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NCAA Transgender Student-Athlete Participation Policy: Clarifying Application and Next Steps

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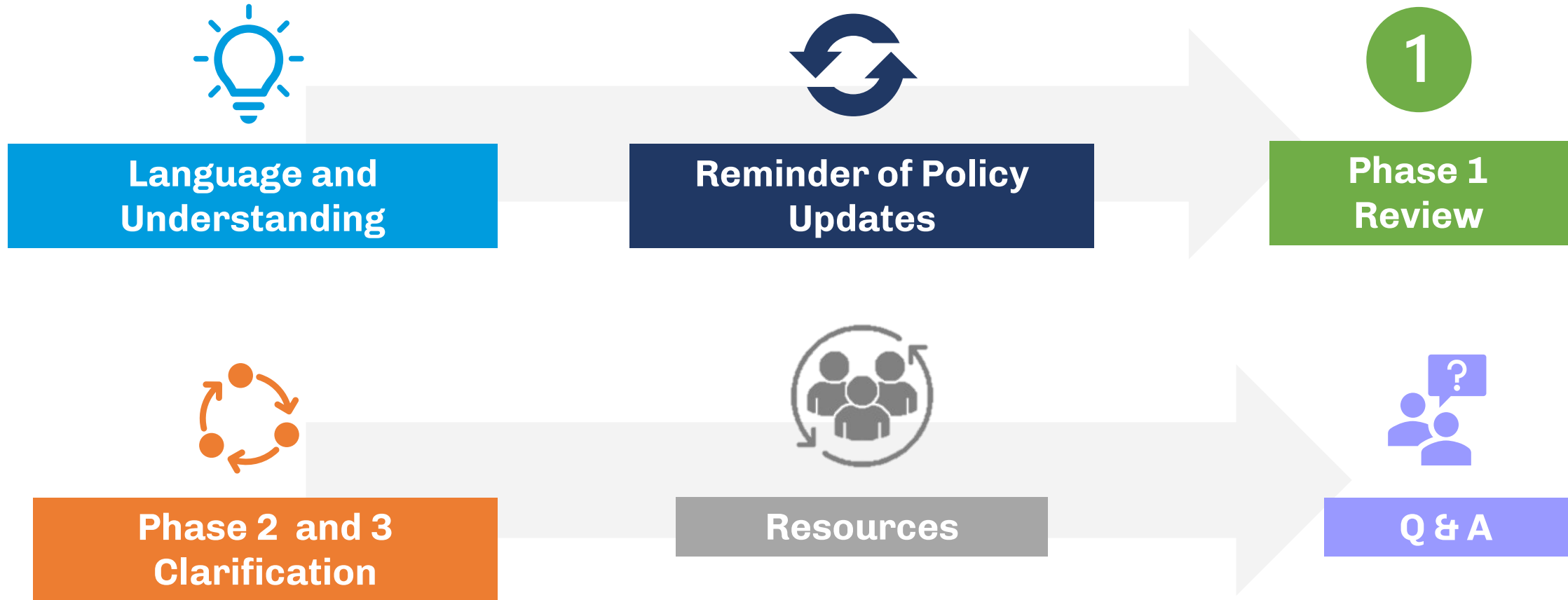
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- Scope is limited to key components of the published policy, related procedural guidance and supporting educational materials.
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Webinar Overview



Language and Understanding



- **Gender identity:** one's internal sense of their own gender. This does not have to match one's sex or gender assigned at birth. Though it often does as most people are not transgender.
- **Sex/Gender assigned at birth:** the designation of a newborn child's sex or gender based on inspection of their external genitalia.
 - *Note: "sex/gender assigned at birth" is a more inclusive phrase than "biological male" or "born male"; or "biological female" or "born female."*
- **Gender expression:** ways in which a person communicates their gender identity to others through behavior, clothing, haircut, voice, name, pronouns, and other forms of self-presentation.

