

Model High School Athletic Transgender Policy

Roger Morgan

Saskatchewan High Schools Athletic Association (SHSAA) Transgender Policy

This project was in response to the provincial government in Saskatchewan's request that the Saskatchewan High Schools Athletic Association (SHSAA) develop a policy for the inclusion of transgender student athletes in the programming of the association. The SHSAA governs athletics in the province from Grades 9 to 12. The executive that governs the association had 11 members, an executive director, and an assistant executive director. I held the role of past president during the Transgender Committee development and follow-up meetings. In developing the policy for our province, I was directed to explore the existing policies within North America and analyze them for possible use within the SHSAA framework.

Initial Philosophy

The committee developed guidelines for developing transgender inclusion policies in high school athletics including the following:

1. Be proactive, avoid crisis mode. Develop a policy before a transgender student wants to try out for a team.
2. Talk to athletic association leaders in the states and provinces that have adopted policies about how they have implemented their policies.

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3. Read about the high school policy recommendations of experts on transgender participation in sports (see Griffin & Carroll, 2010).
4. Contact consultants who can assist in formulating an effective and fair policy: NCLR Sports Project (www.nclr.org), the Transgender Law Center (www.transgenderlawcenter.org), National Center for Transgender Equality (www.transequality.org).
5. Always build in protections for student privacy into policy.
6. Educate school athletic administrators, coaches, parents, and community about transgender students in athletics and policy.

Development of a Transgender Policy Committee

The SHSAA developed a committee in September 2015 that included

- SHSAA executive director;
- SHSAA president;
- SHSAA past president;
- Counsellor, Sheldon Williams Collegiate, Regina; and
- Counsellor, Walter Murray Collegiate, Saskatoon.

Direction From Saskatchewan Provincial Government

In accordance, the Government of Saskatchewan opposes all forms of prejudice, bullying, and discrimination on the basis of students' and/or teachers' actual or perceived sexual orientation or gender identity.

Intent

The Government of Saskatchewan is committed to ensuring safe school environments in which all students feel included, protected, and respected. A student-first approach means providing support for and meeting the needs of each and every student. Meeting the needs of all Saskatchewan children and adolescents is a shared responsibility. The Ministry of Education provides curricula, policy frameworks, guidelines, and funding to support schools, and boards of education develop policies for school divisions.

School divisions create policies that protect the rights, safety, and freedoms of students. It is important for school divisions to evalu-

ate and update existing policies on a regular basis to reflect safety and acceptance for sexually and/or gender diverse students and their allies.

School divisions are encouraged to develop clear safe-school policies that explicitly include alliances, groups, or clubs for students who want to work to support each other and to create safe, caring, and inclusive spaces for students who are gender and/or sexually diverse and their allies. These alliances also create welcoming and respectful environments in which to address heterosexism, homophobia, and other forms of related discrimination. Language used in policy development should specifically include the words “Lesbian, Gay, Bisexual, Transgender, Queer, Straight, Two-Spirit, and Questioning” to be inclusive of all students. Students will not be expected to identify their orientation or gender while participating in an alliance. An alliance or club should be named by the students themselves.

Ministry of Education Policy Statement

The Ministry of Education encourages and supports school division discussions, policy development, and safe school practices for all students.

The ministry expects that all school divisions will respond positively to students’ requests to establish a student alliance for gender and sexual diversity in their school.

In the event any student’s request for an alliance is denied, the ministry will work with the school division to ensure that the needs of each student are being met.

American General Summary

The Nevada Interscholastic Activities Association (n.d.) made a statement that transgender athletes will be allowed to compete in sanctioned sports “in accordance with his or her gender identity irrespective to the gender listed on the student’s birth certificate” (p. 1). Many states have adopted similar language in their own policies. Several states have policies that allow participation that is consistent with the athlete’s gender identity. Though there are slight differences in policies, the differences are not significant and can be grouped together.

State Policy Research – Inclusive Policies

Maine

Summary: Students have the chance to choose sports teams based on gender identity alone, pending an approval process that considers competitive balance and safety.

