Intercollegiate Athletics and Club Sports
Trans-inclusive Policy

Guidelines for Inclusion and Respectful Treatment of Intercollegiate and Club Sport Transgender Student-Athletes

1. **Statement of Principle**

   Bridgewater State University prohibits discrimination on the basis of gender identity and gender expression. In order to support this policy and to uphold the principles of equity and inclusion, Bridgewater State University Athletics and Recreation maintains the following policies to facilitate and encourage the participation of transgender students, staff, faculty and visitors. These policies cover participation in intercollegiate athletics and recreation and accommodation for transpeople who attend and participate in athletic contests that take place at Bridgewater State University.

   These guidelines are underpinned by the belief that, given both the enjoyment and the benefits that sports can provide, all students should have equal opportunity to participate in school sports, whether the students are transgender or cisgender—“cisgender” meaning people whose gender identities align with their bodies in ways traditionally recognized as normative. “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.

   As an institution committed to creating a culture of diversity, Bridgewater State University and its athletics department prohibit discrimination on the basis of sexual identity or expression and provides equal-opportunity for transgender student-athletes to participate in varsity athletics.

2. **Guidelines for Intercollegiate and Club Teams**

   A transgender student athlete will be allowed to participate in any sports activity so long as that athlete’s use of hormone therapy, if any, is consistent with the National Governing Body’s (NGB) existing policies on banned medications. Specifically, a transgender student athlete will be allowed to participate in sex-separated sports activities under the following conditions.
2.1. Participation in Sex-Separated Sport Activities

2.1.1. Participation by Transgender Student-Athletes – Undergoing hormone treatment

- 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.
- 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 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 related to gender transition, for the purposes of NCAA competition, may continue to compete on a men’s team but may not compete on a women’s team until completing one calendar year of medically documented testosterone suppression treatment. Otherwise, the team’s status would be changed to a mixed team status.
- 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 his or her assigned birth sex.
- A FTM student-athlete who is not taking testosterone related to gender transition may participate on a men’s or women’s team.
- A MTF student-athlete who is not taking hormone treatments related to gender transition may compete only on a men’s or mixed status team.

2.1.2. Participation in Mixed Gender Sport Activities

A mixed team has both female and male participants and may be restricted in championship play according to specific national governing body rules.

2.1.3. Transgender student-athletes who are undergoing hormone treatment

For purposes of mixed gender team classification, a male-to-female (MTF) transgender student athlete who is taking medically prescribed hormone treatment related to gender transition shall be counted as a male participant until the athlete has completed one year of hormone treatment at which time the athlete shall be counted as a female participant.

For purposes of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is taking medically prescribed testosterone related to gender transition shall be counted as a male participant and must request a medical exception from the NCAA prior to competing because testosterone is a banned substance.
2.1.4. **Transgender student athletes who are NOT undergoing hormone treatment**

For purposes of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is not taking testosterone related to gender transition may be counted as either a male or female.

For purposes of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is not taking testosterone related to gender transition participating on a women's team shall not make that team a mixed gender team.

For purposes of mixed gender team classification, a male-to-female (MTF) transgender student athlete who is not taking hormone treatment related to gender transition shall count as a male.

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3. **Implementation Process**

3.1. **The student’s responsibility**

In order to avoid challenges to a transgender student’s participation during a sport season, a student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of gender transition shall submit the request to participate on a sports team in writing to the Athletics Director upon matriculation or when the decision to undergo hormonal treatment is made*

The student shall submit his or her request to the Athletics Director. The request shall include a letter from the student’s physician documenting the student-athlete’s intention to transition or the students’ transition status if the process has already been initiated. This letter shall identify the prescribed hormonal treatment for the student’s transition and documentation of the student’s testosterone levels, if relevant.

*The student is encouraged to meet with someone who can offer support and advice through the process, if desired. Should the student want help in finding such a person, a list of people who might serve in that role is available from the Athletics Director, the Senior Woman Administrator (within Athletics), the Director of Club Sports, the Office of the Dean of Students, the Pride Center or the Multicultural Resource Center.

3.2. **Individual School and National Governing Body Responsibilities**

The Athletics Director shall meet with the student-athlete to review eligibility requirements and procedure for approval of transgender participation.

The Director of Athletics and Recreation shall notify the NGB of the student’s request to participate. The NGB will assign a facilitator to assist the Director of Athletics and Recreation in responding to the request.

If a student athlete’s request is denied by the Director of Athletics and Recreation, the decision must be automatically reviewed by a Transgender Participation Committee to be established by a University administrator. This committee shall be convened and its decision reported to the
Director of Athletics and Recreation and University administrator in a timely fashion. This committee should include:

- A health care professional, e.g. physician, psychiatrist, psychologist or other licensed health professional with experience in transgender health care and the World Professional Association for Transgender Health (WPATH) standards of care. This person shall be a designee of the Director of Counseling Center and Student Health Services.
- The faculty athletics representative or their designee
- The Senior Woman Administrator of the Department of Athletics who has been trained about Trans health care and anti-discrimination policy.
- The Head Athletic Trainer who has been trained about trans health care and antidiscrimination policy
- A representative assigned by the institution’s president with knowledge and training in institutional anti-discrimination policy.

The Director of Athletics and Recreation will notify the NGB of the appeal outcome. The NGB will confirm that the treatment requirement has been met.

All discussions among involved parties and required written supporting documentation shall be kept confidential, unless the student-athlete makes a specific request otherwise. All information about an individual student’s transgender identity and medical information, including physician’s information provided pursuant to this policy, shall be maintained confidentially for ten (10) years in the athlete’s medical file located in the office of the Head Athletic Trainer.

### 3.3. **Support, Education and Facilities**

#### 3.3.1. **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, which demonstrates respect for the individual’s gender identity and expression.

#### 3.3.2. **Education**

**At Bridgewater:** Student-athletes, coaches and department personnel should be educated about Trans identities and the principles of transgender inclusion. They should be knowledgeable about how, in their particular roles, to support Trans people, and prepared to put this knowledge to use.

**Opposing Teams/Universities:** Without violating a transgender student’s confidentiality or privacy, school leaders, athletic directors, and coaches should communicate with their counterparts at other schools prior to competitions in which a transgender athlete is participating about expectations for treatment of transgender student-athletes on and off the field. This does not require “outing” or otherwise identifying a particular student-athlete as
transgender, but rather establishing general expectations for the treatment of all student athletes, including those who may be transgender.

3.3.3. **Access to Locker Rooms and Bathrooms**

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.

3.3.4. **Accommodations for Travel**

When traveling, the 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.

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

3.3.5. **Dress Codes for Uniforms**

Dress codes should enable all athletes and other sports participants to dress in accord with their gender identity. For example, instead of requiring gendered forms of “dressy,” such as a skirt or dress, dress codes should require students to dress with appropriate formality in ways that suit their gender identity. Since both transgender and cisgender athletes may have preferred gender expressions that do not conform to traditional norms of dress—for instance, not all women feel comfortable in a skirt—this policy should be understood to apply to all student athletes.

Official team uniforms that are sport specific, ideally, should not conflict with a student athlete's gender identity or expression.

3.4. **Confidentiality**

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