

RECOMMENDED PRACTICES FOR THE INCLUSION OF MINOR TRANSGENDER ATHLETES

The following are recommended practices to assist USA Swimming member clubs who wish to develop a club policy for the inclusion of transgender athletes. These recommendations are consistent with USA Swimming values of equal opportunity and the right for all members to participate. USA Swimming strongly encourages the use of this resource and offers assistance to teams that need guidance in its implementation.

DEFINITIONS

Transgender: a person whose gender identity does not match the person's sex assigned at birth

Gender identity: a person's deeply-felt internal sense of being a man, a woman, or other identity on the gender spectrum.

Gender expression: a person's external characteristics and behaviors that are socially defined as either masculine or feminine (i.e., dress, speech, mannerisms, social interactions)

RECOMMENDED POLICY FOR PARTICIPATION

A minor transgender athlete member of a swim club should be allowed to participate in accordance with his/her/their gender identity, irrespective of the sex listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical procedure.

This means an athlete who is biologically female but identifies as a boy/man should be allowed to participate in men's events and an athlete who is biologically male but identifies as a girl/woman should be allowed to participate in women's events.

RECOMMENDED PRACTICES FOR CLUBS AND MEETS

1. When a current minor member athlete transitions and wishes to compete in his/her/their gender identity, the athlete or his/her/their designee should request a change of the athlete's gender in SWIMS by contacting Diversity & Inclusion staff at USA Swimming at inclusion@usaswimming.org. Once this is completed, the athlete will be able to be entered and compete in events that match his/her/their gender identity.
2. At all times, teammates, coaches, and all others should respect the confidentiality of a transgender athlete. Discussion or disclosure of an individual's gender identity should only take place after expressed permission is given by the individual or the individual's parent or other designee.
3. In all cases, teammates, coaches, and all others should refer to a transgender athlete by the athlete's preferred name. Similarly, in all cases, pronoun references to a transgender athlete should reflect the athlete's gender and pronoun preferences.
4. A transgender athlete should be able to use the locker rooms, changing facility, and restroom that is consistent with his/her/their gender identity. Where available and/or when requested, a transgender athlete should be provided access to a gender-neutral bathroom or changing facility (i.e., family restroom, gender neutral bathroom).

5. When overnight travel is involved, a transgender athlete should be assigned to share a hotel room based on his/her/their gender identity. A transgender athlete who requests extra privacy should be accommodated whenever possible.
6. A transgender athlete should be permitted to dress consistently with his/her/their gender identity, including warm-ups and team gear.
7. A transgender athlete should be permitted to wear whatever swimsuit is most comfortable for him/her/them, so long as the suit does not extend below the knee or past the shoulders. A transgender athlete can request a swimsuit waiver from the Chair of Rules and Regulations Committee per Article 102.8.1B1 of the USA Swimming Rulebook. The current Chair is Jay Thomas (jayfthomas@gmail.com).
8. Meet Directors and Club Leadership should identify and publicize available gender neutral bathroom and changing room options at the host facility for meets and practice. Where possible, include information about availability and location of gender neutral facilities in meet information and on the club's website.
9. Meet Directors and Club Leadership should be aware of and abide by the relevant state and local laws and the rules of the host facility for meets and practice.
10. Clubs should provide training to their staff and regular volunteers regarding their responsibilities to prevent, identify, and respond to bullying, harassment, and discrimination. Such topics should include terms and concepts of gender identity and expression and bystander intervention strategies related to bullying. Contact USA Swimming Diversity & Inclusion staff for training program recommendations.

The US Center for Safe Sport and USA Swimming prohibit discrimination against any member or participant on the basis of gender, sexual orientation, and gender expression is prohibited (304.3.3). In the event that a question should arise about whether an athlete's request to participate in a manner consistent with his/her/their gender identity is bona fide, USA Swimming will refer to the Code of Conduct and follow its standard procedures of enforcement.

ADDITIONAL RESOURCES

Trans*Athlete: a resource for students, athletes, coaches, and administrators to find information about transgender inclusion in athletics at various levels of play.

www.transathlete.com

NCAA Inclusion of Transgender Student-Athletes:

https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf