

## **USA Ultimate Transgender Inclusion Policy**

Submitted by the Transgender Inclusion Task Force, Equity and Diversity Working Group, Competition Working Group, and Medical Advisory Working Group

Approved October 25, 2018 - by the Board of Directors

### **Purpose**

All individuals deserve safe and inclusive environments for participation that value the individual's gender identity and gender expression. All participants should have access to programming and facilities in which they feel comfortable and safe. USA Ultimate is committed to implementing this policy in a fair and equitable manner.

### **Guiding Principles**

The inclusion policy of USA Ultimate is guided by the following principles:

- a. USA Ultimate seeks to respect all backgrounds, lifestyles, and identities and takes it on faith that players who compete under these rules are doing so not to gain a competitive advantage, but to enjoy participating in a manner in which they are comfortable.
- b. USA Ultimate recognizes that gender identity may or may not be the same as the person's assigned sex, and gender identity does not function on a binary system.
- c. Gender affirmation surgery is not required for an individual to participate in ultimate, and it is not required by USA Ultimate under any circumstances.
- d. The current medical, scientific and international standard in sports competition is that some transgender athletes may require medically managed gender affirmation treatment in order to fairly participate as the gender with which they identify.
- e. Individuals participating in developmental and recreational ultimate should be able to participate as the gender with which they identify. At this level of play, hormonal and medical therapies to ensure competitive fairness should not be required.
- f. An individual's transgender identity constitutes protected health information and disclosure should be required only for reasons related to fairness in competition specifically at the competitive (non-recreational) level.

### **Definitions**

The following terms have these meanings in this document:

- a. Cisgender: a person whose gender identity aligns with the sex they were assigned at birth.
- b. Gender: the socially-constructed roles, behaviors, and attributes which society associates with one sex.
- c. Gender expression: the manner in which an individual represents or expresses gender to others through behavior, outward appearance, activities, voice, mannerisms, etc.
- d. Gender identity: an individual's deeply held sense or knowledge of their own gender.
- e. Gender affirmation treatment: a medically-supervised program of treatment to transition a person's body to align with their gender identity through hormone therapy and/or surgery (historically referred to as "gender reassignment").
- f. Intersex: a general term used for a person born with reproductive or sexual anatomy that does not fit the typical definitions of female or male.
- g. Non-binary: a catch-all category for gender identities that are not exclusively masculine or feminine; identities which are outside the gender binary.

- h. Sex: either of the two main categories (male and female) into which an individual is categorized based on reproductive function.
- i. Transgender person: an individual whose gender identity differs from the sex they were assigned at birth. In order to align their bodies with their gender identity, some transgender individuals undergo gender affirmation treatment.
- j. Transgender female: a person who was assigned male sex at birth, but whose gender identity is female.
- k. Transgender male: a person who was assigned female sex at birth, but whose gender identity is male.

### **Actions for Inclusion**

USA Ultimate pledges to:

- a. Determine eligibility guidelines for transgender participants (as described in this policy).
- b. Work with transgender athletes on the implementation and/or modification of this policy.
- c. Monitor ongoing developments in order to review and/or revise this policy when new relevant information becomes available.
- d. Provide this policy to staff, directors, high-level volunteers and coaches for education and compliance with its provisions and offer additional inclusion education and training opportunities.
- e. Maintain organizational documents and the USA Ultimate website in a manner that promotes inclusive language and images.
- f. Provide registration forms and other documents that allow:
  - 1. the individual to note their preferred name (instead of only their legal name);
  - 2. the individual to note their preferred pronouns;
  - 3. the individual to indicate their gender identity, rather than their sex or gender; and
  - 4. the individual to abstain from indicating a gender identity with no consequence to the individual.
- g. Ensure consideration of this policy in developing uniform and dress code requirements.
- h. Whenever possible, ensure that participants may use washrooms, change rooms, and other facilities in accordance with their respective gender identities.
- i. Refer to individuals by their preferred name and pronoun(s).

