

Dickinson College Athletic Department Transgender & Nonbinary Inclusion Policy

Created April 2022

The Dickinson College Athletic Department is dedicated to upholding the College's commitment to equity and inclusion for all. We believe transgender and nonbinary students should have equal opportunity to participate fully in all campus activities and are committed to creating a respectful, safe, and positive environment so that everyone can play. The well-being of our student athletes is of the utmost priority.

Dickinson College Athletics acknowledges that the NCAA's 2022 guidelines are a starting point toward the inclusion of all athletes. The policy articulated below is designed to assist department personnel, student athletes, and others with the transgender and nonbinary inclusion in intercollegiate athletics. We are committed to developing and advocating for more inclusive policies in the future.

NCAA Policy on Transgender Student Athlete Participation

At its January 19, 2022 meeting, the NCAA Board of Governors updated the transgender student-athlete participation policy governing college sports.

The new policy aligns transgender student-athlete participation with the [Olympic Movement](#). The resulting sport-by-sport approach preserves opportunity for transgender student-athletes while balancing fairness, inclusion and safety for all who compete.

Like the U.S. Olympic and Paralympic Committee, the updated NCAA policy calls for transgender student-athlete participation for each sport to be determined by the policy for the national governing body of that sport. If there is no NGB policy for a sport, participation guidelines would then be determined by the policy for that sport's international federation. If there is no international federation policy, participation guidelines would be determined by policy criteria previously established by the International Olympic Committee. Sport-specific policies are subject to ongoing review and recommendation by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports to the Board of Governors.

The NCAA policy is effective immediately, with three phases of implementation. For details on those phases, check the [NCAA Policy website](#).

For more on the individual sport policies, please see the following [list being compiled by Athlete Ally](#).

Dickinson College Non-discrimination Policy

Dickinson College is an intellectual and social community that values justice, free inquiry, diversity, and equal opportunity. It is a fundamental policy of the college to respect pluralism and to promote tolerance, civility and mutual understanding within its community. The college does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation, or any other protected class.

Guiding Principles

This inclusion policy is guided by the following principles (adapted from Athlete Ally “Inclusion Guide”):

1. Dickinson College Athletics seeks to respect all backgrounds, experiences, and identities, and assumes from the outset that all student-athletes compete to participate with their peers and experience college athletics as who they are.
2. Dickinson Athletics recognizes that gender expression and/or gender identity may or may not be the same as a person’s assigned sex and that gender identity does not function on a binary system.
3. Gender affirming surgery is not required for an individual to participate in athletic competition and is not required by Dickinson Athletics under any circumstances.
4. Each person is in control of the ways they present and express their gender identity, and as such, no person should have their identity disclosed without their express consent.
5. An individual’s transgender or non-binary identity constitutes protected health information, and our goal is that the disclosure of personal medical information should not be required beyond what is required of cisgender student-athletes.

Guidelines for Trans and Nonbinary Student-Athlete Inclusion

Facilities Access

- Changing Areas, Toilets, Showers — Trans and nonbinary student-athletes, whether Dickinson athletes, visiting athletes, or other participants, are able to use locker room, shower, and toilet facilities in accordance with their gender identity. Private facilities will be made available if asked for, but no student-athletes are required to use them.
- Competition at Another School — If a trans or nonbinary student-athlete requires a particular accommodation to ensure access to appropriate changing, showering, or bathroom facilities, athletic directors and coaches, in consultation with the student-athlete, will notify their counterparts at other schools prior to competitions to ensure that the student has access to facilities that are comfortable and safe. This notification will maintain the student’s confidentiality. Under no circumstances will a student-athlete’s identity as a trans or nonbinary person be disclosed without the student’s permission.
- Hotel Rooms — Trans or nonbinary student-athletes will be assigned to shared hotel rooms based on their gender identity unless they request otherwise. Any student who needs extra privacy will be accommodated whenever possible.

Language

- Chosen Names — In all cases, teammates, coaches, and all others in the school should refer to student-athletes by the student’s chosen name.
- Pronouns — Similarly, in all cases, pronoun references to student-athletes should reflect the gender identity and pronouns of the student as they have publicly shared them with the Athletic Department and have agreed to the release of that information.

Dress Codes and Team Uniforms

- Dress Codes—Trans and nonbinary student-athletes may dress consistently with their gender identities. Dress codes for athletic teams when traveling or during a game day at school should be gender neutral. For example, instead of being required to wear dresses or skirts, women’s team members can wear appropriate clothes that are clean, neat, well cared for, and appropriately “dressy” for representing their school and team.
- Uniforms — All team members shall 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.

