



## Inclusive Play statement

Move United believes that it is important that all athletes, volunteers, employees, and coaches are shown fairness, equity, and inclusion at all levels of adaptive sports. regardless of ability, race, creed, color, religion, national origin, sex, gender identity, gender expression or medical transition, age, physical or mental disability, Physically Disabled veteran status, economic status, marital status, sexual orientation, or all other intersecting identities held by our participants.

## Move United's Transgender Policy

### Introduction

Move United's Transgender and Gender Non-Conforming is meant to be a living document set forth to provide an opportunity for a fair and equitable environment for all individuals with physical disabilities to participate.

### Definitions

**Sex assigned at birth** is the anatomical classification of people as male, female, or intersex, usually assigned at birth.

**Gender** is the socially and culturally constructed ideas of what it is to be male or female in a specific context.

**Gender identity** is each person's internal and individual experience of gender. It is a person's sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex.

**Gender expression** is how a person publicly expresses or presents their gender. This can include behavior and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender. Others perceive a person's gender through these attributes.

A person's gender identity is fundamentally different from and not related to their sexual orientation.

**Trans** or **transgender** is an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms. It includes but is not limited to people who identify as transgender, trans woman (male-to-female MTF), trans man (female-to-male FTM), transsexual, cross-dressers, or gender non-conforming, gender variant or gender queer.

Transition...

**Gender non-conforming or gender-expansive** individuals do not follow gender stereotypes based on the sex they were assigned at birth and may or may not identify as trans.

**Non-binary Refers** to individuals who identify as neither man or woman, both man and woman, or a combination of man or woman.

**"Lived" gender identity** is the gender a person feels internally ("gender identity" along the gender spectrum) and expresses publicly ("gender expression") in their daily life including at work, while shopping or accessing other services, in their housing environment or in the broader community. See section 13.3.3 of this policy: Recognizing lived gender identity.

**Transition** A term sometimes used to refer to the process—social, legal, and/or medical—one goes through to discover and/or affirm one's gender identity. This COULD include taking hormones, having surgeries, and changing names, pronouns, identification documents, and more.

## **Non – Sanctioned Competition/Events**

Move United's recommendation for non-sanctioned competitions and events is that transgender athletes should be allowed to participate by gender identity, regardless of the gender listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any gender-affirming medical transition. The policy should not prevent an athlete from electing to participate in an activity according to their sex assigned at birth.

This means an athlete who was assigned female at birth and identifies as a male should be allowed to participate in men's events, and an athlete who was assigned male at birth and identifies as a female should be allowed to participate in women's events. We do not require confirmation of any of these items.

Above all, we do not want to be an obstacle to recreational participation. We seek to respect all backgrounds, lifestyles, and personal choices, and we take 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 way they are comfortable.

## **RECOMMENDED PRACTICES**

1. When an athlete (or the athlete's guardian) discloses a transgender or gender non-conforming identity and requests to participate in a different event category, coaches should request a change of

the athlete's gender marker by contacting the Event Director. Once this is completed, the athlete can be entered in events that match their gender identity.

2. At all times, teammates, coaches, and all others should respect the confidentiality of transgender athletes. Discussion or disclosure of an individual's gender identity should only take place after expressed permission is given by the individual or the individual's guardian.

3. In all cases, teammates, coaches, and others should refer to transgender athletes by the athlete's preferred name. Similarly, in all cases, pronoun references to transgender athletes should reflect the athlete's self-identified gender and pronoun.

4. Transgender athletes should be able to use locker rooms, changing facilities, and restrooms that are consistent with their gender identity. When requested by the transgender athlete or their family, transgender athletes should be provided access to a gender-neutral space (i.e., a family restroom).

5. Before Competition, without violating an athlete's confidentiality, coaches should communicate with the competition host regarding expectations for the treatment of transgender athletes.

6. When overnight travel is involved, transgender athletes should be assigned to share hotel rooms based on their gender identity. Transgender athletes who request extra privacy should be accommodated whenever possible.

7. Transgender athletes should be permitted to dress consistently with their gender identities, including warm-ups and team gear when applicable.

8. Event Organizers should train their staff and regular volunteers regarding their responsibilities to prevent, identify, and respond to bullying, harassment, and discrimination. Such topics should include terms and concepts of gender identity and expression and bystander intervention strategies related to bullying.

## **Move United Sanctioned Competitions**

Move United Sanctioned Competitions (<https://moveunitedsport.org/events/sanctioned-competitions/>) follow the policies of the respective National Governing Bodies (NGB) for each sanctioned sport on the program. An athlete may disclose a transgender identity and make a request to participate in a different event category to the Event Director. If no policy exists with the NGB then Move United encourages Event Directors to follow the recommendations listed above.

## **Additional resources**

## [NGB Transgender Policies](#)

### [FOUR MYTHS ABOUT TRANS ATHLETES DEBUNKED](#)

Chase Strangio & Gabriel Arkles, American Civil Liberties Union (ACLU), 2020

*Experts including doctors, academics, and sports psychologists provide evidence that:*

- 1) *inclusion of trans athletes benefits everyone*
- 2) *trans athletes do not have an unfair advantage in sports*
- 3) *trans girls are girls*
- 4) *trans student-athletes belong on the same teams as other student-athletes*

[Supporting and Caring for Transgender Children](#). A joint publication of the American Academy of Pediatrics, The American College of Osteopathic Pediatricians and the Human Rights Campaign Foundation.

