



Ohio High School Athletic Association
4080 Roselea Place, Columbus, Ohio 43214

TRANSGENDER POLICY
Adopted November 17, 2014

Consistent with the OHSAA philosophies with respect to participation in interscholastic sports and its mission statement and stated purpose as found in Art. 2 of the OHSAA *Constitution*, the Board of Directors hereby adopts the following policy considerations and policy relating to transgender student athlete participation.

Policy Considerations:

The Board of Directors of the OHSAA, Commissioner's Office and member schools do hereby reaffirm the following policy considerations respecting participation in interscholastic sports in Ohio:

1. *Participation in interscholastic and intercollegiate athletics is a valuable part of the education experience for all students.*
2. *Transgender student athletes should have equal opportunity to participate in sports.*
3. *The integrity of women's sports should be preserved.*
4. *Policies governing sports should be based on sound medical knowledge and scientific validity.*
5. *Policies governing sports should be objective, workable, and practicable; they should also be written, available and equitably enforced.*
6. *Policies governing the participation of transgender students in sports should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.*
7. *The legitimate privacy interests of all student athletes should be protected.*
8. *The medical privacy of transgender students should be preserved.*
9. *Athletic administrators, staff, parents of athletes, and student athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant students in athletics.*

TRANSGENDER PARTICIPATION POLICY:

For purposes of this policy, the following terms shall have the meanings as set forth herein:

"*Transgender*" describes an individual whose gender identity (one's internal psychological identification as a boy/man or girl/woman) does not match the person's sex at birth.

"*Gender Identity*" refers to a person's deeply felt internal sense of being male or female.

"*Transgender Female*" is a person whose sex at birth is male but who self identifies as a female (male-to-female or MTF).

"*Transgender Male*" is a person whose sex at birth is female but who self identifies as a male (female-to-male or FTM).

"*Intersex Person*" is a general term used to indicate a person born with a reproductive or sexual anatomy and/or chromosome pattern that does not seem to fit the typical definitions of female or male. This may be the result of several different medical conditions involving chromosomal variations, hormonal variations, ambiguous genitalia, and/or an anatomy that includes both male and female characteristics. The medical term for this condition is a Disorder of Sexual Development or "DSD." "Intersex" is not the same as "transgender," although some people identify as both intersex and transgender. However, the two groups may face similar situations in needing to change gender designations for the purposes of participation in school activities.

Notice to the School: The student and/or parents shall contact the school administrator or athletic director indicating that the student has a consistent gender identity different than the gender listed on the student's school registration records or state birth record, and that the student desires to participate in activities in a manner consistent with his/her gender identity.

Notice to the Commissioner's Office of the OHSAA: Upon receipt of notice from a transgender student and/or parent of a transgender student wishing to participate in interscholastic sports in a manner consistent with his/her gender identity, the school administrator or athletic director shall notify the OHSAA of the student's interest in participating.

Clearance by Commissioner's Office. Upon receipt of notice from a member school that a transgender student athlete wishes to participate in OHSAA sponsored sports in a manner consistent with his/her gender identity, the Commissioner's Office shall take the following action:

A transgender female (or male-to-female (MTF) transgender student athlete) who is taking medically prescribed hormone treatment related to gender transition may participate on a boy's team at any time. However, before a transgender female can compete in a girl's sport or on a girl's team, the transgender female must either (1) have completed a minimum of one year of hormone treatment related to gender

transition or (2) demonstrate to the Commissioner's Office by way of sound medical evidence that the transgender female student athlete does not possess physical (bone structure, muscle mass, testosterone, hormonal, etc.) or physiological advantages over genetic females of the same age group.

A transgender male (or female-to-male (FTM) transgender student athlete) who has not yet begun medically prescribed testosterone treatment for purposes of gender transition may compete on a boy's team. If, however, the transgender male student athlete is taking medically prescribed testosterone treatment, medical evidence must be submitted to the Commissioner's Office that certifies that (1) the muscle mass developed as a result of this testosterone treatment does not exceed the muscle mass that is typical of an adolescent genetic boy; (2) that the student has not started any hormone treatment (or that the testosterone treatment does not cause hormone levels to exceed normal levels); and (3) the student's hormone levels are monitored by a licensed physician every three to six months.

In any case where a transgender student athlete is taking hormone treatment related to gender transition, that treatment must be monitored by a physician, and the Commissioner's Office must receive regular reports about the athlete's eligibility according to these guidelines.

Confidentiality. All communications among involved parties and required supporting documentation shall be kept confidential and all records of proceedings sealed unless the student and family make a specific request otherwise. All medical information provided pursuant to this policy shall be kept strictly confidential as is consistent with medical privacy law.

Appeal. Should any questions arise about whether a student's request to participate in a sports activity consistent with his or her gender identity is bona fide, a student may seek review of his or her eligibility for participation through the procedure set forth below:

A. First Level of Appeal:

I. The student will be scheduled for an appeal hearing before the Gender Identity Eligibility Committee specifically trained to hear gender identity appeals. The OHSAA shall schedule a hearing as expeditiously as possible, but in no case later than five (5) school business days prior to the first full interscholastic contest that is the subject of the petition, or within a reasonable time thereafter in cases of emergency, including, but not limited to, any unforeseeable late student enrollment. The Gender Identity Eligibility Committee will be comprised of a minimum of three of the following persons, at least one of whom must be from the physician or mental health professional categories:

- Physician with experience in transgender health care and the World Professional Association for Transgender Health (WPATH) Standards of Care
- Psychiatrist, psychologist, or licensed mental health professional familiar with the WPATH Standards of Care
- School administrator from a non-appealing school
- OHSAA staff member

- Advocate familiar with issues of gender identity and expression

II. **Documentation:** The appealing student shall provide the Eligibility Committee with the following documentation and information:

- Current transcript and school registration information
- Documentation of the student's consistent gender identification (e.g., written statements from the student and/or parent/guardian; written statements from the student's treating physician/psychologist or other health care provider)
- Any other pertinent documentation or information

III. **Committee Decision Process:** The Eligibility Committee shall apply the same standard of review as utilized in all other student eligibility appeals. The student/student's family and the school on whose sports team the student would be participating will be notified of the Eligibility Committee's decision in writing within 48 hours once that decision has been reached.

IV. When there is confirmation of a student's consistent gender identity, the Eligibility Committee/OHSAA Commissioner will affirm the student's eligibility to participate in OHSAA activities consistent with the student's gender identification.

B. Appeal of Eligibility Committee's Decision. Upon completion of the appeal to and through the Eligibility Committee, the student will have exhausted all administrative remedies available to him/her. No further appeals with or through the OHSAA exist at that point. However, due to the nature of these issues, the same student may have her/his case revisited by the Commissioner's Office (and subsequently, the Eligibility Committee) as the facts and circumstances of the student evolve or change.

Note: The OHSAA would not anticipate revisiting a case without a sufficient lapse of time such that the circumstances of the case have changed significantly.