Sports Medicine

- Healthcare — Athletic Trainers and Sports Medicine staff will provide trans inclusive healthcare to their student-athletes. This includes using the student-athlete’s correct pronouns, treating a student-athlete’s assigned sex at birth as confidential medical information, and not inquiring into a student-athlete’s history or treatment regarding their gender transition when unnecessary.
- Transition-related care — We will also work in conjunction with the Dickinson Wellness center to provide the best athletic treatment and medical support for student-athletes seeking or undergoing medical transition.

Education

- At Dickinson — Student-athletes, coaches, athletic trainers, and other people involved in Dickinson Athletics should be educated about trans and nonbinary identities and the principles of inclusion. They should be knowledgeable about how, in their particular roles, to support trans and nonbinary student-athletes, and prepared to put this knowledge to use.
- At schools or venues where Dickinson student-athletes compete — Without violating a student’s confidentiality or privacy, athletic directors and coaches will communicate with their counterparts at other schools prior to competitions in which an athlete is participating about expectations for the treatment of trans and nonbinary student-athletes, including accommodation, pronoun, and name use—during and outside of competition.

Media

- Training — All Dickinson Athletics representatives and other College officials who are authorized to speak with the media should receive information about appropriate terminology, use of names and pronouns, and school and athletics conference policies regarding the participation of trans and nonbinary student-athletes on Dickinson athletic teams.
- Confidentiality — Protecting the privacy of trans and nonbinary student-athletes is a top priority of Dickinson Athletics representatives and affiliated College personnel, particularly when in the presence of the media. All medical information shall be kept confidential in accordance with applicable state and federal privacy laws.

Enforcement and Non-Retaliation

Enforcement: Any student-athlete or staff member of Dickinson Athletics who has been found to have violated this policy by withholding or threatening to withhold athletic opportunity or harassing a student based on their gender identity or expression, or by breaching medical confidentiality, will be subject to disciplinary action by the College. Any staff member of Dickinson Athletics who becomes aware of conduct that violates this policy must report the conduct to the Director of Athletics and/or the Athletics Diversity and Inclusion Designee (ADID) (Kim Masimore).

Retaliation: Retaliation is specifically forbidden against anyone who complains about discrimination based on gender identity or expression, even if the person was in error. The Dickinson Athletic department will take steps to prevent any retaliation against any person who makes such a complaint.

Dickinson Athletics Responsibilities

For transgender and gender-diverse student-athletes undergoing Hormone Replacement Treatment (HRT):

- a. The Director of Athletics and/or the ADID shall meet with the student-athlete to review eligibility requirements and procedure for approval of the student-athlete's participation. If hormone treatment is indicated as part of the student-athlete's transition, the Director of Athletics will notify the NCAA and the Centennial Conference Office of the student-athlete's request to participate. Dickinson College Athletics will remain apprised of changing standards from the NCAA for MTF and FTM transitions.
- b. The Director of Athletics and the student-athlete will complete the required eligibility form together. Once the student-athlete is deemed eligible by the NCAA, then the student-athlete may participate on an intercollegiate team as indicated by the NCAA. See the [NCAA Medical Exception Documentation Reporting Form](#) for appropriate documentation.
- c. The Director of Athletics and/or the ADID will work closely with the student-athlete to provide support and address their needs to ensure the opportunity to participate fully in Dickinson College Athletics. This will include coordinating communication regarding names, pronouns, and other identifying information to the appropriate parties as listed above. We hope that this will also include providing medical services to support hormone-level testing.

For transgender and gender-diverse student-athletes not undergoing HRT:

- a. Director of Athletics and/or the ADID will work closely with the student-athlete to provide support and address their needs to ensure the opportunity to participate fully in Dickinson College Athletics, on the team that aligns with their assigned sex at birth (unless the team collectively decides to designate the team as mixed). This will include coordinating communication regarding names, pronouns, and other identifying information to the appropriate parties as listed above.
- b. Dickinson Athletics will monitor compliance with NCAA rules to make sure that teams are not constituted as mixed, and thus unable to participate in championships, while supporting nonbinary student-athletes participation.

Student-Athlete Responsibilities

For transgender and gender-diverse student-athletes undergoing Hormone Replacement Treatment (HRT):

- a. A student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of gender transition shall submit the request to participate on a sports team in writing to the Director of Athletics and/or the ADID upon matriculation or when the decision to undergo hormonal treatment is made.
- b. The request shall include a letter from the student's physician documenting the student-athlete's intention to transition or the student's transition status if the process has already been initiated. This letter shall identify the prescribed hormonal treatment for the student's transition and documentation of the student's testosterone levels, if relevant. See the [NCAA Medical Exception Documentation Reporting Form](#) for appropriate documentation.
- c. The student is encouraged to meet with someone who can offer support and advice through the process, if desired. Should the student want help in finding such a person, a list of people who might serve in that role is available from the ADID (Kim Masimore).
- d. The student-athlete will update the team coach and the athletics communications staff regarding what name, pronouns, and other identifying information should be shared with whom and at what time.

