



USA Gymnastics Policy

Transgender & Non-Binary Athlete Inclusion



Updated April 2022

Introduction/Purpose

USA Gymnastics supports diversity and inclusion in all aspects of gymnastics and is committed to providing a safe, supportive, and welcoming environment for transgender and non-binary people within our community. USA Gymnastics has developed this policy and accompanying education in a proactive effort to help guide and support members of the gymnastics community.

Transgender is an umbrella term used to describe people whose gender identity does not correspond with the sex they were assigned at birth. Many identities fall under the transgender umbrella, some of which are:

- **Transgender boys or men:** Those who were assigned female at birth whose gender identity is male.
- **Transgender girls or women:** Those who were assigned male at birth whose gender identity is female
- **Non-binary:** Those who experience their gender identity and/or gender expression as falling outside the binary categories of male or female. Not all non-binary people identify as transgender.

In all cases, it is critical to respect and listen to the individual and allow them to tell you how they identify.

The goal of this policy is to provide direction to member clubs, meet directors, judges, parents, and transgender and non-binary athletes on how transgender and non-binary athletes may participate in competitive gymnastics. This policy will respect the privacy of affected individuals, is based on medical facts, and is consistent with applicable discrimination laws. Because we know this is an area of research that is continuing to grow and change, this policy will be reviewed and updated on a periodic basis.

I. Who is covered by this policy?

This policy is applicable to transgender or non-binary individuals who desire to participate in USA Gymnastics' sanctioned activities. Specifically, it applies to athletes who want to participate in USA Gymnastics' competitive and non-competitive programs and other sanctioned programs not including the Elite level as defined by each discipline.

Eligibility for transgender and non-binary athlete participation at USA Gymnastics' Elite level will be governed by all applicable policies and criteria required by its governing bodies: The International Olympic Committee (IOC), International Gymnastics Federation (FIG), and U.S. Olympic and Paralympic Committee (USOPC).

USA Gymnastics Member Clubs must follow the Code of Ethical Conduct and promote inclusion and an environment free of discrimination. USA Gymnastics requires all registered clubs and affiliated organizations to take steps to ensure the services that they provide are fully accessible to transgender and non-binary participants. USA Gymnastics will provide support to registered clubs and affiliated organizations to enable them to support transgender and non-binary people who are involved or wish to take part in the sport.

All USA Gymnastics Program staff are responsible for the promotion of a positive and inclusive culture which includes:

- Reviewing and amending policies, procedures, and practices for which they must comply;
- Actively ensuring equality of opportunity and fairness of treatment for transgender and non-binary staff within their department; and
- Ensuring that staff and volunteers are aware of their responsibilities under this policy.

All USA Gymnastics staff members are responsible for:

- Challenging incidents of transphobia by other staff members, volunteers, and others we interact with;
- Being respectful and using the chosen name, pronouns, and title when communicating with a transgender or non-binary person; and
- Not disclosing any information about a transgender or non-binary person's sex assigned at birth or gender identity without their explicit consent.

II. Transgender and Non-Binary Categories and Corresponding Policy

Transgender and non-binary athletes in levels other than Elite are permitted to compete without restriction in the gender category with which they identify.

Non-Binary Athletes: USA Gymnastics does not currently provide competitions specifically for people whose gender identity is non-binary. While USA Gymnastics aims to be inclusive of everyone and will strive to support fair participation of non-binary participant, non-binary participants will be required

to designate their gender for the entirety of a single season. Meet directors should bring concerns to program leadership at USA Gymnastics.

Elite athletes: Transgender athletes must meet all requirements for transgender and non-binary athletes put forth by the International Gymnastics Federation (FIG) and/or the International Olympic Committee (IOC).

III. Uniforms

To ensure that transgender and non-binary gymnasts are comfortable participating, all participation- and competition-related rules must permit any participants to wear clothing that aids in participation without deduction. Some examples are unitards or tights for transgender women or a chest binder for transgender men.

Transgender Policy – Additional Information

Recommendations and Guidelines for Inclusion

USA Gymnastics' Code of Ethical conduct prohibits clubs from discrimination. Below are suggestions for club owners, coaches, officials and gymnasts to assist in their interaction with transgender and non-binary athletes.

- Value diversity, equity and inclusion.
- Educate yourself and your staff about transgender and non-binary identities, using the accompanying education and resources;
- Be prepared to discuss transgender and non-binary participation with the parents of your program;
- Respect transgender and non-binary athlete identities, including by using chosen names and pronouns;
- Anticipate and address any transgender and non-binary access issues, including making locker rooms and bathrooms safely available; and
- Be prepared to address discriminatory behavior, based on any perceived or actual gender identity or gender expression of an athlete.

Please see the accompanying transgender and non-binary athlete inclusion education document for more information and resources on working with transgender athletes.