



# POLICY ON TRANSGENDER ATHLETES

August 7, 2017

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## POLICY STATEMENT

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### 1. Policy Statement

Judo Canada aims to provide inclusive access to judo to all participants and does not tolerate harassment or discrimination towards individuals who are transgender, transsexual, intersexual (DSD) or dysphoric. Judo Canada also promotes fair play in competitive judo through tournament and qualifications rules which rests on divisions based on age, gender, weight and progression.

This policy provides a process to assist those who administer these rules to determine when an individual who is transgender, transsexual, intersexual (DSD, or dysphoric) may compete in which gender division to ensure fair play, mutual respect and equal opportunity for progression and predictability in qualifications.

## DEFINITIONS

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### 2. Definitions

**Biological/Anatomical Sex** — The physical characteristics typically used to assign a person's gender at birth, such as chromosomes, hormones, internal and external genitalia and reproductive organs. Given the potential variation in these, biological sex must be seen as a spectrum or range of possibilities rather than a binary set of two options.

**Gender assigned at birth** — The gender assigned at birth on the birth certificate.

**Gender** — The complex relationship between physical traits and one's internal sense of self as male, female, both or neither as well as one's outward presentations and behaviors related to that perception. Biological sex and gender are different; gender is not inherently connected to one's physical anatomy.

**Gender Identity** — One's inner concept of self as male or female or both or neither. One's gender identity can be the same or different than the gender assigned at birth. Most people become conscious of their gender identity between the ages 18 months and 3 years. Most people have a gender identity that matches their assigned gender at birth. For some, however, their gender identity is different from their assigned gender. Some of these individuals choose to live socially as the other gender and may also hormonally and/or surgically change their bodies to more fully express their gender identity. All people have gender identity, not just transgender people.

**Gender Expression** — Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Many transgender people seek to make their external appearance—their gender expression—congruent with their internal gender identity through clothing, pronouns, names, and, in some cases, hormones and surgical procedures. All people have gender expression, not just transgender people.

**Transgender** — Sometimes used as an 'umbrella term' to describe anyone whose identity or behavior falls outside of stereotypical gender norms. More narrowly defined, it refers to an individual whose gender identity does not match their assigned birth gender. Being transgender does not imply any specific sexual orientation (attraction to people of a specific gender.) Therefore, transgender people may additionally identify as straight, gay, lesbian, or bisexual.

**Sexual Orientation** — Term that refers to being romantically or sexually attracted to people of a specific gender. Our sexual orientation and our gender identity are separate, distinct parts of our overall identity. Although a child may not yet be aware of their sexual orientation, they usually have a strong sense of their gender identity.

**Intersex** — An estimated one in 2,000 babies is born with an “intersex” condition or Disorders of Sex Development (DSD). People with intersex conditions (DSD) are born with physically mixed or atypical bodies with respect to sexual characteristics, i.e. chromosomes, internal reproductive organs, and genitalia. These characteristics may not be visible and individuals may not be aware of the condition. Having an intersex condition does not necessarily affect a person’s gender identity.

**FTM (female-to-male)/Affirmed male/transboy** — A child or adult who was assigned to the female gender at birth but has a male gender identity.

**MTF (male-to-female)/Affirmed female/transgirl** — A child or adult who was assigned to the male gender at birth but has a female gender identity.

**Transition** — The process by which transgender individual lives consistently with his or her gender identity, and which may (but does not necessarily) include changing the person’s body through hormones and/ or surgical procedures. Transition can occur in three ways: social transition through changes in clothing, hairstyle, name and/or pronouns; hormonal transition using medicines such as hormone “blockers” or cross hormones to promote gender-based body changes; and/or surgical transition in which an individual’s body is modified through the addition or removal of gender-related physical traits. Based on current medical knowledge and practice, genital reconstructive surgery is not required in order to transition.

**Transsexual** — An individual whose gender identity does not match the person’s sex at birth. This individual usually desires to physically alter their bodies surgically and/or hormonally. This physical transition is a complicated, multi-step process that may take years and may include, but is not limited to, cross-gender hormone therapy and a variety of surgical procedures. The precise treatments required vary from person to person.