For transgender and gender-diverse student-athletes not undergoing HRT:

- a. A student-athlete who is nonbinary, gender non-conforming, genderqueer, or otherwise gender diverse will play on a team according to their assigned sex at birth, unless the team decides collectively that the team shall operate as a mixed team.
- b. The student-athlete will update the team coach and the athletics communications staff regarding what name, pronouns, and other identifying information should be shared with whom and at what time.

Review of this Policy

In consideration of changing medical science, the terminology around gender, and NCAA recommendations, these policies will be reviewed yearly by the Trans & Nonbinary Inclusion in Athletics working group, including at least one current student-athlete.

If anyone has any suggestions as to how this guide's language might be improved to be more inclusive, please feel free to contact the director of the Office of LGBTQ Services at lgbtq@dickinson.edu

Resources

[Office of LGBTQ Services](#)

[Wellness Center](#)

[Bias Education Response Team](#)

[Title IX & Sexual Respect](#)

[Athlete Ally](#)

Trans & Nonbinary Inclusion in Athletics Committee

The committee on trans & nonbinary inclusion in Dickinson athletics was formed in September 2021. The members included:

- Todd Nordgren – Director of the Office of LGBTQ Services, contributing faculty in Women’s, Gender & Sexuality Studies
- Kim Masimore – Head Women’s Lacrosse Coach, Senior Woman Administrator in Athletics
- Alex Bazink – Athletic Trainer
- Eleanor Conover – Assistant Professor of Art & Art History
- Katie Schweighofer – EcoLeague Coordinator, Adjunct Faculty in American Studies
- Sarah Mason ’22
- Billy Wilkerson ’24

Definitions

Our department recognizes that the below words have complex meanings, and for the purposes of this document we are using general but operational definitions (adapted from Athlete Ally “Inclusion Guide”):

Gender: The socially constructed roles, behaviors, and attributes that society associates with one’s sex assigned at birth.

Gender Expression: The way an individual represents or expresses gender to others through behavior, outward appearance, activities, mannerisms, etc.

Gender Identity: An individual’s deeply-held sense or understanding of their gender.

Sex Assigned at Birth: The sex that is assigned to an infant at birth, usually by a doctor or medical staff, based on the infant’s visible sex organs, including genitalia and other physical characteristics. Classifications made are most often male, female, or intersex.

Nonbinary: An umbrella category that can describe gender identities that are not exclusively masculine or feminine; identities that are outside the gender binary. This has become the most prevalent term in use, but other similar but not identical terms sometimes used to describe identities outside of the gender binary include genderqueer and gender non-conforming.

Transgender (trans): Describes a person whose gender identity differs from the sex they were assigned at birth.

Transgender woman: Trans woman generally describes someone assigned male at birth who identifies as a woman, but can also include anyone who has transitioned to being a woman, no matter their sex assigned at birth. This individual may or may not actively identify as trans.

Transgender man: Trans man generally describes someone assigned female at birth who identifies as a man, but can also include anyone who has transitioned to being a man, no matter their sex assigned at birth. This individual may or may not actively identify as trans.

Cisgender (cis): Describes a person whose gender identity aligns with the sex they were assigned at birth.

FTM/MTF: These terms are used to describe people who have transitioned from female-to-male (FTM) and male-to-female (MTF). Sometimes trans women identify as male-to-female (also M2F or trans feminine) and sometimes trans men identify as female-to-male (also F2M or trans masculine).

References

[Athlete Ally Transgender and Non-Binary Inclusion Strategy Guide 2020](#)

[Bates College Trans Inclusion Policies](#)

[Carleton College Physical Education, Athletics and Recreation Transgender Policy for Intercollegiate Athletics, Club Sports and Intramural Sports](#)

[Centennial Conference Student-Athlete Inclusion Policy](#)

[Grinnell College Policy for Transgender Student-Athlete Inclusion](#)

[Haverford's Guidelines for Transgender Student-Athlete Participation](#)

[Lehigh University Athletics Department Transgender Inclusion Policy](#)

[NCAA Inclusion of Transgender Student-Athletes Handbook](#)

[Wellesley College Athletics - Varsity & Club Sport Participation of Transgender Student-Athletes Guidelines](#)