

Updates to Policies and Tournament Materials around Transgender Athlete Participation in NIRSA Championship Series Events

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To go into effect after the conclusion of
the 2014 Flag Football National Championships
and beginning with Spring 2015 events.



Amendments to NIRSA Championship Series Participation and Operations Materials

Updates to tournament materials and policies are required to effectively implement NIRSA’s Transgender Athlete Participation Policy for the NIRSA Championship Series.

Following the proposal of the Transgender Athlete Participation Policy Work Team—who worked closely with a number of stakeholders, including the 10 NIRSA Championship Series volunteer leadership groups and with the NIRSA Commission for Equity, Diversity, and Inclusion—NIRSA and the NIRSA Championship Series have adopted updates to the following tournament materials:

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Transgender Athlete Participation Policy

NIRSA Championship Series

Amendments to NIRSA Championship Series Participation Materials

All Player Registration Forms

Approved Language Addition

NIRSA recognizes and celebrates the transgender student population among its tournament players and encourages students to participate in intramural sports and sport club divisions based on their expressed gender identity.

All participants must comply with the NIRSA Championship Series eligibility guidelines. Players with questions about their eligibility or who have need for additional support are encouraged to contact the NIRSA Director of National Sport Programs [Valerie McCutchan](#).

Co-Rec Flag Football Registration Forms

Additional Updates

For the purposes of participation in the NIRSA Championship Series, I identify as a:

- man
- woman

Tennis Registration Forms

Additional Updates

For the purposes of participation in the NIRSA Championship Series, I identify as a:

- man
- woman



Transgender Athlete Participation Policy

NIRSA Championship Series

Player Eligibility Requirements

Approved Language Addition

The NIRSA Championship Series expects participation to be based on one's self-identified gender and that it is done in good faith and is consistent with a player's expressed gender identity.

- A participant's gender identity will be applied when there are gender specific rules or player ratio requirements for co-rec divisions.
- Transgender individuals may play on the team that best matches their gender identity.
- The campus official who approves the team entry on the roster/player certification form should verify the gender indicated on the form is based on the participant's self-identification and expressed gender identity, not purely on the sex indicated in official school records.
- Player eligibility will be based on the gender identified on the official team roster.
- NIRSA recognizes that, for many, coming to know one's gender identity is not something that happens in an instant; it is a complex process that can occur over an extended period of time. Transgender participants are encouraged to communicate their gender identity with the campus official who is responsible for approving the team entry on the roster/player certification form prior to the tournament registration deadline. Should the player not feel comfortable working with that campus official, the individual can contact the tournament director or the NIRSA Director for National Sport Programs and inform them of their status at least three business days prior to the tournament.



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NIRSA Championship Series

Team Eligibility Requirements

Current Language

No women are allowed to compete on a men's team, and no men are allowed to compete on a women's team.

Approved Language Update

Individuals who identify as a woman are eligible to play on women's and co-rec teams; individuals who identify as a man are eligible to play on men's and co-rec teams. Transgender participants are eligible to play based on their expressed gender identity so long as they comply with all Player Eligibility Guidelines.



Transgender Athlete Participation Policy

NIRSA Championship Series

Code of Conduct

Current Language

Use verbal, or non-verbal profanity, disrespectful language, obscene gestures or behavior.

Approved Language Update

Participants cannot use verbal or non-verbal profanity, disrespectful language, obscene gestures or behavior; bullying, homophobic, and transphobic expressions of any kind are strictly prohibited.



Sportsmanship Statement

Current Language

The NIRSA Championship Series believes good sportsmanship is an integral component of intercollegiate competition.

We wholeheartedly embrace the position that, in order for sportsmanship to prevail, coaches, student-athletes, and fans must display respect, fairness, civility, honesty, and responsibility before, during and after all athletic contests. We encourage fans to enthusiastically support their team, recognize the outstanding performance of opponents, and always exhibit good sportsmanship in their words and actions.