GLSEN: [On the Team: Equal Opportunity for Transgender Student Athletes](#). Report created to provide guidance to high school and collegiate athletic programs about how to ensure transgender student athletes fair, respectful and legal access to school sports teams.

GLSEN: [Safe Space Kit](#). Includes concrete strategies to help support LGBTQ students.

[Gender Spectrum](#). Video on Young Athletes' gender-affirming experiences in sport.

[Trans Youth Equality Foundation](#). Resources for parents, educators and professionals.

## THE TRUTH ABOUT TRANS ATHLETES AND PERFORMANCE

Annie Hayes, Men's Health, 2019

*Trans athletes and doctors dissect myths and explain scientific facts about hormones, physiology, and athletic performance.*

## TRANS GIRLS BELONG ON GIRLS' SPORTS TEAMS

// Dr. Jack Turban, Scientific American, 2021

*Science does not support banning trans girls from girls' sports teams, bringing into question the ethics surrounding current and proposed policies.*

## **TRAINING**

### The Safe Zone Project

The **Safe Zone** Project is a free **online** resource for creating powerful, effective LGBTQ+ awareness and **ally training** workshops

### Allyship Online Training Courses | LinkedIn Learning, formerly ...

Allyship **online training courses** from LinkedIn Learning (formerly Lynda.com) provide you with the skills you need, from the fundamentals to advanced

### Safe Space Training – Creating Safe Spaces for LGBT+ People

CREATING SAFE SPACES FOR LGBT+ PEOPLE

## **IN THE NEWS:**

### ANTI-TRANS SPORTS BILLS AREN'T JUST TRANSPHOBIC - THEY ARE RACIST, TOO

Derrick Clifton, Them, 2021

*The wave of anti-trans sports bills working their way through state legislatures are fueled not only by misconceptions about who trans people are, but by fears of Black bodies, too.*

### **LAWMAKERS CAN'T CITE LOCAL EXAMPLES OF TRANS GIRLS IN SPORTS**

David Crary and Lindsay Whitehurst, Associated Press, 2021

*The AP contacted two dozen lawmakers sponsoring anti-trans athlete bills in state legislatures across the country and the lawmakers say they do not know of any trans girls in sports.*

### **“LET THEM BE WHO THEY ARE”: MISSOURI FATHER OF TRANS DAUGHTER TESTIFIES AGAINST ANTI-TRANS BILL**

Ashleigh Carter, Now This, 2021

*Brandon Boulware gave an emotional testimony about accepting his trans daughter as he urged lawmakers not to pass an anti-trans bill.*

## **TRANS ATHLETE VOICES:**

### **I'M NOT GOING TO HIDE**

Charlie Martin, Athlete Ally, 2019

*Race Driver Charlie Martin describes being trans and out in motosports.*

### **THE POWER OF LAYSHIA CLARENDON**

Katie Barnes, ESPN, 2021

*This ESPN cover story tells the story of Layshia Clarendon (she/he/they), the first openly transgender and non-binary athlete in the WNBA, and their journey to understand his identity from childhood to parenthood.*

### **WFA PLAYER: DON'T GIVE UP ON YOUR DREAMS**

Erica Meacham, Athlete Ally, 2019

*Oregon Hawks women's tackle football player Erica Meacham shares her journey as a trans woman in football.*

## [WNBA HOPEFUL TO TRANS YOUTH: YOU AREN'T ALONE](#)

Kayla Ward, Athlete Ally, 2020

*Basketball player Kayla Ward writes to trans youth about her story coming from a religious background and planning to be a minister to pursuing her athletic dreams.*

## [YES, TRANS PEOPLE BELONG IN SPORTS](#)

Layshia Clarendon, Marie Claire, 2021

*WNBA player Layshia Clarendon explains that the scrutiny of women's bodies is the real threat to women's sports—not the presence of trans women and girls.*

## **ALLY VOICES:**

## [BECOMING THE NORM: TRANS INCLUSION](#)

Imani Dorsey, Athlete Ally, 2019

*Professional soccer player Imani Dorsey shares how harmful gender norms hurt all women, and why inclusion of trans women and girls in sports is important for the future of women's sports.*

## [BILLIE JEAN KING, MEGAN RAPINOE, AND CANDACE PARKER JOIN NEARLY 200 ATHLETES SUPPORTING TRANS YOUTH PARTICIPATION IN SPORTS](#)

Women's Sports Foundation, 2020

*Women's sports icons signed a friend-of-the-court brief filed by Lambda Legal alongside Athlete Ally, Women's Sports Foundation, and nearly 200 fellow athletes.*

## [BILLS TO BAN TRANSGENDER KIDS FROM SPORTS TRY TO SOLVE A PROBLEM THAT DOESN'T EXIST](#)

Megan Rapinoe, Washington Post, 2021

*Star soccer player Megan Rapinoe writes in support of trans kids' right to participate in sport, highlighting the value of youth sports participation and identifying true threats to women's and girls' sports.*

