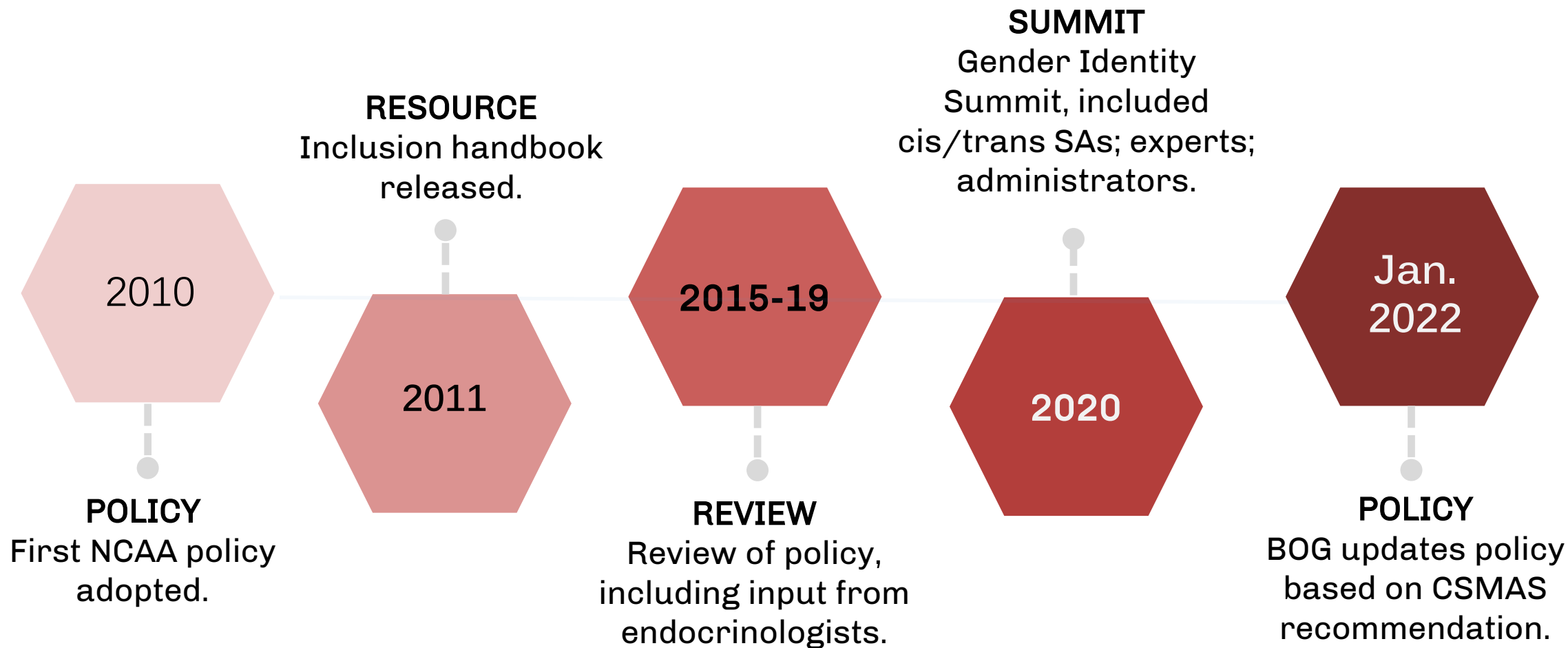
# **NCAA Transgender Student-Athlete Participation Policy**



# NCAA Policies & Trans Athletes



# TSAP History



# NCAA Policy Framework

informed by IOC  
framework

non-discrimination

opportunity

collegiate values



evidence-based  
requirements

recognize diverse  
sources of  
advantage

\*Not if trans athletes are included, but how.



# 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 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.

<b>1</b>	<b>Continue to meet 2010 policy.</b>	Trans Men	Trans Women
		Medical exception for testosterone.	Hormone suppression $\geq 1$ year.

AND

- |          |  |
|----------|--|
| <b>2</b> | <b>Olympic Model</b> Sport-specific eligibility reqs reviewed and approved by CSMAS and informed by sport-governing body policy. |
|          | <ul style="list-style-type: none"><li>• Must submit documentation to NCAA ~3 times annually.</li></ul>                           |

AND

- |          |   |
|----------|---|
| <b>3</b> | <b>Phased Implementation.</b>   |
|          | <ul style="list-style-type: none"><li>• 2023-24 AY - Phase Two: Sport-specific testosterone thresholds informed by sport-governing body policy.</li></ul> |

# ***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](https://www.ncaa.org/transgender).





# Medical Review Process

## Who

- CSMAS Medical Review Panel.
  - Anonymous review.
  - Communication with school-identified contact only.