Policy Details: Transgender Student Athlete Participation

The MPA (Maine Principals' Association) is committed to maximizing the opportunities for all students to participate in interscholastic activities and athletics, regardless of their gender identity or expression. At the same time, the MPA is committed to ensuring fair competition and adequate protection of student athletes. Consistent with its principles, the MPA believes that all students should have the opportunity to participate in MPA activities in a manner that is consistent with their gender identity, unless such participation would result in an unfair athletic advantage or would present an unacceptable risk of injury to other student athletes. This policy establishes eligibility guidelines and procedures to address the participation of transgendered students in MPA-sponsored interscholastic competition.

- A. DEFINITIONS: For purposes of this policy, the following definitions will apply:
1. Transgender person: A person whose gender identity does not match the sex assigned to him or her at birth. A transgender person who is born female-bodied but identifies as male is referred to as a transgender man or a female-to-male (FTM) transsexual. A transgender person who is born male-bodied but identifies as female is referred to as a transgender woman or a male-to-female (MTF) transsexual.
 2. Gender identity: A person's deeply-felt internal sense of being male or female.
 3. Gender expression: A person's external characteristics and behavior that are socially defined as either masculine or feminine, such as dress, mannerisms, speech patterns, and social interactions.
 4. Birth-assigned gender: Gender assigned at birth based on the anatomical, physiological, and chromosomal characteristics associated with males, females, or intersex people.

B. **PRIVACY STATEMENT:** All discussions and documents at all levels of the eligibility determination process, either by a member school, appeals panel, and/or MPA staff, shall be kept confidential unless the student and/or his or her family make a request otherwise.

C. **PROCEDURE:**

1. **School Level Procedure.**

- a. **Student Contacts School.** The student and/or parent(s)/guardian shall contact the school administrator or athletic administrator at his or her member school notifying the school that the student has a consistent gender identity different than the gender of the student's birth-assigned gender or the student's school registration records and that the student desires to participate in activities in a manner consistent with his or her gender identity.
- b. **School Requests a Hearing.** The school shall contact the MPA at the earliest possible opportunity to request the scheduling of a hearing with the Gender Identity Equity Committee ("GIE Committee"). The student athlete shall not participate in any countable athletic contest prior to obtaining approval from the GIE Committee.
- c. **Documents in Support of Request.** The school and student and/or his or her parents shall collect some or all of the following information for transmittal to the MPA prior to or at the hearing:
 - i. Current transcript and school registration records showing gender identity used for school registration records
 - ii. Pertinent personal characteristics of the student (e.g., date of birth, grade, height, weight, birth-assigned gender, pre- or post-pubescence status)
 - iii. A list of the athletic activities that the student seeks to participate in during the current school year, if selected through the team tryout process
 - iv. Documentation establishing the student's consistent gender identity (e.g., a statement from a parent or guardian; a letter from a teacher, administrator, or coach; a statement from the student)

- v. Medical documentation related to the student's consistent gender identity and/or athletic advantage or disadvantage (e.g., a statement from a health care provider who has treated the student athlete; records of hormonal treatments (if any), sexual reassignment surgery (if any), counseling, etc.)
- vi. Documentation describing the student athlete's prior athletic participation, either during or prior to high school, including relevant statistics related to the student's prior athletic performances
- vii. Other documentation that the school, student, or parent feels should be considered in the MPA's determination

2. MPA Procedure:

- a. Initial Hearing. The GIE Committee shall schedule a confidential hearing to consider the student's request within seven (7) business days of the request. Present at the hearing will be the student, his or her parents/guardians, a representative of the student's school, members of the committee, and a representative of the MPA staff. One or more of the committee members may participate by telephone or other electronic means if participation in person is not feasible. Although not necessary, the student/parents may also request the attendance of any individual(s) the student wishes to speak on behalf of the request. To protect the privacy of the student, no other individuals will attend the meeting unless the student and/or his or her parents/guardians so request.
- b. Standard of Proof. The GIE Committee shall grant the student's request to participate in accordance with the student's stated gender identity unless it is convinced that the student's claim to be transgender is not bona fide or that allowing the student to compete on a single-sex team consistent with his or her gender identity would likely give the student athlete an unfair athletic advantage or pose an unacceptable risk of physical injury to other student athletes.
- c. GIE Decision. The GIE Committee will issue its decision in writing, addressed to the sponsoring school, within five (5) business days of the hearing.

