



RFU Transgender and Transsexual Policy

Introduction

Rugby Union is considered a 'sport for all' and as such the Rugby Football Union ("RFU") seeks to ensure that anyone who wishes to play the game should be able to do so without prejudice. Whilst transsexual and transgendered people present a range of considerations when playing the game, the RFU wishes to ensure that they have the opportunity to play whatever their acquired gender.

It is the responsibility of the RFU to regulate the participation of persons as players in both training and competition in rugby union. This is in order to promote the safety and equitable treatment of all taking part. Rugby union is a gender-affected sport where the physical strength, stamina or physique of an average person of one gender could put them at an advantage or a disadvantage to an average person of the other gender as competitors (players) in a rugby union match. Accordingly the RFU have produced this policy to manage the enquiries from, or about, people who have legally and medically acquired a change in their birth gender. This policy does not apply to transvestism.

Legislation

Transsexual and transgender people are protected by legislation against discrimination and have the ability to obtain legal recognition of their acquired gender. In England this involves the right to obtain a Gender Recognition Certificate and obtain a revised Birth Certificate identifying their medical gender which may be different to their gender registered at birth.

Protocol

The RFU has adopted the following protocol with regards to male or female transgender or transsexual people in the sport:

1. The RFU considers the safety of **all** players on the pitch of primary importance during training and competition.
2. The RFU will hold a register of transgender/transsexual together with copies of the relevant paperwork
3. All enquiries will be passed to the RFU Head of Legal, the RFU Head of Local Rugby Delivery, the Member of the RFU legal department in charge of Regulations and a representative from the appropriate RFU medical department (together "the Relevant Personnel").
4. Persons wishing to be registered under this policy will be assessed of the criteria detailed herein. In order to determine compliance with RFU regulations and this policy, the Relevant Personnel will consider the evidence on a case-by-case basis. If necessary an assessment panel will be convened – Transgender Approval Panel

5. All information will be handled sensitively and confidentially and any persons involved in the assessment process, including Constituent Body or club representatives, will understand the confidentiality obligations that are associated with handling such a matter.
6. Any male-to-female transsexual who underwent sex reassignment surgery before puberty will be approved to train or play rugby union as female. Individuals who have undergone female-to-male reassignment before puberty will be approved to train or play rugby union as male.
7. Pursuant to RFU regulations, individuals undergoing gender reassignment after puberty may be eligible for participation in their acquired gender. The individual will be required to provide original documentation, and copies to be held by the RFU, of the following:
 - a. written confirmation from the individual's GP or consultant that the required surgical anatomical changes, including external genitalia changes and gonadectomy has been completed two years previous to the application;
 - b. legal recognition of the acquired gender has been conferred by the Gender Recognition Panel, confirmed by the submission of a Gender Recognition Certificate;
 - c. written confirmation from the individual's GP or consultant that hormonal therapy has been administered in a verifiable manner and for a sufficient length of time to minimise gender-related advantages in rugby union matches or training; and,
 - d. the option to supply a revised Birth Certificate (transsexuals who remain legally married cannot apply for a revised Birth Certificate in their acquired gender).
8. A person shall not be entitled to play or train in rugby union in their acquired gender until such time as they have provided evidence that the criteria set out above have been met to the RFUs satisfaction.

For further information and guidance please contact:

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