- **Transgender/Trans**: an adjective used to describe a person who does not identify as the gender they were assigned at birth.
 - **Trans man/male**: a man assigned female at birth.
 - **Trans woman/female**: a woman assigned male at birth.
 - *Note: References to "FTM" or "MTF" may be problematic for some trans persons.*
- **Cisgender/Cis**: an adjective used to describe a person who identifies as the gender they were assigned at birth.
 - **Cis man/male**: a man assigned male at birth.
 - **Cis woman/female**: a woman assigned female at birth.

- **Non-Binary:** Term used to describe a person who does not identify with the male/female gender binary. For some, this means identifying somewhere between male and female; for others, it means identifying as a combination of genders; for others, it means not having a gender identity.
 - **Genderqueer, gender expansive, gender non-conforming:** terms similar to non-binary that a person may choose to use when their gender identity is neither male nor female.
- **Transition:** any step(s) a person takes to affirm their gender identity; this may or may not include changes in one's name, pronouns, physical appearance, taking hormones, undergoing surgery, among many others. There are various ways through which an individual can choose to transition.
- **Misgender:** the act of referring to someone in a way that does not reflect that person's gender identity (e.g., using deadnames or incorrect pronouns or prefixes).
- **Deadname:** the name someone was given or used before they transitioned and/or discovered their true gender identity.

Language and Application to NCAA Policy

- NCAA sports historically have been categorized according to the participant's sex assigned at birth (male and female sports).
- Transgender Student-Athlete Participation Policy (TSAP) applies to any SA who plans to compete in an NCAA sport that does match the SA's sex assigned at birth.
 - Applies to a multitude of identities (e.g., transgender, nonbinary, genderqueer).
- TSAP does not apply to intersex SAs, whose reproductive anatomies do not fit traditional definitions of male or female.
- TSAP does not factor a SA's sexual orientation.

Transgender Student-Athlete Participation Policy

ncaa.org/transgender

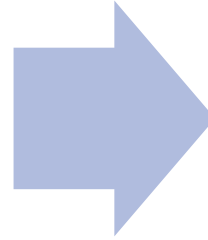


2022 Policy Updates

2022 Update to NCAA Policy

Competitive Safeguards and Medical Aspects of Sports

Association-wide
23 members
Medical personnel and athletics administrators



Board of Governors

Highest governing body
25 members
Presidents/chancellors & 5 independent members

Consensus:

1. Testosterone thresholds can facilitate and support fair competition while providing participation opportunities for trans athletes.
2. Consistency with Olympic model intended to provide continuity for student-athletes. Deference to sport-specific rules intended to rely on those who have studied and manage potential impact in the sport.
3. Flexibility should be considered for SAs who lose eligibility, but are able to meet requirements in the future.

2022 Update to NCAA Policy

Alignment with Olympic Movement to balance fairness, inclusion and well-being.

January 2022: BOG adopts policy as recommended by CSMAS:

1. Trans student-athletes must continue to meet 2010 policy; and
2. Meet sport-specific eligibility requirements reviewed and approved by CSMAS, in each case to be informed by national governing body policy (or international federation policy or 2015 IOC policy).
3. Implemented over three phases:
 - a. Phase One: 2022 Winter/Spring - Championship competition, testosterone thresholds apply.
 - b. Phase Two: 2022-23 academic year - **All competition**, testosterone thresholds apply.
 - c. Phase Three: 2023-24 academic year and beyond - All competition, all sport-governing policy components considered.

1. Meet 2010 Transgender SA Participation Policy.

Trans Men

- A trans man with a medical exception for testosterone may compete on a men's team but not on a women's team.
- A trans man who is not taking hormone treatment may compete on a men's or women's team.

Trans Women

- A trans woman may not compete on a women's team until completing one calendar year of testosterone suppression treatment.
- Managed by student-athlete's institution, unless medical exception is needed.

