Virtual USAT Board Meeting Minutes

Location	Date	Time	Format
Governance Slack Channel	June 6, 2022	N/A	Virtual

In Attendance

Board Members Present		
Joel Rosinbum	Chair	Present
Henry Brandon	Vice Chair	Present
Ben Collins	Treasurer	Present
Chuck Graziano	Secretary	Present
Keri Serota	Director	Present
Dr. Tekemia Dorsey	Director	Present
Gabriela Gallegos	Director	Present
William Huffman	Director	Present
Monica Paul	Director	Present
Scott Sternberg	Director	Present
Felix Stellmaszek	Director	Present
Erin Storie	Director	Present
Jacqueline McCook	Ex-Officio	Present
Allysa Seely	Ex-Officio	Present

Minutes

1. **Approval of USAT Gender Inclusion Policy**

USA Triathlon ("USAT") Board reviewed the Gender Inclusion Policy, which was refined from the last board meeting and conforms to USOPC audit requirements.

USA Triathlon Gender Inclusion Policy

I. <u>Introduction</u>

USA Triathlon's Gender Inclusion Policy is committed to ensuring that athletes can participate on an inclusive, safe, equal and fair basis without discrimination.

II. Privacy Statement

All discussions and documentation submitted in any part of the application, review, or grievance process either by an athlete, USA Triathlon staff and/or the grievance panel shall be kept confidential while under USA Triathlon's jurisdiction.

III. Definitions

Elite Licensed Athlete: An athlete who has earned a USA Triathlon elite license.

World Triathlon Athlete: An athlete who intends to participate in a World Triathlon sanctioned event, including but not limited to Elite Licensed Athletes, junior athletes and Recreational Athletes.

Recreational Athlete: Any athlete who participates in a USA Triathlon sanctioned event in an age-restricted division and who has not earned an elite license or is not intending to compete in a World Triathlon sanctioned event.

NCAA Athlete: An athlete who participates in NCAA events.

IV. Elite Licensed Athletes, World Triathlon Athletes, NCAA Athletes

A. Participation

Elite Licensed Athletes, World Triathlon Athletes and NCAA Athletes must adhere to the World Triathlon gender policy and rules.

B. Self-Reporting Requirement

An Elite Licensed Athlete, World Triathlon Athlete or NCAA Athlete who has transitioned from their gender assigned at birth must report their gender to USA Triathlon when they register for a USA Triathlon qualifying event, a World Triathlon sanctioned event or an NCAA event in their new gender category (see the below for self-reporting instructions). A qualifying event is any USA Triathlon sanctioned event that provides a qualification opportunity for a World Triathlon event. Once the athlete has registered as their new gender, they are not required to report to USA Triathlon to participate in subsequent events.

i. Self-Reporting Instructions

Athletes must provide documentation to USA Triathlon that confirms the athlete's new gender identity before being issued a license or registered for a spot at an event.

Evidence must include test results indicating serum testosterone levels for the applicable period. The athlete may also submit medical professional reports of those overseeing the athlete's gender-affirming care.

Information should be submitted by email to USA Triathlon's Diversity Equity, Inclusion and Access Senior Manager at diversity@usatriathlon.org who will work with the athlete, other USA Triathlon staff members and a member of the USA Triathlon Medical Advisory Group as necessary to determine if the athlete's serum testosterone levels are within the range dictated by the World Triathlon gender policy and rules.

The review process will take a minimum of thirty (30) calendar days but no more than sixty (60) calendar days. USA Triathlon may ask the athlete for additional information to make its determination. World Triathlon Athletes must submit documentation with sufficient time for USA Triathlon to review prior to the World Triathlon registration deadline, i.e. at least sixty (60) calendar days in advance.

ii. Roll-Down Process

The roll-down process is applied when an athlete competes but is later determined to not adhere to the World Triathlon gender policy, and as a result, the award automatically rolls down to the next finisher(s). The roll-down process is imposed for the following events/circumstances: i) a USA Triathlon qualifying event; ii) a World Triathlon sanctioned event; iii) an NCAA event; or iv) an event where the athlete may secure an elite license.

