



<i>Title</i>	Transgender Athlete Non-Discrimination and Participation Policy
<i>Summary</i>	Outlines the College's policies, in keeping with NCAA regulations, concerning the participation of transgender athletes in male and female sports teams.
<i>Policy Statement</i>	<p>Grinnell College Athletics</p> <p>As an institution committed to creating a culture of diversity (Grinnell College, 2006), Grinnell College and its athletic department prohibit discrimination on the basis of sexual identity or expression and provides equal-opportunity for transgender student-athletes to participate in varsity athletics. The participation policy for transgender student-athletes in varsity athletics is guided by the following principles:</p> <p>Grinnell College is an institution committed to creating, sustaining and supporting a culture of diversity;</p> <p>Transgender student-athletes should have equal-opportunity to participate in sport;</p> <p>The general well-being of all athletes should be of upmost priority;</p> <p>The integrity of women's sports should be preserved.</p> <p>"Transgender" is a term used to describe an individual whose gender identity does not match their birth-assigned sex. A female-to-male (FTM) transgender is someone born with a female body, who identifies as male. A male-to-female (MTF) transgender is someone born with a male body, who identifies as female.</p> <p>Participation by Transgender Student-Athletes - NOT undergoing hormone treatment</p> <p>Any transgender student-athlete not undergoing hormone treatment may participate on the team that aligns with his or her assigned birth gender.</p> <p>A FTM student-athlete who is not taking testosterone related to gender transition may participate on a men's or women's team.</p> <p>A MTF student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.</p> <p>Participation by Transgender Student-Athletes - Undergoing hormone treatment</p> <p>A FTM student-athlete who is taking medically-prescribed testosterone related to gender transition may not participate on a women's team after beginning hormone treatment.</p> <p>A FTM student-athlete who is taking medically-prescribed</p>

testosterone related to gender transition may request a medical exception (since testosterone is a banned substance) from the NCAA and, if waiver is granted, subsequently participate on a men's team.

A MTF student-athlete may continue to participate on a men's team if taking medically prescribed hormone treatment related to gender transition.

A MTF student-athlete being treated with testosterone suppression medication for gender identity disorder, gender dysphoria and/or transsexualism, for the purposes of NCAA competition, may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.

Implementation

Guidelines for Inclusion and Respectful Treatment of Transgender Student-Athletes

Communication and Publications: Pronouns and Name Changes

The preference for the use of masculine, feminine or gender-neutral pronouns should be the choice of the student-athlete. Coaches, administrators and athletes shall abide by a transgender student-athlete's name and pronoun preferences, demonstrating respect for the individual and validating the transgender student-athlete's gender identity and expression.

Access to Locker Rooms and Bathrooms at Grinnell College

Every student-athlete has access to locker room, bathroom and shower facilities in a safe, comfortable and convenient environment. Transgender student-athletes may use the locker room, bathrooms and showers in accordance with their gender identity. If requested by the transgender student-athlete, a separate private changing, showering and toilet facility is available with locker accommodations.

If a transgender student-athlete chooses to use a separate locker room space - designated as gender-neutral - coaches and team members are strongly encouraged not to use the common locker room as a team meeting space or the only location that important team information is shared. Instead coaches and team members are strongly encouraged to identify other spaces to conduct team meetings.

When traveling, the Grinnell athletic staff will work to identify safe spaces for transgender student-athletes to have their needs met with regard to changing spaces and restroom accommodations without compromising the student's privacy and confidentiality.

Team Hotel Accommodations

Transgender student athletes should be assigned rooming assignments based on their gender identity, with the recognition that the student who needs extra privacy should be accommodated whenever possible.

Apparel and Dress Codes

All team members shall have access to uniforms that are appropriate for their sport and that they feel comfortable wearing. No student shall be required to wear a uniform that conflicts with the student's gender identity.

In the case that a coach sets a dress code or expectations, coaches should set a gender neutral dress code that is comfortable for all members of the team.

Confidentiality

The privacy of transgender student-athletes is a priority. All medical information must be kept confidential.