## GUIDING PRINCIPLES

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### 3. Guiding Principles

Participation of transgender judo athletes should be informed by the following principles:

- 3.1. Transgender judo athletes should have equal opportunity to participate in sports.
- 3.2. The integrity of women’s sports should be preserved.
- 3.3. Policies and decisions should be based on sound medical knowledge and scientific validity, and be periodically re-evaluated to ensure that they reflect the most current research-based information.
- 3.4. Policies and decisions should be equitably enforced and ensure the safety of participants and predictability for administering events and managing qualification points.
- 3.5. Policies and decision respecting the participation of transgender judo athlete should be fair considering the tremendous variation among individuals in strength, size, musculature, and ability.
- 3.6. The legitimate privacy interests of all athletes should be protected.
- 3.7. The medical privacy of transgender judo athletes should be preserved.

- 3.8. Judo administrators, coaching staff, parents of athletes, and judo athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant judo athletes in judo.

## BEST PRACTICES TO PROMOTE ACCESS AND RESPECT

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4. Best practices to promote access and respect
- 4.1. This provision applies to national, regional and provincial coaching staff and program administrators; dojo administrators and instructors and coaches; trainers, therapist, chargé de mission and chaperons; and anyone in authority associated with the administration of the sport, referees and officials.
- 4.1.1. Fair access — Focus on the importance of providing equal opportunities for all judoka to participate in judo activities and events.
- 4.1.2. Changing Areas, Toilets, Showers — Transgender judo athletes should be able to use the locker room, shower, and toilet facilities in accordance with the judo athlete's gender identity. Every locker room should have some private, enclosed changing areas, showers, and toilets for use by any athlete who desires them.
- 4.1.3. Competition at another venue — If a transgender judo athlete requires a particular accommodation to ensure access to appropriate changing, showering, or bathroom facilities, the responsible administrator or coach should, in consultation with the transgender judo athlete, communicate with their counterparts at other venue prior to competitions to ensure that the judo athlete has access to facilities that are comfortable and safe. This notification should maintain the judo athlete's confidentiality. Under no circumstances should a judo athlete's identity as a transgender person be disclosed without the judo athlete's express permission.
- 4.1.4. Hotel Rooms — Transgender judo athletes generally should be assigned to share hotel rooms based on their gender identity, with recognition that any judo athlete who needs extra privacy should be accommodated whenever possible, as well as balancing the level of comfort of the other athletes.
- 4.1.5. In all cases, teammates, coaches and all others in the club should refer to transgender judo athletes by a judo athlete's preferred name; pronoun references to transgender judo athletes should reflect the judo athlete's gender and pronoun preferences.
- 4.1.6. Dress Codes and Team Uniforms  
Transgender judo athlete- athletes should be permitted to dress consistently with their gender identities. That is, a female-to-male transgender athlete should be permitted to dress as a male. A male-to-female should be permitted to dress as a female.
- 4.2. This provision applies to national, regional and provincial team mates; dojo-level judo participants; parents and spectators.
- 4.2.1. Judoka who have transgender teammates should focus on respectful behavior, safety, and valuing diversity.
- 4.2.2. Use respectful and preferred language and terminology when discussing transgender judo-athlete participation or interacting with a transgender teammate.
- 4.2.3. Become familiar with national, provincial or territorial and dojo policy governing the participation of transgender judo-athletes in judo.
- 4.2.4. Encourage other judo athletes to use respectful language when discussing transgender issues in sports or interacting with a transgender judo athlete.

- 4.2.5. Respect the right to privacy of all judo athletes with respect to personal information (including whether a judo athlete is transgender) when discussing gender identity and expression.
- 4.2.6. Ask your coach or program director for team and departmental educational training concerning transgender judo athlete participation.
- 4.2.7. If taunting or harassment from spectators or opponents occurs during competition, take the approach that these actions are never acceptable for any reason including taunting or harassment based on gender identity or expression. Raise the issue with your provincial, territorial or national judo association to address this behavior.
- 4.3. Enforcement and non-Retaliation
  - 4.3.1. Enforcement — Any member who has been found to have violated this policy by threatening to withhold athletic opportunity or harassing any judo athlete based on their gender identity or expression, or by breaching medical confidentiality, may be subject to disciplinary action, pursuant to the Disciplinary Policy.
  - 4.3.2. Retaliation — Retaliation is specifically forbidden against anyone who complains about discrimination based on gender identity or expression, and this action may be subject to disciplinary action, pursuant to the Disciplinary Policy.