## [END THE WAR AGAINST TRANSGENDER STUDENT ATHLETES](#)

Justice Horn, The Advocate, 2020

*Openly gay wrestler Justice Horn shares the importance of being his authentic self with his team, something trans athletes should also be able to do.*

#### **SPORTS SAVED MY LIFE. TRANSGENDER ATHLETES SHOULD BE ABLE TO HAVE THAT EXPERIENCE TOO**

// Anne Lieberman, The Hill, 2020

*Sports participation can help people through dangerously difficult times, and trans youth must be given that opportunity.*

#### **TRANS WOMEN AREN'T TAKING OVER SPORTS, BUT TRANSPHOBIA IS**

// Joanna Hoffman, GLAAD, 2020

*Trans women and girls are not one of the many threats to girls' and women's sports, and they deserve access to the life-saving outlet of sports participation.*

#### **USA RUGBY'S NAIMA REDDICK: LET TRANS WOMEN PLAY**

// Naima Reddick, The Advocate, 2020

*USA Rugby player Naima Reddick writes about the natural variety of bodies in sport and urges World Rugby to include trans women athletes.*

### **RESEARCH:**

#### **ATHLETIC EQUALITY INDEX (EXECUTIVE SUMMARY)**

// Athlete Ally, 2021

*The Athletic Equality Index (AEI) measures LGBTQ+ inclusion policies and practices in NCAA Division I athletic departments. In its most recent iteration, it found that only 8% of Division I athletic departments have a publicly accessible trans inclusion policy.*

#### **FAIR PLAY: THE IMPORTANCE OF SPORTS PARTICIPATION FOR TRANSGENDER YOUTH**

// Center for American Progress, 2021

*Denying transgender students opportunities to learn leadership, teamwork, self-esteem, discipline, and community via sports harms this already vulnerable population and does not demonstrably benefit cisgender youth. [LGBTQ AND GENDER-AFFIRMING SPACES](#)*

// Trevor Project, 2020



*Sports can be a powerful tool for fighting depression, building community, and cultivating lasting self-confidence. Trans and nonbinary youth who have access to a gender-affirming space at school - like a sports team - have 25% reduced odds of reporting a suicide attempt within a year.*

### PLAY TO WIN

// Human Rights Campaign, 2017

*LGBTQ youth are less likely than their cisgender peers to participate in sport. 68% of all youth played a sport, but only 24% of all LGBTQ youth played a sport. Just 14% of transgender boys and 12% of transgender girls played.*

### SCHOOL CLIMATE SURVEY

// GLSEN, 2019

*Many trans youth already face an uphill battle in nearly every part of their lives. 84% of transgender youth feel unsafe at school, with 70% of those students avoiding bathrooms because they felt unsafe or uncomfortable. Nearly half of trans youth attempt suicide, and the trans community*

*is increasingly the target of violence and harassment.*

### **PODCASTS:**

#### ATHLETE ALLIES

// That's What She Said with Sarah Spain, 2021 (1 hr 18 min)

*Chris Mosier and Anne Lieberman talk about the importance of sport for trans and non-binary teens, and the recent uptick in anti-trans legislation across the country.*

#### LEGAL HEAVYWEIGHTS CHASE STRANGIO AND NEENA CHAUDHRY ON TRANS ATHLETES AND SPORTS

// Between the Lines, 2021 (1 hr 2 min)

*Chase Strangio and Neena Chaudry talk about the legal battles over trans athletes playing sports and how this battle reflects the broader fight for the rights of transgender people in the country.*

*They help debunk some of the more harmful myths that exist about trans athlete participation in women's sports.*

#### TRANS ATHLETES SPEAK OUT

// TransLash with Imara Jones, 2021 (40 min)

*Trans athletes CeCé Telfer and Chris Mosier discuss their groundbreaking accomplishments and the hurdles they faced to get there.*

## **VIDEOS & FILMS:**

### **CHANGING THE GAME**

// Hulu Original, 2021 (1 hr 35 min)

*This documentary takes viewers into the lives of three high school athletes—all at different stages of their athletic seasons, personal lives, and unique paths as transgender teens.*

### **DISCLOSURE**

// Netflix Original, 2020 (1 hr 40 min)

*This documentary looks at Hollywood's depiction of transgender people and the impact of this on American culture. Available on both YouTube and Netflix.*

### **HOCKEY IS FOR EVERYONE: ELLIOT'S STORY**

// San Jose Sharks, 2019 (4 min)

*Elliot, a 15-year-old ice hockey player, received support from his high school team so he did not have to choose between being his true self and participating in sport.*

### **MEET REBEKAH, A 14-YEAR-OLD FIELD HOCKEY PLAYER TURNED TRANSGENDER ADVOCATE**

// Human Rights Campaign, 2021 (3 min)

*Rebekah loves playing field hockey with her friends but legislatures across the country are trying to ban kids like her from sports, just because they are trans.*

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She, Her, Hers

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