



## Transgender and Nonbinary Inclusion Policy Template

***This Race Inclusion Policy presupposes that your race will be offering nonbinary registration and timing/scoring category.***

This template should be used with no customization beyond that which is already suggested within the template itself. If you require more intensive customization, work with your LGBTQ advisory council, or contact Equality Institute ([patti@theequalityinstitute.com](mailto:patti@theequalityinstitute.com)) to help you make changes specific to your event, while still encouraging inclusion.

### **Objectives:**

To establish rules with a strong emphasis on inclusion and to encourage the participation in [RACE NAME] by transgender and nonbinary participants while respecting the rights and dignity of all entrants and preservation of the integrity of the competition (awards and records) at [RACE NAME].

### **Rules:**

- Self Determination:
  - Gender of entrant recognized at face value – You are who you say you are
  - No basis for, or tolerance of, any challenge to a participant's self-declared gender

***[below are additional optional rules that are only recommended to be included if there are awards or prizes, but are not required in those situations]***

- Gender cannot be challenged unless there is an age group/Top 3 award at stake (see Enforcement section below)
  - No basis for, or tolerance of any challenge to a participant's self-declared gender unless an Age Group/Top 3 award at stake.
- General Rules:
    - Trans men will enter the Male category
    - Trans women will enter the Female category
    - Nonbinary participants will enter the nonbinary category
    - Anyone can enter the Male category regardless of gender

***[below is an optional rule if there are awards/prizes that will be subject to medical requirements by trans participants]***

- If age group or overall awards are available, trans and nonbinary athletes may be required to submit medical information if they are challenged (see section below)

**[Optional Section Regarding Challenges to Gender]**

- Challenge:
  - A runner's self-declared gender at registration will be accepted at face value.
  - The only challenge to a participant's gender could occur if that athlete finished top [3] overall or is up for an age group award/prize in a gendered category.
    - In the case of a top [3] finish in a female category [RACE NAME] race director will have sole discretion to review.
    - No challenges based on gender identity in the male or nonbinary categories are accepted
  - Any such challenge must be made in person or writing to the race director with the utmost discretion and respect for the privacy of all parties involved. [RACE NAME] in its sole discretion will determine whether there is a legitimate basis for the challenge.
- Gender Status Review
  - In the event of a challenge, [RACE NAME] may ask the runner for documentation from a medical doctor or healthcare provider or other qualified professional certifying that the entrant has undergone continuous, medically supervised hormone treatment for gender transition for at least one year prior to the race.
  - Transgender participants, at their option, may provide the medical documentation related to their gender transition to the Race Director prior to the race.
  - All information about the runner's gender identity and medical information, including any information provided pursuant to this policy, shall be kept strictly confidential.
  - The final decision regarding the entrant's gender status for registration purposes shall be within the sole discretion of the [RACE NAME] race Director.
  - If it is determined that the runner is not in compliance with [RACE NAME]'s rules for Transgender participants, the participant will be allowed to keep their [RACE NAME] finisher's award but any top [3] finisher or age group awards shall be returned.
  - [RACE NAME] will attempt to protect the runner's privacy interests to the maximum extent possible.

**[Optional Section Regarding Drug Testing as it relates to Transgender participants]**

- Drug Test Program

- If a transgender runner is selected for drug testing at [RACE NAME] and tests positive for a banned substance, it will be considered a legitimate medical use under [RACE NAME]'s Drug Testing Policy and Protocols if the runner can demonstrate that the banned substance was being taken in connection with the person's medically supervised hormone treatment for gender transition.