



Gender in Collegiate Sport Clubs

Policy Statement

The California State University (CSU) is committed to maintaining an inclusive community that values diversity and fosters tolerance and mutual respect. We embrace and encourage our community differences in age, ability (physical and mental), gender (or sex), gender identity (including transgender), gender expression, genetic information, marital status, medical condition, nationality, race or ethnicity (including color or ancestry), religion (or religious creed), sexual orientation, veteran or military status, and other characteristics that make our community unique. All individuals have the right to participate fully in CSU programs and activities free from discrimination, harassment, and retaliation. The CSU prohibits harassment of any kind, including sexual harassment, as well as sexual misconduct, dating and domestic violence, and stalking. Such misconduct violates University policy and may also violate state and/or federal law.

[California State University, Sacramento's Non-discrimination Policy](https://calstate.policystat.com/policy/10454581/latest/)

(<https://calstate.policystat.com/policy/10454581/latest/>) prohibits discrimination on the basis of gender identity and/or gender expression. In accordance with the Non-Discrimination Policy, and to uphold the University's educational goals of equity and inclusion, the Sacramento State Sport Clubs Program maintains the following guidelines to advance equity and inclusion. These guidelines cover participation in sport clubs and accommodation for non-binary and transgender people who attend and participate in Sport Club contests that take place at California State University, Sacramento.

Confidentiality

All discussions among involved parties and required written supporting documentation should be kept confidential, unless the sport club student makes a specific, written request otherwise. All information about an individual student's gender identity and medical information, including physician's information provided pursuant to these guidelines, shall be maintained confidential in accordance with applicable state, local and federal privacy laws. With the written consent of the individual student, or as otherwise permitted by the Family Education Rights and Privacy Act (FERPA) or other applicable privacy law, information about an individual student's gender identity may be shared with those who have a legitimate need to know about the information. Those with a legitimate need to know will be determined on a case-by-case basis and may include coaches, players, National Governing Body (NGB), opponents' coaches, officials, and California State University, Sacramento decision makers. The National Governing Body (NGB) should provide a model confidentiality policy for member institutions, including information about medical waivers.

Guidelines for Collegiate Sport Clubs

Participation

- A. All sport club students may participate in the Sport Clubs Program in accordance with their gender identity. For participation in competition, sport club students should refer to their NGB for specific eligibility requirements.
- B. In any case where a sport club student is taking hormone treatment related to gender transition, that treatment must be monitored by a physician. If required by the NGB to verify the student's eligibility, the student may need to provide the NGB with medical records related to the hormone treatment.

Recommended Implementation Process

- A. Individual School and National Governing Body Responsibilities
 1. The student may meet with Sport Clubs professional staff to review National Governing Body (NGB) eligibility requirements and the procedure for NGB approval of transgender and/or non-binary participation.
 2. Sport Clubs professional staff shall notify the NGB of the student's participation aspirations. The NGB will assign a facilitator to assist in responding to the inquiry.
 3. The NGB will confirm the treatment requirement has been met. If the NGB denies student participation in accordance with the student's gender identity, the student will be offered support and consultation through a committee consisting of Student Organizations & Leadership, Centers for Diversity and Inclusion, Student Health & Counseling Services, and Risk Management.
 4. Sport club students subject to a one-year transition period per their NGB should receive an extension of their eligibility at the end of their transition period, upon timely review and approval by the NGB.
 5. An opposing team or school may only challenge a student's approved eligibility through the accepted formal appeal process of the NGB.
- B. The student's responsibility with the support of Sport Clubs & Student Health & Counseling Services
 1. In order to support a student in their participation during a sport season and help them navigate their national governing body/conference/league rules and procedures, a sport club student who plans to initiate or is in the process of taking hormones as part of gender transition is encouraged to work with Student Health & Counseling Services on their medical plan. If the student is under the care of an outside provider during gender transition, Student Health & Counseling Services may need to request medical records from an outside provider to more effectively support the sport club student.

Facilities, Support, and Education

Locker Rooms

Anyone using sports facilities on the California State University, Sacramento campus – whether Sacramento State sport club students, visiting students, or other participants and attendants – shall have access to the changing, shower, and toilet facilities that accord with their gender identity.