### **Eligibility Guidelines**

- a. All transgender athletes are invited to participate in USA Ultimate competition.
- b. Each USA Ultimate sanctioned competition shall be designated as either developmental/recreational level or competitive level. A single event may have separate divisions with different level designations. See Appendix A for designation guidance.
- c. At the developmental/recreational level, an individual may participate according to their gender identity.
- d. At the competitive level:
  - 1. A transgender male who is not taking testosterone as part of a medically managed gender affirmation treatment may participate as the gender of the individual's choice.
  - 2. A transgender male who is taking testosterone as part of medically managed gender affirmation treatment may participate on an open or men's team or count towards the male gender ratio in mixed competition, but is no longer eligible to

participate on a women's team or count towards the female gender ratio in mixed competition.

3. A transgender female who is not being treated with testosterone suppression medication as part of medically managed gender affirmation treatment may not compete on a women's team or count towards the female gender ratio in mixed competition.
  4. A transgender female who is being treated with testosterone suppression medication as part of medically managed gender affirmation treatment may compete on an open or men's team or count towards the male gender ratio in mixed competition, but may not compete on a women's team or count towards the female gender ratio in mixed competition until 12 months of testosterone suppression treatment has been completed.
  5. Intersex and/or non-binary players may participate on open or men's teams or count towards the male gender ratio in mixed competition, but to participate on a women's team or count towards the female gender ratio in mixed competition they must meet the same hormone requirements as similarly situated transgender players.
  6. Notwithstanding the foregoing, a prepubertal minor may participate at the competitive level according to their gender identity.
- e. If medically managed gender affirmation treatment prevents a player's USA Ultimate College Series eligibility or attendance, that player may apply to the USA Ultimate college working group ([coll\\_elig\\_comm@usultimate.org](mailto:coll_elig_comm@usultimate.org)) for an eligibility extension or exception.
  - f. With the exception of participants on USA Ultimate national teams competing internationally, participants in all youth events (including those events listed under "Youth" in Appendix A) may participate according to their gender identity.

### **Policy Application**

The USA Ultimate eligibility guidelines shall apply to all competition sanctioned by USA Ultimate. USA Ultimate encourages other organizations to adopt the same or similar guidelines. USA Ultimate members should be aware that different eligibility guidelines apply in international competition, including but not limited to events sanctioned by the World Flying Disc Federation which are governed by the [World Flying Disc Federation Transgender Athlete Policy](#).

### **Policy Administration and Enforcement**

Athletes who are in compliance with the USA Ultimate eligibility guidelines need not disclose their transgender identity or history to USA Ultimate or its representatives except in the context of a complaint or appeals process as described below, or for players representing (or applying to represent) USA Ultimate at the international level under the [World Flying Disc Federation Transgender Athlete Policy](#).

Any USA Ultimate member may request guidance related to the USA Ultimate eligibility guidelines by sending an email to [gender\\_eligibility@usultimate.org](mailto:gender_eligibility@usultimate.org).

Should a USA Ultimate member have a concern that another USA Ultimate Member is misinterpreting or violating this policy to gain a competitive advantage, a complaint may be filed by sending an email to [gender\\_eligibility@usultimate.org](mailto:gender_eligibility@usultimate.org). Any such complaint will be treated confidentially to protect the privacy of all involved. In response to such a complaint, USA Ultimate shall form an eligibility committee consisting of a member of the Medical Advisory Committee, a member of the Equity and Diversity Working Group, and a member of the Competition Working Group. The eligibility committee shall review the complaint and, if credible, conduct an investigation and take such action as they deem necessary to ensure the integrity of USA Ultimate competition including, without limitation, making an eligibility determination, issuing private guidance, or issuing reasonable sanctions.

### **Appeals**

Eligibility committee decisions may be appealed to the USA Ultimate Judicial Committee through the Appeal Process described in the [USA Ultimate Conduct Policy](#).

### **Confidentiality**

If an individual's transgender identity is disclosed to USA Ultimate, USA Ultimate will treat it as protected health information and will only disclose it: (1) to the extent necessary to administer this policy; (2) as required by law; or (3) if applicable to an athlete representing USA Ultimate internationally, as required by the World Flying Disc Federation Transgender Athlete Policy.

## **Appendix A**

### Competitive

College Regular Season  
College Championship Series  
Club Regular Season  
Club Championship Series  
Beach Championship Series  
Masters Championship Series

### Recreational/Developmental

Local Leagues  
Recreational Tournaments and Events

### Youth

Youth Club Events (e.g., YCCs)  
High School State Tournaments  
High School Leagues  
Middle School Leagues