Trinity University Inclusion Policies
for Athletics and Recreation

Adopted November 12, 2018

Introduction

Trinity University prohibits discrimination based on gender identity and gender expression and aims to provide equal opportunity for all students to participate in athletic and recreational activities. This participation policy is guided by the following principles:

- Trinity University is an institution committed to creating, sustaining, and supporting a culture of inclusion, diversity, equity, and social justice.
- Transgender and gender nonconforming students should have equitable opportunity to participate fully and safely in all campus activities.
- The general well-being of all students is a University priority.
- Transgender student-athletes are motivated by a desire to participate with the teams that best fit their gender identity.

While the Task Force appreciates leadership the NCAA has provided, we acknowledge that the NCAA policy, and the portions of the Trinity policy that must abide by NCAA rules, are a starting point and not an end point toward greater inclusion and participation.

This document includes policies specific to Trinity University students who participate in or wish to participate in NCAA athletics and in the recreational activities provided under the auspices of the Athletics Department: club sports, intramural sports, outdoor recreation activities, and other exercise and wellness opportunities.

Guiding Principles for Student Participation in Sports and Recreational Activities

1. Participation in sports and recreational activities is a valuable part of the educational experience for all students.

2. Transgender and gender nonconforming students should have equal opportunity to participate in sports and recreational activities.

3. Policies governing sports and recreational activities should be based on sound medical knowledge and scientific validity.
4. Policies governing sports and recreational activities should be objective, workable, and practical; they should also be written, available, and equitably enforced.

5. The legitimate privacy interests of all students should be protected.

6. Athletic administrators, staff, families of students, and students themselves should have access to sound and effective educational resources and training related to the participation of transgender and gender nonconforming students in sports and recreational activities.

7. Policies governing the participation of transgender and gender nonconforming students in sports and recreational activities should comply with Trinity policies, as well as state and federal laws, protecting students from discrimination and harassment.

**Policies for NCAA Intercollegiate Athletics**

The 2011 NCAA policy on transgender student-athlete participation is available [here](#).

1. Each transgender student-athlete who wants to participate in NCAA intercollegiate athletics shall meet with the Associate Director of Athletics for Compliance to review the NCAA’s eligibility requirements and procedures as well as institutional procedures.

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 Associate Director of Athletics for Compliance to participate on a varsity sports team. The student-athlete shall make this written request upon entering the university or when the decision to undergo hormonal treatment is made, as stipulated by the NCAA. This request must include a letter from the student-athlete’s health care provider that 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.
   - Documentation of the student-athlete’s testosterone levels, if being prescribed testosterone.

See [NCAA Bylaw 31.2.3](#) related to hormone treatment and medical exceptions. The Associate Director of Athletics for Compliance will notify the Trinity University Athletics medical staff of the student-athlete’s hormone treatment program, as described in the health care provider’s letter.
3. If hormone treatment is part of the student-athlete’s transition, the Associate Director of Athletics for Compliance will notify the NCAA of the student-athlete’s request to participate with a medical exception request. The Associate Director of Athletics for Compliance will consult with the NCAA as needed.

4. If the student-athlete plans to engage or is engaged in the first year of hormone treatment, the Associate Director of Athletics for Compliance will support the student-athlete in petitioning the NCAA for a one-year extension of eligibility to be granted at the end of the transition period.

5. If the student-athlete meets the NCAA’s eligibility requirements, the student-athlete may then participate on the intercollegiate team. The Associate Director of Athletics for Compliance will notify Trinity’s athletic conference.

6. In the event that an opposing team or school challenges the student-athlete’s eligibility, the Associate Director of Athletics for Compliance will refer the challenge to the NCAA for resolution.

7. If the Director of Athletics denies the eligible student-athlete’s request to participate, the Director of Athletics will initiate a review process by notifying the Associate Athletic Director for Recreation and Sports Camps who will assemble the Trinity Athletics Transgender Participation Advisory Committee (TATPAC). After completing the review, the TATPAC will notify the student-athlete and the Director of Athletics of the committee’s decision.

If desired, the student-athlete may enlist a Trinity University staff or faculty member to offer personal support during and after the appeal process. Amy Stone, Ph.D. (sociology and anthropology), Andrew Kania, Ph.D. (philosophy), and Lori Kinkler, Ph.D. (Counseling Services), are good options because of their transgender knowledge and allyship. A member of the Trinity Athletics Transgender Participation Advisory Committee cannot serve in this supportive role.

8. Unless a student-athlete provides written authorization to release confidential information, all information related to the student-athlete’s request (and appeal process, if engaged) shall be kept confidential in accordance with state and federal laws. This includes, but is not limited to, information concerning the student-athlete’s gender identity, discussions among involved parties, medical information and records, and written supporting documentation.
9. The Associate Director of Athletics for Compliance will retain the student-athlete’s file for seven years following the completion of NCAA eligibility and then ensure that the confidential records are destroyed, unless retention beyond that period is required by law.

**Policies for Club Sports**

The 2014 NIRSA Championship Series Transgender Athlete Participation Policies and Guidelines is available [here](#).

A transgender student-athlete may participate in accordance with their gender identity as stipulated by the policies and practices of NIRSA. A transgender student-athlete who wishes to compete in a club sport should consult with the Associate Athletic Director for Recreation and Sports Camps to determine the eligibility requirements of the club sport. If a conflict arises, then the Associate Athletic Director for Recreation and Sports Camps and/or a member of the Trinity Transgender Athletics Participation Advisory Committee will provide support and advocacy on behalf of the student-athlete.

**Policies for Intramural Sports, Outdoor Recreation, and Other College Recreational Activities**

Students may participate in accordance with their gender identity. If a conflict arises, the Associate Athletic Director for Recreation and Sports Camps and/or a member of the Trinity Transgender Athletics Participation Advisory Committee will provide support and advocacy on behalf of the student.

**Single-User Changing Room and Restroom**

A single-user changing room (WBC 123) and restroom (WBC 122) are available to all who request use of it.

**Communication and Publications**

Teammates, coaches, and all other college personnel shall refer to student-athletes by their chosen names and pronouns.

**Travel Accommodations**

When competing off campus, student-athletes should be provided accommodations based on their gender identity. When traveling, student-athletes shall be assigned
lodging accommodations based on their gender identity, with the recognition that any student-athlete who requests extra privacy should be accommodated whenever possible.

**Dress Codes and Uniforms**

Dress codes should enable all student-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, including those who have not disclosed their transgender or gender variant status. Coaches should not assume they “know” that all members of their team are cisgender and gender conforming based on the team members’ appearance, demeanor, or clothing.

**Education**

Athletes, coaches, trainers, and other athletics staff members should be educated about transgender and gender nonconforming 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 to ensure an inclusive team and departmental environment.

**Transgender Inclusion Policy Review**

In consideration of the changing nature of medical science, changing nature of terminology, and changing NCAA and NIRSA rules/regulations/recommendations, this policy document will be reviewed each August and as needed by the Director of Athletics and the Trinity Transgender Participation Advisory Committee (TATPAC).

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This document was created by the original members of the TATPAC: Gretchen Rush (Athletics, co-chair), Richard Reams (Counseling Services, co-chair), Melissa Flowers (Student Life), and Kristen Harrison (Associate Athletic Director for Recreation and Sports Camps). It incorporates feedback from the NCAA’s Office of Inclusion and Trinity University’s legal counsel.

We thank Macalester College Athletics for permission to use their inclusion policy, which was informed by inclusion policies at Carleton College and Grinnell College, as our foundational model.