The NIRSA Championship Series encourages and promotes sportsmanship by student-athletes, coaches, and spectators.

Offensive language including profanity, racial or ethnic slurs or other intimidating actions directed at officials, event staff, student-athletes, coaches or team representatives will not be tolerated and are grounds for removal from the competition site.

Approved Language Update

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The NIRSA Championship Series encourages and promotes sportsmanship by student-athletes, coaches, and spectators.

The NIRSA Championship Series is committed to holding tournaments in a safe environment free from bullying. Offensive language including profanity, derogatory remarks around a person's race, ethnicity, culture, age, gender, sexual orientation, gender identity, ability, national origin, veteran status, social economic class, religion, or professional status, or other intimidating



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NIRSA Championship Series

actions directed at officials, event staff, student-athletes, coaches or team representatives will not be tolerated and are grounds for removal from the competition site.



Amendments to NIRSA Championship Series Operations Materials

Appeals Process

Update the [current appeals process](#) for the NIRSA Championship Series to include a bullet point governing eligibility appeals based around transgender participation, as noted below (e.g. if an individual or team accused an opposing participant of inconsistently presenting their gender to gain a competitive advantage).

Approved Language Addition

- Appeals concerning transgender participation:
 - Appeals and the supporting evidence should be taken directly to the host tournament director. The tournament director will remind the appealing party that transgender participants are eligible to play based on their expressed gender identity as long as they comply with all NIRSA Player Eligibility Guidelines.
 - In the event an individual or team appeals the eligibility of an opposing participant on the grounds of an opponent misrepresenting their gender to gain a competitive advantage, appeals should be handled with sensitivity and student privacy in mind.
 - The tournament director or their designee will review the submitted roster to compare the gender identified on the roster with the gender expressed in the appeal. If the genders do not match, the participant will be disqualified and the team will forfeit all games that the player participated.
 - If there is concern that a team has not acted in good faith concerning gender identification, the NIRSA Director for National Sport Programs, may investigate a student's self-identification with the local campus official who signs off on their team's roster after the tournament concludes.



NIRSA Regional Tournament Operations Manual

Non-Discrimination Policy

Current Language

Standing against bigotry by holding fast to the basic principle of respect for human rights, in all matters both public and private, the NIRSA Championship Series and the NIRSA Services Corporation (NSC), a wholly owned for-profit subsidiary of NIRSA, strives to promote civil society and social justice. It is therefore our stated position that the NSC upholds the tenets of the NIRSA Mission Statement to foster quality recreational programs, facilities and services for diverse populations and that demonstrates a commitment to excellence by utilizing resources that promote ethical standards, and therefore does not tolerate discrimination against persons on the basis of race, gender, religious affiliation, age, marital or civil union status, sexual orientation, national origin, ancestry, intellectual development, or physical disability.

Approved Language Update

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Facility Recommendations

Best Practices for Facilities

Changing Areas, Toilets, Showers: Transgender student-athletes should be able to use the locker room, shower, and toilet facilities in accordance with the student's gender identity. Every locker room should have some private, enclosed changing areas, showers, and toilets for use by any athlete who desires them. When requested by a transgender student-athlete, schools should provide private, separate changing, showering, and toilet facilities for the student's use, but transgender students should not be required to use separate facilities.



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Schools that do not have these facilities in place will not be excluded from consideration as a tournament hosts; however, schools that are selected to host a regional or national NIRSA Championship Series tournament whose facilities do not meet the guidelines above will be expected to work with the NIRSA Championship Series Committee to provide comparable accommodations.

Competition at Another School: If a transgender student-athlete requires a particular accommodation to ensure access to appropriate changing, showering, or bathroom facilities, school leaders, collegiate recreation professional, and coaches, in consultation with the transgender student-athlete, should 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 should maintain the student's confidentiality. Under no circumstances should a student-athlete's identity as a transgender person be disclosed without the student's express permission.