

Transgender Inclusion Policies for Intercollegiate Athletics, Club Sports and Intramural Sports Activities

Introduction

Macalester College prohibits discrimination based on the basis of gender identity or expression and aims to provide equal opportunity for all students to participate in athletic activities. This participation policy was created by the Task Force on Transgender Inclusion in Macalester Sports Activities and is guided by the following principles:

- Macalester College is an institution committed to creating, sustaining, and supporting a culture of inclusion, diversity and social justice
- Transgender and gender non-conforming students should have equal opportunity to participate fully and safely in all campus activities, including exercise and athletics
- The general well-being of all student athletes is of the utmost priority
- Transgender students are motivated by a desire to participate with the teams that fit best with their own gender identity

While the Macalester College transgender inclusion task force appreciates the effort and leadership demonstrated by the NCAA policies on these issues, we also wish to acknowledge that the NCAA policy (and therefore, portions of the Macalester policy which must abide by those rules) are seen as a starting point and not an end point toward greater inclusion and participation. We would like to be seen as collegiate leaders around this issue and are committed to advocating on behalf of even more inclusive policies in the future. Ideally, such future policies wouldn't be limited by the concept of the gender binary or assumptions about male-bodied athletes having an inherent athletic advantage over female-bodied athletes.

This document includes policies specific to NCAA athletes, Macalester club sports, intramural sports, PE classes, and other exercise and wellness opportunities available to Macalester community members.

Guiding Principles for Participation in Athletic Activities

1. Participation in athletic activities is a valuable part of the educational experience for all students.
2. Transgender student athletes should have equal opportunity to participate in sports.
3. Policies governing sports should be based on sound medical knowledge and scientific validity.
4. Policies governing sports should be objective, workable, and practical; they should also be written, available, and equitably enforced.
5. The legitimate privacy interests of all student athletes should be protected.
6. The medical privacy of transgender students should be preserved.

7. Athletic administrators, staff, families of athletes, and student athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender non-conforming students in athletics.

8. Policies governing the participation of transgender students in athletics should comply with Macalester policies, as well as state and federal laws, protecting students from discrimination.

Policies for Participation Intercollegiate Athletics (NCAA Policy)

1. The Macalester Athletics Department works in collaboration with the Dean of Students and other Student Affairs departments to support students in the process of transition. A transgender student athlete wanting to participate in NCAA intercollegiate athletics should first arrange to meet with the Dean of Students to review institutional procedures. If desired, the student athlete is encouraged to meet with a Macalester staff or faculty member who can offer support and advice. A list of faculty and staff who might serve in this role can be found on the [Trans@Mac Website](#).

2. A student athlete who has completed, plans to initiate, or is in the process of taking masculinizing or feminizing hormones as a part of their transition must submit a written request to the Dean of Students to participate on a varsity sports team upon matriculation or when the decision to undergo hormonal treatment is made. This request must include a letter from the student athlete's health care provider, which clearly documents the following:

- the student athlete's intent to transition or the student athlete's current transition status
- the prescribed hormonal treatment for the student athlete's desired transition
- and when relevant, documentation of the student athlete's testosterone levels

3. The Director of Athletics (or designee) will meet with the student athlete to review the NCAA eligibility requirements and procedures for NCAA approval of transgender participation. The NCAA policy on the Inclusion of Transgender Student-Athletes can be found [here](#).

4. If hormone treatment is indicated as part of the student athlete's transition, the Director of Athletics (or designee) will notify the NCAA of the student athlete's request and the NCAA will assign a facilitator to assist the AD in responding to the student athlete's request to participate in intercollegiate athletics.

5. If the Director of Athletics approves the student athlete's request to participate on an intercollegiate team the Director of Athletics will notify the NCAA of the decision. If the student is deemed eligible to compete by the NCAA, the applicable Conference Office will be notified and the student may participate on the intercollegiate team.

6. If the student athlete is subject to a one-year transition period, the Director of Athletics (or designee) will support the student in petitioning the NCAA for a one-year extension of eligibility to be granted at the end of the transition period.

7. In the event that an opposing team or school challenges the student athletes eligibility, the Director of Athletics will refer the challenge to the NCAA for resolution.

Appeals Process

Unless a transgender student specifically requests otherwise, the denied request to participate on an intercollegiate team will automatically be reviewed by the Macalester Transgender Participation Advisory Committee (MTPAC) within 14 days of the decision notification.