Accommodations for Travel

When possible, California State University, Sacramento students traveling to other schools should be assigned accommodations based on their gender identity, with more privacy provided, if possible, when requested.

Names and Pronouns

Teammates, coaches, and other participants in sports shall use the name and pronoun that the sport club student requests.

Dress Codes and Uniforms

Uniforms and club attire should enable all students and other sports participants to dress in accordance with their gender identity. For policies specific to competition uniforms, students should refer to their national governing body and/or league/conference rules. The Sport Clubs Program will advocate for sport club students who need support navigating NGB competition uniform requirements in relation to their gender identity.

Education

At California State University, Sacramento: Sport club students, coaches, athletic trainers, and other people involved in the California State University, Sacramento Sport Club Program should be educated about gender identities and the principles of inclusion. They should be knowledgeable and be able to support all people and be prepared to put this knowledge to use. The Sacramento State Division of Inclusive Excellence and the PRIDE Center can be utilized as an educational resource and provide Safe Zone Training for the aforementioned personnel.

At schools or venues where California State University, Sacramento sport club students compete: Without naming or violating the privacy of sport club students or personnel in question, relevant authorities and personnel at those venues should be informed about expectations for the treatment of sport club students - including accommodation, pronoun, and name use – during and outside play. For support and guidance when competing off-campus, please contact Student Organizations & Leadership at (916) 278-6595.

Review Procedures

Please direct questions and concerns regarding the policy to Student Organizations and Leadership at (916) 278-6595 or complete [a Report a Concern form](#) (https://cm.maxient.com/reportingform.php?CSUSacramento&layout_id=4) or by visiting the [Student Organizations and Leadership Website](#) (<https://www.csus.edu/student-life/student-organizations/>).

If an individual feels they have been discriminated against or harassed based on gender or any other protected class status, complaints must be directed to the Student Organizations and Leadership Office, the Office of Student Conduct or the Campus Title IX Coordinator. Contact information for each office is listed below under Resources.

Definitions

Gender Identity - This can be described as our deeply held, internal sense of self as masculine, feminine, a blend of both, neither, or something else. Identity also includes the name we use to convey our gender. Gender identity can correspond to or differ from the sex we are assigned at birth.

Gender Expression - Our “public” gender, or how we present our gender in the world and how society, culture, community, and family perceive, interact with, and try to shape our gender.

Cisgender - Refers to people whose gender identity aligns with their assigned sex at birth.

Transgender - Often used broadly as an umbrella term to describe anyone whose gender identity differs from their assigned birth sex. It is also used more narrowly as a gender identity that reflects a binary gender identity that is “opposite” or “across from” the sex they were assigned at birth. A male-to-female (MTF) transgender person is someone who was assigned male sex at birth and whose gender identity is a girl/woman. A female-to-male (FTM) transgender person is someone who was assigned female at birth and whose gender identity is boy/man.

Non-binary is an umbrella term for gender identities that are not exclusively masculine or feminine.

Resources

[Student Organizations and Leadership Website](http://www.csus.edu/soal) (www.csus.edu/soal)

[Dean of Students Office Website](https://www.csus.edu/student-affairs/engagement-success/) (https://www.csus.edu/student-affairs/engagement-success/)

[Human Resources – Title IX Coordinator](http://www.csus.edu/hr/departments/equal-opportunity/) (http://www.csus.edu/hr/departments/equal-opportunity/)

[Office of Inclusive Excellence Website](https://www.csus.edu/diversity/) (https://www.csus.edu/diversity/)

[Office of Student Conduct Website](http://www.csus.edu/student/osc/index.html) (http://www.csus.edu/student/osc/index.html)

[PRIDE Center Website](https://www.csus.edu/student-affairs/centers-programs/diversity-inclusion/pride-center.html) (https://www.csus.edu/student-affairs/centers-programs/diversity-inclusion/pride-center.html)

The Language of Gender, Gender Spectrum

[Gender Spectrum Website](https://www.genderspectrum.org/the-language-of-gender/) (https://www.genderspectrum.org/the-language-of-gender/)

On the Team: Equal Opportunity for Transgender Student Athletes

Written by Pat Griffin and Helen J. Carroll

California State University Executive Order 1097

[Link to CSU Executive Order 1097](https://calstate.policystat.com/policy/10454581/latest/) (https://calstate.policystat.com/policy/10454581/latest/)