- d. **Effect of Approval.** Approval of the student athlete’s eligibility shall be binding on all member schools and shall be valid through the duration of the student’s high school career, unless the GIE Committee explicitly states that the approval is valid for a shorter period. The GIE Committee may approve a student’s request for less than the student’s high school career only in cases when it is reasonably foreseeable that the student’s athletic advantage or the risk of injury to others may increase as the student matures. Except in unusual circumstances and only with the express approval of the GIE, a student who has been granted approval to compete consistent with his or her gender identity may not thereafter seek to compete as a member of his or her birth-assigned gender.
- e. **Right to Appeal.** If the GIE Committee denies the student’s request, the student and/or the student’s school may appeal this ruling to the MPA Interscholastic Management Committee (IMC) by filing a request in writing within five (5) business days following receipt of the written decision of the GIE Committee.

D. **APPEAL PROCESS:** The IMC shall meet to consider the appeal of a student’s denial of eligibility within ten (10) business days of receipt of the written notice of appeal. The appeal will be decided upon the written record created at the GIE Committee, and any other written submission the sponsoring school and or student/parents wish to submit. The determination of the IMC shall be issued in writing to the student’s school within three (3) business days of the meeting of the IMC to review the appeal. The decision of the IMC shall be final and binding on all parties.

Reference: Maine Principals’ Association, n.d.

Washington State

Summary: “All students should have the opportunity to participate in WIAA activities in a manner that is consistent with their gender identity, irrespective of the gender listed on a student’s records” (Washington Interscholastic Activities Association [WIAA], n.d., p. 31).

Policy Details:

GENDER IDENTITY PARTICIPATION - All students should have the opportunity to participate in WIAA activities in a manner that is consistent with their gender identity, irrespective of the gender listed on a student's records. Once the student has been granted eligibility to participate in the sport consistent with his or her gender identity, the eligibility is granted for the duration of the student's participation and does not need to be renewed every sports season or school year. All discussion and documentation will be kept confidential, and the proceedings will be sealed unless the student and family make a specific request.

18.15.1 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 and that the student desires to participate in activities in a manner consistent with his or her gender identity.

18.15.2 NOTICE TO THE WIAA: The school administrator shall contact the WIAA office, which will assign a facilitator who will assist the school and student in preparation and completion of the WIAA Gender Identity eligibility appeal process.

18.15.3 FIRST LEVEL OF APPEAL: The student will be scheduled for an appeal hearing before an eligibility committee specifically established to hear gender identity appeals. The WIAA shall schedule a hearing as expeditiously as possible, but in no case later than five (5) school business days of that member school 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 comprise a minimum of three of the following persons, one of whom must be from the physician or mental health profession category:

- A. Physician with experience in gender identity health care and the World Professional Association for Transgender Health (WPATH) Standards of Care.
- B. Psychiatrist, psychologist, or licensed mental health professional familiar with the World Professional Association for Transgender Health (WPATH) Standards of Care.

- C. School administrator from a non-appealing school
- D. WIAA staff member
- E. Advocate familiar with Gender Identity and Expression issues

18.15.4 DOCUMENTATION: The appealing student should provide the Eligibility Committee with the following documentation and information:

- A. Current transcript and school registration information
- B. Documentation of student's consistent gender identification (e.g., affirmed written statements from student and/or parent/guardian and/or health care provider)
- C. Any other pertinent documentation or information

18.15.5 SECOND LEVEL OF APPEAL: An aggrieved student wishing to appeal the Gender Identity Eligibility Committee decision shall file notice of appeal with the Executive Director of the WIAA on or before the tenth (10th) school business day following the date of receipt of the written decision of the Gender Identity Eligibility Committee denying the petition. An appeal to the WIAA executive director shall require the executive director to schedule a hearing to commence on or before the tenth (10th) school business day following the date of receipt of the written notice of appeal. Written notice of the time and place of the hearing shall be delivered to the petitioned appellant in person or by certified mail, with return receipt requested, no later than five (5) school business days of that member school prior to the date of the hearing. When there is confirmation of a student's consistent gender identity, the eligibility committee/WIAA executive director will affirm the student's eligibility to participate in WIAA activities consistent with the student's gender identification. The WIAA will facilitate the provision of resources and training for a member school seeking assistance regarding gender identity.

Reference: WIAA, n.d.