V. Recreational Athletes

A. Registration and Participation

To participate in a USA Triathlon sanctioned event, every Recreational Athlete must be registered with USA Triathlon as the gender in which the Recreational Athlete wishes to compete. Gender options in the USA Triathlon membership system are as follows:

i. Female
ii. Male
iii. Non-Binary

B. Self-Reporting Requirement

A Recreational Athlete may always register as and compete in the athlete's gender assigned at birth. If the Recreational Athlete wishes to register for an event as gender non-binary or a gender other than the Recreational Athlete's gender assigned at birth, then the following shall

apply:

- Recreational Athletes may purchase an annual or 1 day membership and register as a gender different than the gender assigned at birth, but they must provide evidence that demonstrates the athlete's gender identification (see the below self-reporting instructions).

- If a Recreational Athlete already has an annual membership, they may change their gender from their gender assigned at birth before competing in a USA Triathlon sanctioned race by providing documentation that demonstrates the athlete's gender identification.

iv. Self-Reporting Instructions

All information should be sent by email to USA Triathlon's Diversity, Equity, Inclusion and Access Senior Manager, who will work with the Recreational Athlete, other USA Triathlon staff members and a member of the USA Triathlon Medical Advisory Group as necessary to update the Recreational Athlete's membership at diversity@usatriathlon.org. Evidence could include a driver's license or other government-issued document, medical opinions or records, documentation from individuals such as family members, friends, co-workers or coaches affirming the Recreational Athlete's gender identification.

The review process will take a minimum of thirty (30) calendar days, but no more than sixty (60) days. USA Triathlon may ask the athlete for additional information to make its determination.

B. USA Triathlon National Rankings

Athletes are eligible to be nationally ranked once they have completed the prerequisite number of races in a race type. An athlete's final ranking will be determined by the gender which the athlete predominantly competed as throughout the year regardless of the athlete's registered gender at the end of the year. For example, if an athlete received a race score three times as a female and recorded a race score once as a male, the athlete will be ranked as a female for that year based on the three race scores recorded as a female. If an athlete spent equal amounts of time identifying as male, female, or non-binary, the gender with which the athlete concludes the year will determine their gender category in national rankings.

VI. Grievances

Any athlete who has submitted a request to compete in a category other than their gender assigned at birth as outlined in this Gender Inclusion Policy may appeal USA Triathlon's decision through the process detailed in the Grievance and Disciplinary Policy (https://www.teamusa.org/usa-triathlon/about/usat/governance).

Any member who questions an athlete's eligibility to compete in a gender category may file a complaint with USA Triathlon through the process detailed in the Grievance and Disciplinary Policy. (https://www.teamusa.org/usa-triathlon/about/usat/governance).

VII. Anti-Doping Requirements

The anti-doping rules of USA Triathlon, the United States Anti-Doping Agency, the United States Olympic and Paralympic Committee and World Triathlon are not affected by this Gender Inclusion Policy. Any athlete prescribed, or otherwise wishing to use, a Prohibited Substance or Prohibited Method identified on the World Anti-Doping Agency Prohibited List must obtain a Therapeutic Use Exemption before using such substance or method. (Contact the United States Anti-Doping Agency for information regarding Therapeutic Use Exemptions).

VIII. Minor Athletes

Documents submitted for applicable Minor Athletes, registration or approvals given on behalf of a Minor Athlete under this Policy must be submitted by or with the express written approval of the Minor's parent or guardian.

Minor Athletes who are under 14 years old who wish to compete as a gender other than their gender assigned at birth may do so by notifying USA Triathlon's Diversity Equity, Inclusion and Access Senior Manager at diversity@usatriathlon.org. Minor Athletes who are under 14 years old are not required to provide any evidence or information to support their gender identity.

IX. Other Sport Organizations

Any athlete who participates in IRONMAN events must adhere to Ironman's gender policies and rules.

Other sport organizations such as the National Governing Bodies and International Federations for swimming, cycling and track and field have separate and distinct gender inclusion policies. Athletes should confirm their compliance with the organization's gender policy before competing in an event sanctioned by another sport organization.

X. Prohibited Conduct

USA Triathlon strictly prohibits discrimination or harassment of any kind. Treating someone in a discriminatory or harassing manner is a violation of USA Triathlon's Code of Conduct. Any obscene language or gesture or other defamatory, demeaning or threatening language (whether written or oral) or conduct directed towards an athlete or affiliated individual is a violation of USA Triathlon's Code of Conduct.

*For the most up-to-date international transgender policies, refer to the following sites: World Triathlon, International Olympic Committee (IOC), and IRONMAN.

MOTION			
That this updated and revised Gender Inclusion Policy is adopted by the Board.			
CARRIED			