

**Carleton College**  
**Physical Education, Athletic and Recreation (PEAR) Department**  
**Transgender Policy for NCAA Intercollegiate Sports, Sport Clubs,**  
**Campus Recreation and Intramural Sports**

Carleton College and the Physical Education, Athletics and Recreation (PEAR) Department value athletics and recreation as a vital part of our students' campus liberal arts experience. We also embrace and affirm our campus diversity statement which states, "a Carleton education recognizes that the world's people differ in their race and ethnicity, culture, political and social worldviews, religious and spiritual understandings, language and geographic characteristics, gender, gender identities and sexual orientations, learning and physical abilities, age, and social and economic classes. It is essential to our high academic standards that we be committed to creating a diverse campus community" ([http://apps.carleton.edu/governance/diversity/diversity\\_statement/](http://apps.carleton.edu/governance/diversity/diversity_statement/)).

Our policy was created with equity and accessibility in mind. We commit to continually reviewing our policy with the Physical Education, Athletics and Recreation (PEAR) Department Equity Committee and the Carleton Gender and Sexuality Center. We also adhere to and support the Minnesota Intercollegiate Athletic Conference (MIAC) Transgender Policy for all NCAA intercollegiate sports found at this link: [MIAC Policy](#)

**1. Guidelines for participation on NCAA Intercollegiate Sport Teams**

- a. Refer to the 2022 NCAA Guidelines for the participation of transgender student-athletes at [www.ncaa.org/transgender](http://www.ncaa.org/transgender)

**2. Guidelines for Sport Clubs**

- a. A transgender student-athlete who wishes to compete in a Sport Club should consult with the Director of Sport Clubs to determine eligibility for competition based and non-competition based events. The Director of Sport Clubs will contact the club sport's National Governing Body (NGB) to determine if the athlete is eligible to compete. If the sport's NGB does not have a policy regarding transgender athletes, a student may participate in accordance with their gender identity.
- b. If conflicts, procedural questions or safety concerns arise under these guidelines, a team consisting of the Intramural and Sport Club Directors, the Director or designee from the Gender and Sexuality Center, and the Title IX Coordinator shall be consulted for advice and resolution.

**3. Guidelines for Campus Recreation and Intramural Sports**

- a. Campus Recreation at Carleton College supports the "General, Value, and Action Statements for Equity, Diversity, and Inclusion" upheld by the National Intramural Recreation Sports Association (NIRSA) which allows transgender student-athletes to compete in accordance with their gender identity. Campus Recreation at Carleton College includes Recreation Programs, Intramurals, Open Recreation, as well as Wellness and Fitness Initiatives. We are committed to providing welcoming quality services and programs; we strive to be forward thinking, while promoting a healthy and safe community for all. [Click Here for NIRSA STATEMENTS](#)
- b. If conflicts, procedural questions or safety concerns arise under these guidelines, a team consisting of the Intramural and Sport Club Directors, the Director or designee from the Gender and Sexuality Center, and the Title IX Coordinator shall be consulted for advice and resolution.

**4. Reporting Discrimination**

- a. Carleton College cares about the safety of its students and the climate of its community. All members of the Carleton Community are subject to Carleton College non-discrimination policies and the expectation that can be found in the Campus Handbook: [https://apps.carleton.edu/handbook/governance/?policy\\_id=955843](https://apps.carleton.edu/handbook/governance/?policy_id=955843)
- b. Students, faculty and staff who have experienced any discrimination, harassment, bias or retaliation are encouraged to communicate their concerns through Carleton's Community Concern Form. The form and other information are available here: [https://apps.carleton.edu/campus/dos/forms/community\\_concern/](https://apps.carleton.edu/campus/dos/forms/community_concern/)

**5. Inclusive Expectations within the PEAR Department**

- a. The following are measures that are supported within the PEAR department:

- i. **Pronouns and Names:** Use the student's pronoun and work with student-athletes, coaches and staff in this area
- ii. **Dress Codes/Uniforms:** Work with coaches and staff to ensure that transgender student-athletes are able to dress consistently with their gender identities, including uniforms. Eliminate requirements for gendered dress codes (e.g., in tennis, men wearing shorts and women wearing skirts) for participation and travel when possible.
- iii. **Facilities Planning:** Plan for the special needs of transgender student-athletes as new spaces are designed and as existing spaces become available or repurposed, including locker rooms, changing/showering spaces, and so forth. Provide transgender student-athletes with use of facilities in accordance with their gender identity and, when requested, make a best-faith effort to provide private, separate facilities.
- iv. **Enforcement and Non-Retaliation:** Ensure that all campus policies, federal, state, local, NCAA or other applicable laws and regulations are followed to provide an appropriate environment for transgender student-athletes, including non-retaliation if a transgender student-athlete reports an incident of discrimination or a hostile environment.
- v. **Environment:** Work with coaches and student-athletes to address team dynamics and an inclusive environment within the team and department.
- vi. **Media:** All college and athletic department representatives who are authorized to speak with the media should receive information about appropriate terminology, use of names and pronouns, and college and NCAA policies regarding the participation of transgender student-athletes on college sports teams. Protecting the privacy of transgender student-athletes must be a top priority.

#### 6. **Periodic Review of Transgender Student-Athlete Policy**

- a. In consideration of the changing nature of medical science, changing nature of terminology [Appendix A], and changing NCAA and NGB laws/rules/regulations/recommendations, these policies should be reviewed yearly by the Athletic Director, a member of the PEAR Department Equity Committee, the Title IX Coordinator and the Gender and Sexuality Center.
- b. These policies may be changed at any time by the Athletic Director provided notice is given in writing to Carleton PEAR department members, the Director of Gender and Sexuality Center, the Title IX Coordinator and the Provost's Office.

#### 7. **Additional Resources:**

##### a. **NCAA Inclusion of Transgender Student-Athletes**

[Transgender Student-Athlete Participation Policy](#)

[Transgender Student-Athlete Eligibility Review Procedures](#)

[2022-23 Fall Sport Testosterone Thresholds and Championship Submission Deadlines \(PDF\)](#)

[2022-23 Winter Sport Testosterone Thresholds and Championship Submission Deadlines \(PDF\)](#)

[2022-23 Spring Sport Testosterone Thresholds and Championship Submission Deadlines \(PDF\)](#)

##### b. **Transathlete:**

[www.transathlete.com](http://www.transathlete.com)

##### c. **Carleton Transgender information:**

[Gender and Sexuality Center resources](#)

[PEAR department](#)

Policy originally created by the PEAR Equity Committee, October 8, 2014

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