Washington, DC

Summary: All students should have the opportunity to participate in DCSAA (District of Columbia State Athletic Association, n.d.) activities in a manner that is consistent with their gender identity, irrespective of the gender listed on a student's records or identification

documents. Schools should allow students to participate in DCSAA activities in a manner that is consistent with their gender identity.

Policy Details: Policy is virtually identical to Washington State.

Reference: District of Columbia State Athletic Association, 2016

Nevada

Summary: Athletes will be allowed to compete in sanctioned sports “in accordance with his or her gender identity irrespective to the gender listed on the student’s birth certificate” (Nevada Interscholastic Activities Association, n.d., p. 1).

Policy Details: Policy is virtually identical to Washington State.

Reference: Nevada Interscholastic Activities Association, n.d.

Maryland

Summary: “Each school system should develop and apply criteria for students to participate on interscholastic athletic teams consistent with their bona fide gender identity” (Maryland Public Secondary Schools Athletic Association [MPSSAA], 2016, “MPSSAA Guidance,” para. 2).

Policy Details: To ensure competitive fairness and equal opportunities to participate without discrimination, local criteria for transgender persons should reflect the following:

- A. Transgender students can participate on the interscholastic athletics team of the student’s birth gender.
- B. Transgender students can participate on interscholastic athletics teams of the gender to which the student has transitioned. This may be supported by medical documentation (hormonal therapy, sexual reassignment surgery, counseling, etc.) confirming transition of gender.
- C. Transgender students may compete on the interscholastic team of the gender with which the student identifies, as recognized by the local school system and established in official school system records. (This may differ from the student’s gender listed in school system records.)

Reference: MPSSAA, 2016

Florida

Summary: “All eligible students should have the opportunity to participate in interscholastic athletics in a manner that is consistent with their gender identity and expression, irrespective of the gender listed on a student’s birth certificate and/or records” (Florida High School Athletic Association [FHSAA], n.d., p. 49).

Policy Details: Essentially, identical to Washington State.

Reference: FHSAA, n.d.

South Dakota

Summary: The South Dakota High School Activities Association (SDHSSA, n.d.) allows transgender students to participate on teams according to their identified gender, rather than the gender listed on their school records. In October 2015, the South Dakota High School Activities Association Interim Committee tabled a measure that would have required transgender high school athletes to sign up for activities based on the biological sex listed on their birth certificate.

Policy Details: Policy is similar to that of Washington State.

Reference: SDHSSA, n.d.

Rhode Island

Summary: “All students should have the opportunity to participate in RIIL activities in a manner that is consistent with their gender identity, irrespective of the gender listed on a student’s records” (Rhode Island Interscholastic League [RIIL], 2017, p. 12).

Policy Details: Policy is similar to that of Washington State.

Reference: RIIL, 2017

New Jersey

Summary: Allows students to participate in a manner consistent with the student’s gender identity with conditions which include sex reassignment in the form of changed identification or a physician note of treatment. This policy also explicitly states that any member of the community can appeal a student’s eligibility.

Policy Details: Transgender Policy

1. A transgender student, defined as a student whose gender identity differs from the student's birth sex, shall be eligible to participate in interscholastic athletics in a manner that is consistent with the student's gender identity, under any of the following conditions:
 - a. The student provides an official record, such as a revised birth certificate, a driver's license, or a passport, demonstrating legal recognition of the student's reassigned sex, or
 - b. A physician certifies that the student has had appropriate clinical treatment for transition to the reassigned sex, or
 - c. A physician certifies that the student is in the process of transition to the reassigned sex.
2. The determination of a student's sex-assignment for interscholastic athletics shall be made by the student's school.
3. The determination of a student's sex-assignment for interscholastic athletics shall remain in effect for the duration of the student's high school eligibility.
4. In the event of a positive test result under the NJSIAA's "General Prohibition Against Performance Enhancing Drugs," a transgender student's use of a banned substance may be considered by the NJSIAA medical review officer as a medical reason for the positive result.
5. Any member school may appeal the eligibility of a transgender student on the grounds that the student's participation in interscholastic athletics would adversely affect competition or safety.
 - a. Any such appeal will be heard by the Eligibility Appeals Committee.
 - b. The hearing will be confidential.
 - c. The Eligibility Appeals Committee will not consider whether the school has properly determined the student's sex-assignment.

Reference: New Jersey State Interscholastic Athletic Association, n.d.