## What

- **Eligibility Review Form**, including medical professional attestation.
- **Evidence of Serum Testosterone Level.**
  - Lab must be within four weeks of competition.

## When

- Submitted at least one week prior to initial competition of relevant season or championship.



# 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)

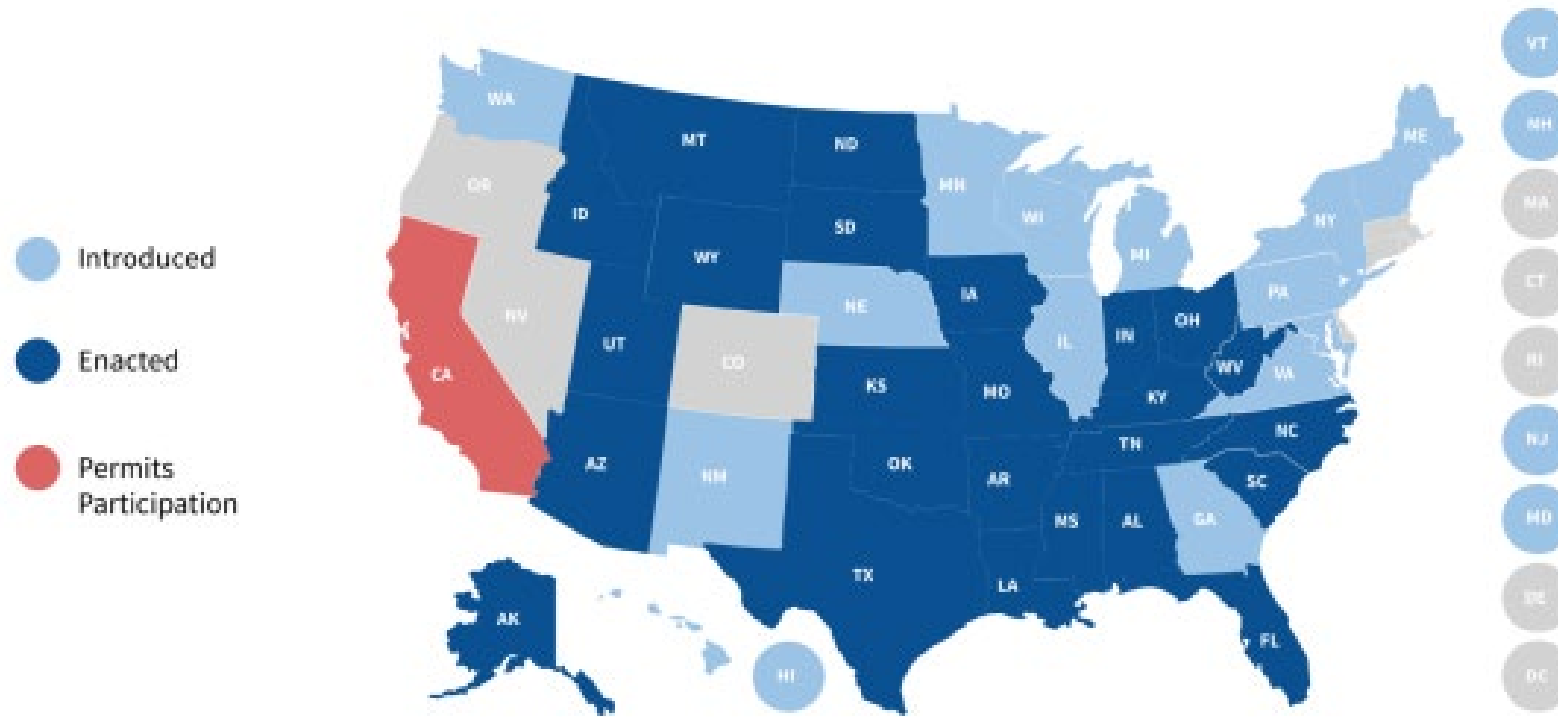
- Trans+ athletes are humans, deserving of dignity and respect.
- Trans+ athletes love their sports.
- Sports are a human right, and everyone should have access.
- Trans+ athletes want to live authentically and feel affirmed.
- Trans+ athletes face many risks (e.g., gender dysphoria and poor mental health; 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



# 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)



# Why Trans+ Inclusion in Sport Is Important (4 of 4)

- 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.





# Inclusive Practices for Admin and Coaches (3 of 4)

- 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.



[ncaa.org/transgender](https://ncaa.org/transgender)





[ssi@ncaa.org](mailto:ssi@ncaa.org)

Contact Sport Science Institute  
for questions on policy  
application or document  
submission.



SPORT SCIENCE  
INSTITUTE™



[inclusion@ncaa.org](mailto:inclusion@ncaa.org)

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



INCLUSION





# Questions?