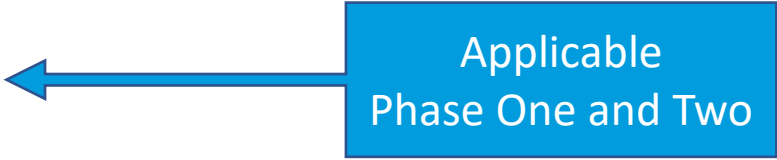
2. Meet Sport-Specific Eligibility Requirements.

Examples of Trans Athlete Policy Components

1. Testosterone Threshold.

- E.g., 5 nmol/L.

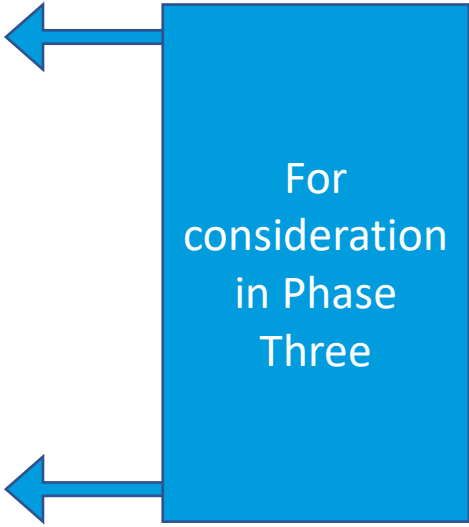
Applicable
Phase One and Two



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.

For
consideration
in Phase
Three



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.

3. Implemented Over Three Phases.

Phase One 2022 Winter/Spring

- Only impacted trans women.
- Only impacted championship competition.
- 2010 NCAA policy; and
- One-time sport-specific testosterone threshold.

Phase Two 2022-23 Academic Year

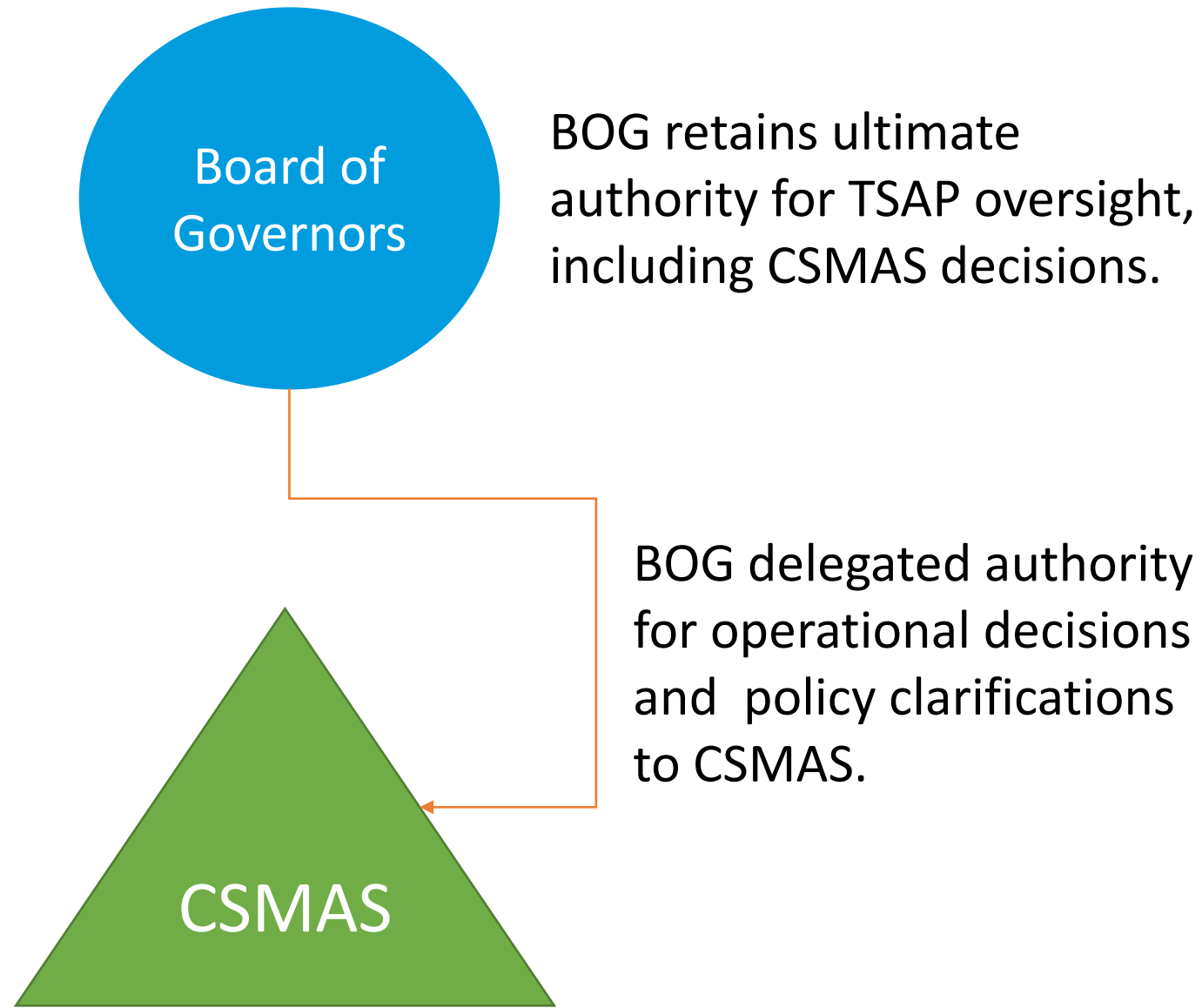
- Impacts all competition.
- Additional eligibility documentation submission requirements.
- Only testosterone threshold component of sport-specific policy apply.
- Only impacts trans women.