Michigan

Summary: Permission to participate as a transgender athlete is to be provided to schools when requested on a case-by-case basis.

Policy Details: Exact details are not available publicly and accessible to schools only upon request.

Reference: See Michigan High School Athletic Association website (<https://www.mhsaa.com>)

Missouri

Summary: Transgender athletes must be involved in hormone therapy in order to participate in their transitioning gender.

Policy Details: The Missouri State High School Activities Association (MSHSAA) allows transgender males using hormone therapy (testosterone) to participate on a men's team and allows transgender women to play on men's teams for the first year of documented testosterone suppression, after which she would be eligible to play on a women's team.

A transgender student will be defined as a student whose gender identity does not match the sex assigned to him or her at birth as reflected on the student's birth certificate or school records. A transgender student must meet the following in order to participate in sex-separated interscholastic sports so long as the athlete's use of hormone therapy is consistent with current medical standards:

- A trans male (female to male) student-athlete who has undergone treatment with testosterone for gender transition may compete on a boys team but is no longer eligible to compete on a girls team without changing the team status to a mixed team. A mixed team is eligible only for boys championships.
- A trans female (male to female) student-athlete being treated with testosterone suppression medication for gender transition may continue to compete on a boys team but may not compete on a girls team without changing it to a mixed team status until completing one calendar year of documented testosterone-suppression treatment.

Reference: Missouri State High School Activities Association, 2017

State Policy Research – Exclusive Policies

North Carolina

Summary: “A student’s gender is denoted by what is listed on the birth certificate” (North Carolina High School Athletic Association [NCHSAA], 2014, p. 1).

Policy Details: By passing a simple bylaw, the NCHSAA prevents any transgender student athletes from being able to participate in high school sports in the gender to which they are transitioning.

Reference: NCHSAA, 2014

Georgia

Summary: “A student’s gender is denoted by what is listed on the birth certificate” (Georgia High School Association [GHSA], 2015, § 1.47).

Policy Details: By passing a simple bylaw, the GHSA prevents any transgender student athletes from being able to participate in high school sports in the gender to which they are transitioning.

Reference: <http://www.ghsa.net>

Canadian Policy Research

British Columbia (Vancouver School Board)

Summary: Student athletes may participate in the gender with which they identify. This applies to extracurricular athletics and physical education classes.

Policy Details:

- a) Where possible, students will be permitted to participate in any sex-segregated recreational and competitive athletic activities, in accordance with their gender identity. Due to issues of disclosure and safety, some students may wish to participate in a sex-segregated activity that is not aligned with their gender identity.
- b) Transgender students shall be provided the same opportunities to participate in physical education as all other students, shall not be asked or required to have physical education outside of the assigned class time, and shall be permitted to participate in any

sex-segregated activities in accordance with their gender identity if they so choose.

Reference: Vancouver School Board, 2014

Alberta

Summary: Student athletes have the right to participate in gender-separated sports in their “lived gender” (Alberta Schools’ Athletic Association [ASAA], n.d., p. 42).

Policy Details: Student-Athlete Sexual Orientation and Gender Identity Policy

ASAA prohibits discrimination on the basis of sexual orientation, gender identity, gender expression, which includes any individuals who identify as or are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer, or questioning. In order to comply with human rights obligations and uphold the principles of equity and inclusion, ASAA maintains the following policy to facilitate and encourage the participation of all students, staff, coaches, managers, trainers, and any other persons associated with high school sport to ensure all members of our diverse communities are welcomed, respected, accepted, and supported in all aspects of their athletic endeavors. This policy covers participation at ASAA Zone and Provincial competitions and other activities. The ASAA recognizes the implementation of this policy will require the collaboration of all parties involved. ASAA will provide the necessary supports to all community members and will help to raise awareness about sexual orientation and gender identity-related issues. These guiding supports and principles include but are not limited to the Canadian Charter of Rights and Freedoms, Alberta Human Rights Act, and Alberta School Act.

The association believes that all students, regardless of sexual orientation, gender identity, and gender expression, should have the opportunity to participate in interscholastic athletic activities in a safe, respectful, inclusive, and nonjudgmental environment.

- A. Any student, staff, coach, manager, trainer, or other persons who identify as or are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer, or questioning

may participate fully and safely in sex-separated sport activities in accordance with their lived gender identity.

Reference: ASAA, n.d.

