



## **Recommended Practices for the Inclusion of Transgender Athletes**

The following guidelines are recommended practices provided to assist US Speedskating member clubs who wish to develop a club policy for the inclusion of transgender athletes. These recommendations are consistent with US Speedskating values of equal opportunity and the right of all members to participate. The SafeSport program does not require such a policy, but clubs that wish to implement one may use the following as a resource.

### **Definitions**

**Transgender:** a person whose gender identity does not correspond to the person's assigned sex at birth.

**Gender identity:** a person's internal sense of being male or female.

**Gender expression:** a person's external characteristics and behaviors that are socially defined as either masculine or feminine (i.e., dress, speech, mannerisms, social interactions)

### **Recommended Policy**

A transgender athlete member of a speed skating club should be allowed to participate in accordance with his or her gender identity, irrespective of the gender listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical treatment. The policy should not prevent an athlete from electing to participate in an activity according to his or her assigned birth gender.

This means an athlete who is biologically female but has a male gender identity should be allowed to participate in male events and an athlete who is biologically male but has a female gender identity should be allowed to participate in female events.

This shall be applicable to all none-elite competitions. None-elite competitions are currently defined as any competition at club, local and/or regional level as also inclusive of USS National Age Group Championships.

Requirements become more strict should the athlete reach an elite level. Policies will follow the ISU Transgender Policy found in [ISU Communication No. 2440](#) or any update to such. Elite-level competitions will be defined currently as any USS Qualifying Event for international teams, National Senior and/or Junior Championships, AmCup events and any other USS hosted events unless otherwise stated.

### **Recommended Practices**

1. When an athlete (and/or the athlete's parents or guardians) discloses a transgender identity, the athlete them self, coaches and/or parents/guardians should request a change of the athlete's gender in the USS membership database by contacting Membership staff at US Speedskating. Once this is completed, the athlete will be able to register in events that match his/her/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 express permission is given by the individual or the individual's parents/guardians in case of a minor.
3. In all cases, teammates, coaches, and all 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 gender and pronoun preferences.
4. Transgender athletes should be able to use the locker rooms, changing facilities, and restrooms that are consistent with his/her/their gender identity. When requested, transgender athletes should be provided access to a gender-neutral space (i.e. family restrooms).
5. Prior to meets, without violating an athlete's confidentiality, coaches and/or parents/guardians should communicate with the meet host expectations for treatment of transgender athletes in the rink and in the locker rooms.
6. Transgender athletes should be permitted to dress consistently with their gender identities, including warm-ups and team gear.
7. Clubs should provide training to 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.

The US Speedskating Code of Conduct specifies that discrimination of any kind, as outlined in the USOPC Bylaws or the USS Bylaws is prohibited (Section 2, subsection C). As an organization, US Speedskating adheres to the International Skating Union guidelines. This document can be found on the US Speedskating website [here](#).