Phase Three 2023-24 Academic Year

- All parts of applicable sport-governing policy to be considered by CSMAS, including:
 - Length of testosterone mitigation; and
 - Other requirements.
- May impact trans men.

Phase Two

Policy Authority



Phase 2 Policy Clarifications (2022-23 Academic Year)

Testosterone Thresholds

- Set Phase 2 thresholds for 2022-23 academic year (including emerging sports).
- All thresholds align with relevant sport-governing policies.

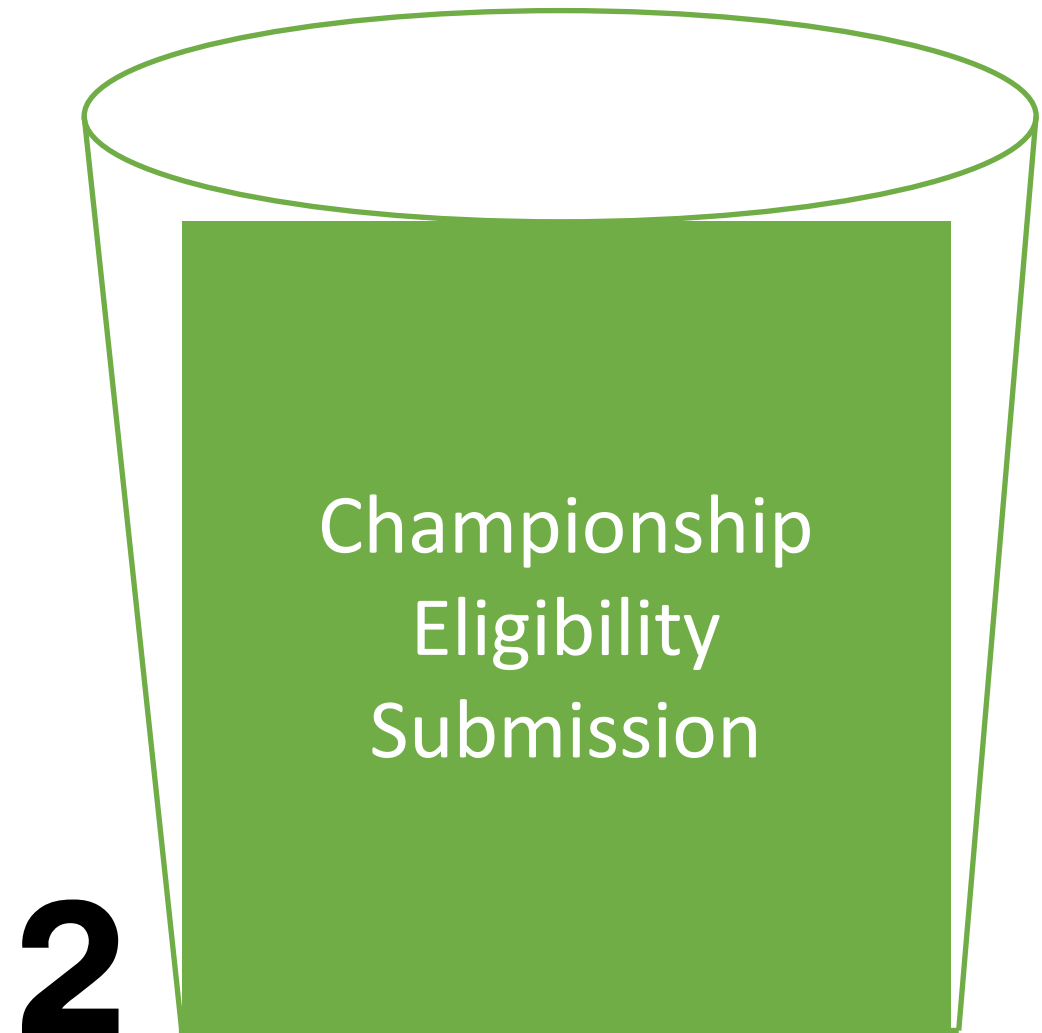
Mid-Cycle Policy Changes