Manitoba

Summary: There are no particular details, only a clear statement that students may participate as the gender with which they identify.

Policy Details: Any transgender student athlete may participate fully and safely in sex-separated sports activities in accordance with his or her gender identity.

Reference: Manitoba High Schools Athletic Association, n.d.

Ontario

Policy Details: OFSAA Transgender Participation Policy

Definitions

1. The following terms have these meanings in this document:
 - a) “Transgender” – Transgender refers to individuals who are born with the physical characteristics of one gender (male or female) but identify with the other gender.
 - b) “Transgender Female” – Someone who at birth had a male body, but who identifies as a female.
 - c) “Transgender Male” – Someone who at birth had a female body, but who identifies as a male.
 - d) “Gender reassignment” – A professionally-supervised program of treatment by a licensed physician, to change a person’s body to align with their gender identity, through hormone therapy and/or surgery as well as counseling.

Purpose

2. OFSAA believes in equal opportunity for all people to participate in school sport. In order to accommodate transgendered students, while at the same time balancing safety and fair competition for all students, a participation policy for eligibility has been developed for transgender students.

Eligibility Policy

3. The following conditions will be used to determine a transgendered individual's eligibility to compete:
 - a. Transgendered females, to compete on a girls' team, must submit documentation from the treating licensed physician to show that gender reassignment as defined in 1 d) above has been active and ongoing for at least one year.
 - b. Transgendered males may participate on a male team as per OFSAA'S gender equity policy.
4. Any transgender person who is not undergoing gender reassignment will be deemed to be their birth gender for the purposes of sport eligibility. Birth gender is that which is specified on the person's birth certificate.

Application for Eligibility

5. A transgender female is required to apply in order to be eligible to participate on a girls' team. The applicant will initiate the eligibility process by submitting documentation to their local athletic association which demonstrates that they have been undergoing active and ongoing gender reassignment treatments (see 1 d) above) for at least one year. The local athletic association will decide each case based upon the documentation provided and may request additional information and or clarification.

OFSAA will recognize the decision of the local athletic associations.

Reference: OFSAA, 2016

CIS (Canadian Interuniversity Sport) Policy (or lack thereof)

The following is a summary of a discussion with Leo McGee at the University of Regina:

It looks like there is no such policy that is specific to the University of Regina at this time. From my understanding, there is also nothing specific at the level of their athletic governing body (Canadian Interuniversity Sport). The CIS has so far been leaving much of this policy work at a provincial level (regarding what requirements a person would have to fulfill in order to legally change one's gender marker on their

identification, and then leaving institutions to address this on a case-by-case basis), but it seems as though they have been undertaking a consultation process through the Canadian Centre for Ethics in Sport, but I am unclear on where that process is in developing policy. They released a paper [see Canadian Centre for Ethics in Sport, 2012] on the topic in 2012, but it seems as though there has been no public policy move since then.

Committee Meeting Summaries

The following terms affecting transgender students were clarified for the members of the Transgender Committee:

- Cisgender: To identify with the gender one is assigned at birth, when gender identity is considered to match biological sex (e.g., female sex organs = female gender). The term *cisgender* is understood in relation to transgender, therefore calling attention to the unmarked norm of gender expression where gender and sex align.
- Gender fluid: Flexible range of gender expression that may change from day to day; gender is not fixed and may be non-binary.
- Gender identity: A person's internal sense of being male, female, neither, or an identity between or outside these categories.
- Genderqueer: Refers to persons who feel that their gender identity does not fit into the male–female binary. Genderqueer persons may identify somewhere within the spectrum of male–female, or outside of it completely, using terms such as *third gender*, *bi-gender*, and *gender outlaw*. As well, some genderqueer persons remain “neutral” or non-gendered.
- Intersex: Having primary and secondary sex characteristics that are not exclusively male or female.
- LGBTQ: A commonly used acronym for lesbian, gay, bisexual, trans-identified, transsexual, two-spirit, and queer identities.
- Pansexual: Open to relationships with people regardless of their orientation or gender identity.
- Queer: Historically, a negative term for homosexuality. Recently, the LGBTQ communities have reclaimed the

word and use it in a positive way to refer to themselves as an all-encompassing term.

