Bates College Trans Inclusion Policies

Introduction
Bates College prohibits discrimination on the basis of gender identity and gender expression. In order to comport with this policy, to uphold the principles of equity, inclusion, access, and educational justice, and to provide the most inclusive and welcoming environment possible for people of all gender identities and expressions, Bates College Athletics maintains the following policies to facilitate and encourage the participation of people of all genders, including transgender, nonbinary, genderqueer, and other gender-nonconforming students, staff, faculty, and visitors. These policies cover: participation in intercollegiate, club, and intramural sports; participation in physical education offerings; and gender access and accommodation for all people who attend and participate in athletic activities that take place at Bates.

Bates Non-Discrimination Policy
Bates College is committed to the principle of equal opportunity and providing an educational and work environment free from discrimination. The college prohibits discrimination on the basis of race, color, national or ethnic origin, religion, sex, sexual orientation, gender identity or gender expression, age, disability, genetic information or veteran status and other legally protected statuses in the recruitment and admission of its students, in the administration of its education policies and programs, or in the recruitment of its faculty and staff. Bates College adheres to all applicable state and federal equal opportunity laws and regulations.

NCAA Policy on Transgender Student-Athlete Participation
The following policies, presented in the language used by the NCAA, govern participation in NCAA-sanctioned competition of transgender student-athletes undergoing hormonal treatment for gender transition:

1. A transgender male (female to male) student-athlete who has received a medical exception for, and is being treated with, testosterone for purposes of NCAA competition may compete on a men’s team, but is no longer eligible to compete on a women’s team without changing that team status to a mixed team.

2. A transgender female (male to female) student-athlete being treated with testosterone suppression medication, or who has undergone surgical intervention to suppress testosterone production, for gender transition, 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
documented testosterone-suppression treatment or one-year post-surgical intervention.

Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with their assigned birth gender.

1. A transgender male (FTM) student-athlete who is not taking testosterone related to gender transition may participate on a men’s or women’s team.
2. A transgender female (MTF) student-athlete who is not taking hormone treatments related to gender transition may not compete on a women’s team.

**Best Practices for Bates College Athletics Department**

**Students Outside the Gender Binary**

Students who identify as gender fluid, genderqueer, non-binary, agender or another gender outside of the gender binary not taking hormones may participate in NCAA sanctioned sports activities in accordance with their assigned birth sex.

- A student assigned female at birth who is not taking hormones related to gender transition may participate on a women’s or men’s team.
- A student assigned male at birth who is not taking hormones may participate on a men’s team.

A student who identifies as gender fluid, genderqueer, non-binary, agender or another gender outside of the gender binary and decides to take hormones or to engage in hormone suppression must follow the NCAA Policy on Transgender Student-Athlete Participation.

**Club Sports**

Club sports governed by a national governing body shall follow the policy described in the regulations of that national governing body. Other club sports shall follow the Bates rules governing intramural sports.

**Intramural Sports**

Bates is committed to trans, non-binary, and gender fluid inclusion. People participating in intramural sports or other athletic programs, such as physical education courses, may participate in accordance with their gender identity, should that be relevant, regardless of any medical treatment. If conflicts arise, contact the Athletics Committee at athleticscommittee@bates.edu.

**Dress Codes and Team 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 them. Since people of all genders may have preferred gender expressions that do not conform to traditional norms of dress—for instance, not all trans women or cis women feel comfortable in a skirt—this policy should be understood to apply to all athletes.

• Uniforms – All team members will have access to uniforms that are appropriate for their sport and that they feel comfortable wearing. No student will be required to wear a gendered uniform that conflicts with the student’s gender identity. Coaches will purchase non-gendered or gender-neutral uniform options and those will be made available at the beginning of the season. If necessary, Bates will seek a waiver from the NCAA for students in intercollegiate sports who need a uniform accommodation.

Language
• Chosen Names – in all cases, teammates, coaches, game management personnel, and all others in the school should refer to all student-athletes, including trans and gender nonconforming student-athletes, by the student’s chosen name, as should all publicized sports information, such as programs, announcements, and press releases.
• Pronouns – similarly, in all cases, pronoun references to all student-athletes, including trans and gender-nonconforming student-athletes, should reflect the student’s gender pronoun choices.

Competition at other schools
• Prior to traveling to other sites of competition, coaches and administrators will work with the trans student-athlete to determine their preferences regarding locker room and training accommodations, as well as if they have preferences regarding the pronouns used in announcements and game write-ups. Bates administrators will work with the host institution to ensure it has safe and reasonable accommodations and that the athlete’s needs are met.
• The traveling school does not need to – nor should it - identify the transgender student-athlete unless the student would prefer to be identified.
• If the trans student would like announcers/coaches/officials/etc. to use specific pronouns, the school should notify the host school prior to the team’s arrival to ensure this occurs. Prior to the start of competition, coaches should confirm with game management staff that a student’s desired pronouns will be used.

Education
At Bates
Athletes, coaches, trainers, student athletes, and other people involved in Bates Athletics will have ongoing education about trans identities and the principles of all-gender inclusion. They should be knowledgeable about how, in their particular roles, to support people of all genders, and prepared to put this knowledge to use.

At schools or venues where or against which Bates athletes compete
Without naming or violating the privacy of trans athletes or personnel in question, relevant authorities and personnel at those venues should be informed about expectations for the treatment of trans athletes—including accommodation, pronoun, and name use—during and outside of play.

Resources
- LGBTQ+ @ Bates
- All Gender Restrooms
- Health Services
- Sexual Respect & Title IX
- Student Support Advisors
- The Office of Intercultural Education
- Active Allies
- Athletics Committee