- Clarified that should a sport governing body change its policy after the NCAA releases its eligibility requirements for an academic year, the published requirements will not be reconsidered for that academic year.

Eligibility Documentation Submission

- Clarified submissions must occur:
 - Annually (prior to initial traditional and nontraditional competition); and
 - Prior to NCAA championship competition.

Submission Requirements



Annual Submission Requirements

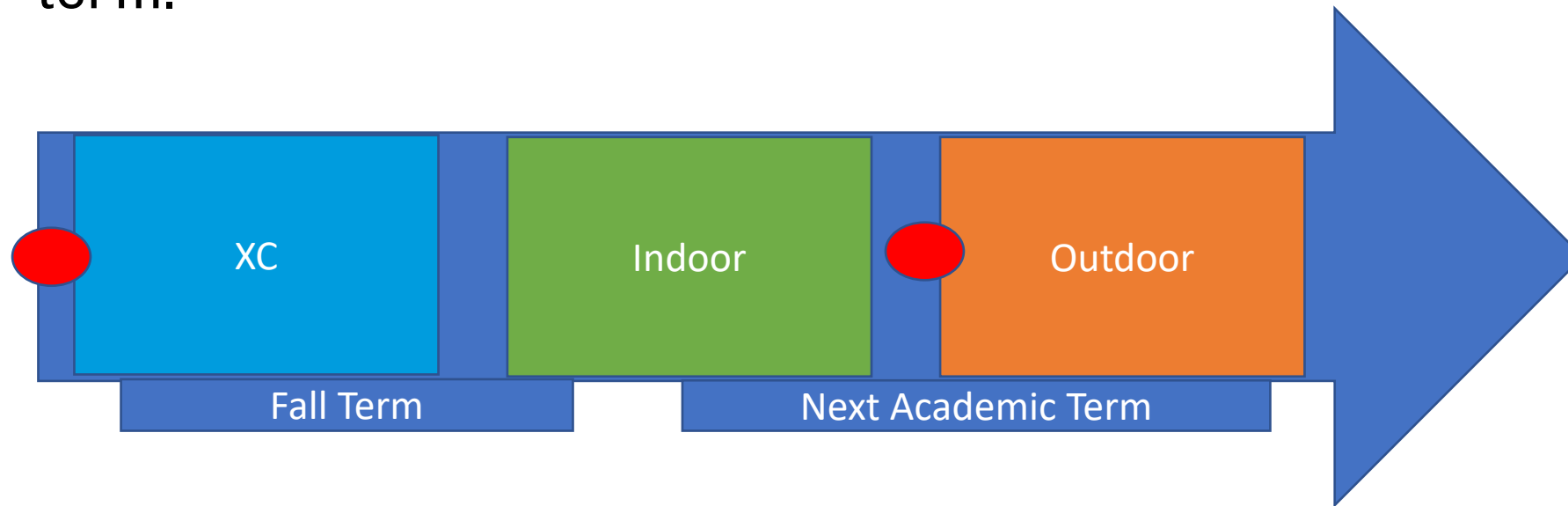
Softball
Submit before
nontraditional
competition in fall