- Sexual orientation: A person's romantic, psychological, and emotional feelings of attraction toward another person.
- Transgender/trans-identified: A person whose gender identity, outward appearance, gender expression, and/or anatomy does not fit into conventional expectations of male or female.
- Transsexual: A person who experiences intense personal and emotional discomfort with their assigned birth gender. Some transsexuals may undergo treatments to alter their physical sex to correspond with what they feel is their true gender.
- Two-spirit: This term has different meanings specific to the traditions of each First Nations language group. Many contemporary First Nations and Métis people who are gender and sexually diverse self-identify as being two-spirit.

Meeting Summary

One item that the committee discussed was the required documentation that would be needed for students to participate in SHSAA activities. The main reason for needing documentation or notification is to regulate the classification of a team, because classification is presently based on the number of eligible students. One committee member brought to the other members' attention that the schools might not be able to request that documentation. The committee contacted John Paton from the ASAA, and at this point Alberta does not require notification, because the implementation of the policy is at the school level. As I read their policy, I found it was a policy of inclusion more than a policy of regulation. Paton indicated that the ASAA has not discussed the classification topic. It may be that in these cases we must put our trust in our schools and the individuals responsible for athletics in the school to make us aware of a situation in which school classification might be affected.

Draft Proposal

In discussions with Paton (ASAA executive director), I feel that the association completed a thorough assessment of the policy including input from legal counsel, government agencies, and affected parties.

With that in mind, this is the first draft of what was included in the resolution package presented at the SHSAA AGM in 2016.

Whereas, the Ministry of Education Policy Statement for Student Alliances for Gender and Sexual Diversity in Saskatchewan Schools encourages and supports school division discussions, policy development, and safe-school practices for all students and whereas, the SHSAA seeks to support the policy statement and provide consistency in all phases of education:

BE IT RESOLVED that the ELIGIBILITY REQUIREMENTS for *Student-Athlete Sexual Orientation and Gender Identity* be included in the SHSAA bylaws as follows:

Student-Athlete Sexual Orientation and Gender Identity

Any student, staff, coach, manager, trainer or other persons who identify as or are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer or questioning may participate fully and safely in sex-separated sport activities in accordance with their lived gender identity.

This proposal has been sent to the lawyers for the SSBA (Saskatchewan School Boards Association) for input.

Conclusion

The following was the evolution of the motion at the 2016 Annual General Meeting:

MOTION 16/02/02 BE IT RESOLVED that the ELIGIBILITY REQUIREMENTS for Student-Athlete Sexual Orientation and Gender Identity be included in the SHSAA bylaws as follows: Student-Athlete Sexual Orientation and Gender Identity

8. a) Any student, staff, coach, manager, trainer, or other persons who identify as or are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer, or questioning may participate fully and safely in all SHSAA activities.

- b) Any student may participate fully and safely in sex-separated sport activities in accordance with their lived gender identity.

Moved by the SHSAA EXECUTIVE

The motion was amended a first time as follows:

Amendment by Morgan (Ex) / Paramchuk (Ex) to read:

BE IT RESOLVED that the ELIGIBILITY REQUIREMENTS for Student-Athlete Sexual Orientation and Gender Identity be included in the SHSAA bylaws as follows: Student-Athlete Sexual Orientation and Gender Identity

- 8. a) Any student, staff, coach, manager, trainer, or other persons who identify as gender and/or sexually diverse may participate fully and safely in all SHSAA activities; this includes but is not limited to those who are, or who are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer, or questioning may participate fully and safely in all SHSAA activities.
- b) Any student may participate fully and safely in sex-separated sport activities in accordance with their lived gender identity.

AmendmentCARRIED

A second amendment by Paramchuk (Ex) / Cory (Ex) to read:

BE IT RESOLVED that the ELIGIBILITY REQUIREMENTS for Student-Athlete Sexual Orientation and Gender Identity be included in the SHSAA bylaws as follows: Student-Athlete Sexual Orientation and Gender Identity

- 8. a) Any student, staff, coach, manager, trainer, or other persons who identify as gender and/or sexually diverse may participate fully and safely in all SHSAA activities; this includes but is not limited to those who are, or who are perceived as lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer, or questioning.
- b) Any student may participate fully and safely in sex-separated sport activities in accordance with their lived gender identity.

- c) Any student who identifies as unspecified must choose the gender with which they will participate.
 AmendmentCARRIED
 Motion as Amended.....CARRIED

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