

Eastern Kentucky University's Transgender Participation Policy 2009-2010 Student-Athlete Handbook, pages 74-75

Transgender Student-Athletes

The EKU Athletics Department will strive to identify ways to ensure fair competition for all intercollegiate athletics participants and avoid discrimination against transgender student-athletes.

Participation

The International Olympic Committee (IOC) policy (recommended by the IOC Medical Commission) on transsexual athletes will be followed. Individuals undergoing sex reassignment surgery of male to female before puberty should be regarded as girls and women (female). This also applies to individuals undergoing female to male reassignment, who should be regarded as boys and men (male). Individuals undergoing sex reassignment from male to female after puberty (and vice versa) are eligible for participation in female or male competitions, respectively, under the following conditions:

- Surgical anatomical changes have been completed, including external genitalia changes and gonadectomy;
- Legal recognition of their reassigned sex has been conferred by the appropriate official authorities;
- Hormonal therapy appropriate for the assigned sex has been administered in a verifiable manner and for a sufficient length of time to minimize gender-related advantages in sports competition;
- Eligibility should begin no sooner than two years after gonadectomy; and
- It is understood that a confidential case by case evaluation will occur. In the event that the gender of a competing student-athlete is questioned, the Director of Sports Medicine shall have the authority to take all appropriate measures for the determination of the gender of the competitor.

In addition to the IOC policy, female to male student-athletes should be allowed to compete if their testosterone levels are in the normal range for student-athletes who are male at birth.

Interactions: Pronouns, Name Changes and Name Calling

Regardless of whether a student-athlete is on a men's or women's team, it is important to abide by a transgender student-athlete's name and pronoun preferences because they are an essential part of validating and respecting a transgender student-athlete's gender identity and expression. The practice of calling a male student-athlete a girl or by a girl's name in a derogatory fashion should never be tolerated because it creates an unsafe environment for all student-athletes and is a discriminatory strategy for motivating better athletic performance. Similarly, the practice of calling strong athletic girls or women "masculine," referring to them by men's names, or comparing them to boys and men is also unacceptable and creates a hostile and unsafe climate for all student-athletes, especially those whose gender identity or expression is non-conforming.

Access to Locker Rooms and Bathrooms

The ECU Athletics Department will ensure that every student-athlete has access to locker room and bathroom facilities in a safe, comfortable and convenient environment. If possible, student-athletes will be allowed access to the bathroom that corresponds to the gender they identify as - transgender women should have access to the women's bathroom and transgender men should have access to the men's bathroom.

Team Hotel Accommodations

However hotel room assignment decisions are made, everyone's comfort level and privacy must be considered. If it is the best way to address comfort and privacy issues, coaches can make single room accommodations for transgender student-athletes.

Dress Code

Whether or not there is a transgender student-athlete on the team coaches should set a gender neutral dress code that can set a standard for the team and express team unity and identity without requiring student-athletes to wear gendered clothing.