Grinnell College Policy for Transgender Student-Athlete Inclusion

Participation in intercollegiate athletics is a valuable part of the education experience. Grinnell College and the Department of Athletics are committed to establishing and maintaining a safe and nondiscriminatory participatory environment for all student-athletes. Discrimination on the basis of gender identity or expression is prohibited.

Participation for transgender student-athletes in varsity athletics is guided by the following principles:
• Grinnell College is an institution committed to creating, sustaining and supporting a culture of diversity and inclusion;
• The general well-being of all athletes is of utmost priority.

The term transgender is used to describe an individual whose gender identity may not align with their birth-assigned sex. A person assigned female at birth, who identifies as male is referred to in this document as FTM. A person assigned male at birth, who identifies as female is referred to in this document as MTF.

Participation by Transgender Student-Athletes – NOT undergoing hormone treatment

• Any transgender student-athlete not undergoing hormone treatment may participate on the team that aligns with their sex assigned at birth.

• A FTM student-athlete who is not taking testosterone related to gender transition may participate on a men’s, mixed or women’s team.

• A MTF student-athlete who is not taking hormone treatments related to gender transition may compete on a men’s or mixed team.

Participation by Transgender Student-Athletes – Undergoing hormone treatment

• A FTM student-athlete who is taking medically-prescribed 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 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.
NCAA Bylaws related to hormonal treatment and mixed teams.
Two areas of NCAA regulations can be impacted by transgender student-athlete participation: use of banned substances and mixed team status.

A mixed team is a varsity intercollegiate athletic team on which at least one male and one female competes. NCAA Bylaw 18.02.2 for purposes of meeting the required minimums set forth in Bylaws 18.2.3 and 18.2.4, a mixed team shall be counted as one team.

- NCAA rules state that a male participating in competition on a female team makes the team a “mixed team.” The mixed team can be used for sports sponsorship numbers (provided other conditions, such as being an acceptable NCAA sport, outlined in Bylaw 20.9 (Division I), 20.10 (Division II) and 20.11 (Division III) are met) and counts toward the mixed/men’s team minimums within the membership sports-sponsorship requirements. Such a team is ineligible for a women’s NCAA championship but is eligible for a men’s NCAA championship.

- A female on a men’s team does not impact sports sponsorship in the application of the rule the team still counts toward the mixed/men’s numbers. Such a team is eligible for a men’s NCAA championship.

- Once a team is classified as a mixed team, it retains that status through the remainder of the academic year without exception.

NCAA Bylaw 31.2.3 identifies testosterone as a banned substance, and provides for a medical exception review for demonstrated need for use of a banned medication. It is the responsibility of the NCAA institution to submit the request for a medical exception (see www.ncaa.org/drugtesting) for testosterone treatment prior to the student-athlete competing while undergoing treatment. In the case of testosterone suppression, the institution must submit written documentation to the NCAA of the year of treatment and ongoing monitoring of testosterone suppression.

The student-athlete’s responsibilities

A student-athlete who plans to initiate, is in the process of taking, or has completed, hormone treatment as part of a gender transition should submit the request to participate on an athletic team in writing to the Director of Athletics or department designee upon matriculation or when the decision to undergo hormone treatment is made.

The request should include a letter from the student athlete’s physician documenting the student-athlete’s intention to transition or the transition status (if the process has already been initiated). This letter should identify the prescribed hormone treatment for the student-athlete’s gender transition and documentation of their testosterone levels, if relevant.
Guidelines for Inclusion of Transgender Student-Athletes

Confidentiality
The privacy of transgender student-athletes is a priority and a legal requirement (HIPAA, FERPA) and all medical information must be kept confidential.

Communication and Publications: Pronouns and Name Changes
A student-athlete may indicate pronouns and a first name that is different than a legal first name. Coaches, administrators and peers shall use a student-athlete’s self-identified name and pronouns, demonstrating respect for the individual and validating the student-athlete’s gender identity and expression.

Facility Access at Grinnell College: Locker Rooms and Restrooms
Every student-athlete has access to locker room, restroom and shower facilities in a safe and comfortable environment. Transgender student-athletes may use the locker room, restrooms and showers in accordance with their gender identity. Separate changing, showering and toilet facilities are available with locker accommodations.

All coaches and team members should identify gender-inclusive spaces to conduct team meetings.

When traveling, the Grinnell athletic staff will work to identify gender-inclusive spaces for student-athletes needs to be met with regard to changing spaces, restroom and hotel accommodations without compromising the student’s privacy and confidentiality.

Apparel and Dress Codes
All team members shall have access to uniforms for competition that are appropriate for their sport in accordance with NCAA rules and guidelines. All other required dress codes should be gender inclusive.

Grinnell College Guiding Policy and Resources
Nondiscrimination Policy
Discrimination and Harassment Grievance/Complaint Procedure
Bias Motivated Incident Protocol

Grinnell College Chief Diversity Officer
Grinnell College Athletics Coordinator for Diversity and Inclusion
Grinnell College Office of Intercultural Affairs