The MTPAC members will be convened by the Vice President of Student Affairs and shall be comprised of representatives from: the Office of Multicultural Life, the Health and Wellness Center, a representative from

the Athletics staff (other than the AD), the Faculty Athletics Representative, a campus Title IX officer, and three student advocates.

The MTPAC will be responsible for reviewing denials of requests for participation and will notify the student athlete and the Director of Athletics of the committee's decision. If the MTPAC grants approval, the Director of Athletics will be responsible for informing the NCAA and the appropriate conference office of the appeal outcome.

Confidentiality

All discussions among involved parties and written supporting documentation surrounding a student athlete's request and appeal process shall be kept confidential in accordance with state and federal laws, unless the Department of Athletics receives written permission from the student athlete. All information about an individual student's gender identity, and medical information and records provided pursuant to this policy, shall be maintained confidentially per state and federal laws. The Director of Athletics will retain the files for seven years.

Policies for Club Sports

A transgender student who wishes to compete in a club sport should consult with the Director of Club Sports to determine eligibility requirements of the club sport. If the national governing body (NGB) does not have a specific policy regarding transgender athletes, the student may participate in accordance with their gender identity. If conflicts arise over the NGB's policy (or lack thereof) regarding transgender athletes, then the Director of Club Sports and/or a member of MTPAC will provide support and advocacy on behalf of the student.

Policies for Intramural Sports, PE Classes, and Other College Athletic Activities

Students, staff or faculty participating in intramural sports, physical education classes or other college athletics activities may participate in accordance with their gender identity. If conflicts arise, The Macalester Transgender Participation Advisory Committee (MTPAC) shall be consulted for advice and resolution.

Inclusive Expectations for Participation in Athletic Activities

Facilities

Macalester students, staff and faculty using the Leonard Center shall have access to a changing room, shower, and toilet facilities in a safe, comfortable, and convenient environment and may use the changing room, shower, and toilet facilities in accordance with their gender identity. If requested by a transgender community member, a private facility will be made available. However, transgender members should not be required to use these private facilities.

As new spaces are designed and as existing spaces become available or repurposed the College shall include plans to accommodate transgender students, staff, and faculty. It is recommended that all locker rooms should have private and enclosed changing areas, showers, and toilets for use by any member who desires them.

Coaches and team members are strongly encouraged not to use a common locker room as a team meeting space. Instead, coaches and team members are encouraged to identify other neutral spaces to conduct team meetings.

Communication and Publications

Teammates, coaches, and all other college personnel shall refer to students, staff and faculty by their preferred names and pronouns.

Travel Accommodations

When competing off campus, athletes should be provided accommodations based on their gender identity. If a transgender student requires a particular accommodation to ensure access to appropriate changing, showering, or toilet facilities, the athletics director and coach, in consultation with the transgender student, should communicate with their counterparts at the other schools prior to competition to ensure that the student has access to facilities that are comfortable and safe. This notification should maintain the student's confidentiality and under no circumstance should a transgender student's identity be disclosed without the student's explicit permission.

When traveling, students shall be assigned lodging accommodations based on their gender identity, with the recognition that any student who needs extra privacy should be accommodated whenever possible.

Dress Codes and Uniforms

Dress codes should enable all athletes and sports participants to dress in accordance with their gender identity. Official team uniforms and warm ups that are sport specific, ideally, should not conflict with a student's gender identity or expression. If a coach sets a dress code or expectation, the dress code should be gender neutral and comfortable for all members of the team.

Education

Athletes, coaches, trainers and other athletics staff members should be educated about transgender and gender non-conforming identities and the principles of transgender inclusion. Each member should be knowledgeable about how, in their particular roles, to support transgender people and be prepared to put this knowledge to use in order to ensure an inclusive team and departmental environment.

Confidentiality and Privacy

The privacy of all students is a priority. All discussion among involved parties and required written supporting documentation will be kept private, unless the student makes a specific request otherwise. All information about an individual student's transgender identity will be kept private and medical information provided pursuant to this policy will be maintained confidentially per institutional policy.

Transgender Policy Review

In consideration of the changing nature of medical science, changing nature of terminology, and changing NCAA and NGB rules/regulations/recommendations, this policy document will be reviewed annually by the Athletics Director and the Macalester Transgender Participation Advisory Committee (MTPAC). This review will be made open and accessible to all members of the Macalester community.

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Approved by Senior Staff

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