Softball
Submit again before
traditional competition
in spring

- Competition season refers to both traditional and non-traditional segments; and
- Eligibility must be reviewed by Medical Review Panel before the SA competes in each segment.

Annual Submission - Multi-Sport Student-Athletes

- At least twice per academic year:
 1. Before initial contest in fall term; and
 2. Before initial contest of an additional sport in the following academic term.



Championship Submission

- Same as Phase 1.
- Submit if possibility SA will qualify for championship.

4

Lab results
within four
weeks of the
championships

1

Submit \geq one week
before championship
selections.

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.

Phase Three/Simplification

Consideration of all components of sport-governing policies.

Phase 3: Seeking Consolidation and Simplification

- Acknowledgement that trans athlete policies should be regularly reviewed and updated based on quickly-evolving landscape.
- CSMAS, in collaboration with relevant experts, will:
 - Continue to evaluate policy and related eligibility requirements.
 - Consider emerging medical and scientific information, trends in policy landscape and possible sport “classification” (e.g., contact, endurance, power and skill sports).
 - Aim to pro-actively prioritize simplification while balancing objectives of inclusion, fairness and well-being.
 - Develop consensus-driven foundational principles that will drive possible new policy.

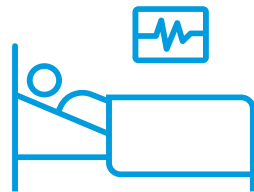
Membership Guidance – Phase Three

CSMAS will not recommend the Board of Governors include eligibility criteria from sport-governing policies that are determined to be fundamentally inconsistent with NCAA's values of fairness, inclusion and student-athlete well-being. For example:

Complete
Prohibition



Surgery

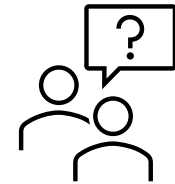


Gender
Determinations



(e.g., review panel, align with ID docs, physical evaluation)

Gender
Challenges



(e.g., won't use Drug-Testing Program to respond to challenge)

Resources and Support

Gender Identity Summit

- Commissioned in October 2020 with over 60 participants.
- Brought together experts in inclusion, endocrinology, athletics administrators, cisgender student-athletes, transgender and nonbinary (TGNB) student-athletes, and other external stakeholders.
 - Included representatives from the Committee to Promote Cultural Diversity and Equity (CPCDE) and Committee on Competitive Safeguards and Medical Aspects in Sports (CSMAS).
- Consensus statements were developed for consideration by governance groups, not membership requirements.

Additional Resources

- Inclusion page on [ncaa.org](https://www.ncaa.org) (core area: LGBTQ).
- Sport Science Institute page on [ncaa.org](https://www.ncaa.org).
- Gender Identity and Student-Athlete Participation Summit Outcomes ([Final Report](#)).
- [Champions of Respect](#).
- [Five ways](#) to have an LGBTQ-inclusive athletics department.
- Inclusion of Transgender Student-Athletes Best Practices [Handbook](#).
- NCAA Inclusion Forum.



ssi@ncaa.org

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



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inclusion@ncaa.org

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



INCLUSION