## BEST PRACTICES TO PROMOTE ACCESS AND RESPECT

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- 5. Inclusion of Transgender Judo athletes in the appropriate gender division
  - 5.1. General rules
    - 5.1.1. The determination of the proper division assignment of a transgender athlete should be managed proactively by the transgender athlete, but it may also be raised as a matter of fair play by program officials when legitimate suspicion arises, for instance as a result of observation in the course of program-mandated medical examination or anti-doping test.
    - 5.1.2. Nothing in this policy prevents mix gender randori or mix gender judo shiai for U8 and U10 in accordance with provincial or territorial tournament rules.
    - 5.1.3. Any transgender judo-athlete who is not taking hormone treatment related to gender transition may participate in the division of his or her assigned birth gender.
    - 5.1.4. However, once registered under one gender, the transgender athlete must compete in that gender's division:
      - a) for the whole sporting season, for U12 and younger athlete;
      - b) for a minimum of four years, for athletes older than U12.
    - 5.1.5. Nothing in this policy exonerates a transgender athlete from anti-doping controls, therapeutic exemptions requirements, and gender testing specified by Canadian, foreign or international sports governing bodies as a condition or registration to their events or activities, modes of selections or qualifications.
  - 5.2. Proactive management
    - 5.2.1. To avoid challenges to a transgender judo-athlete's participation during a sport season, a judo-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition, or has undergone sex reassignment surgery, and who plans to participate to shiai tournaments should submit a request in writing to Judo Canada's Sports Committee at the time of annual registration or when the decision to undergo hormonal treatment is made.
    - 5.2.2. The request should include a letter from the judo athlete's physician documenting the judo athlete's intention to transition or the judo athlete's transition status if the process has already been initiated. This letter should identify the nature of the transfer (MTF or

- FTM), the prescribed hormonal treatment for the judo athlete's gender transition and documentation of the judo athlete's testosterone levels, if relevant, and whether the individual has undergone sex reassignment surgery. It should also contain a copy of the application for Therapeutic Use Exemption to the Canadian Anti-Doping Agency once hormonal therapy is initiated.
- 5.2.3. A representative from Judo Canada's Sports Committee should review eligibility requirements and procedure for approval of transgender participation with the judo athlete.
- 5.2.4. If hormone treatment is involved in the judo athlete's transition, the athlete should notify the provincial judo association and Judo Canada of the judo athlete's request to participate with a medical exception request.
- 5.2.5. A medical exception request can be granted by the Board upon recommendation from Judo Canada's Sports Committee.
- 5.2.6. All discussions among involved parties and required written supporting documentation should be kept confidential, unless the judo athlete makes a specific request otherwise. All information about an individual judo athlete's transgender identity and medical information, including physician's information provided pursuant to this policy, shall be maintained confidentially.
- 5.3. Responsive challenges
- 5.3.1. When a legitimate suspicion arises, for instance as a result of observation in the course of program-mandated medical examination or anti-doping test, the tournament director may refuse to register a transgender judo athlete until a medical exception certificate is issued by Judo Canada.
- 5.3.2. A medical exemption certification is issued pursuant to the process at 5.2.2 to 5.2.6 and applies nationally.
- 5.4. MTF Rules
- 5.4.1. Pre-puberty MTF – Individuals who have undergone sex reassignment from male to female prior to puberty may compete as a female athlete, but must elect which gender division for the whole season.
- 5.4.2. Post-puberty MTF post treatment – Individuals who are in the process of undergoing sex re-assignment become eligible to compete as a female athlete only when these conditions are met through a certification by a medical specialist who has significant knowledge of endocrinology and transgender patients that:
- i. The athlete must demonstrate that her total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to her first competition (with the requirement for any longer period to be based on a confidential case-by-case evaluation, considering whether 12 months is a sufficient length of time to minimize any advantage in women's competition).
  - ii. The athlete's total testosterone level in serum must remain below 10 nmol/L throughout the period of desired eligibility to compete in the female category.
  - iii. Compliance with these conditions may be monitored by testing. In the event of non-compliance, the athlete's eligibility for female competition will be suspended for 12 months.
- 5.4.3. Post-puberty MTF during treatment – Individuals who are in the process of undergoing sex re-assignment must compete as a male athlete until completing a documented hormone suppression therapy administered by a medical specialist who has significant knowledge of endocrinology and transgender patients. Female tournament rules respecting underwear and T-shirt applies to MTF on a case-by-case basis.
- 5.5. FTM Rules

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5.5.1. Pre-puberty FTM – Individuals who have undergone sex reassignment surgery from female to male prior to puberty must compete as a male athlete, but may compete in mix gender shiai as per section

5.5.2. Pre-puberty and Post-puberty FTM during and post treatment – Individuals who are in the process of undergoing sex re-assignment who receive testosterone replacement therapy must compete as a male athlete. The hormone therapy must be administered by a medical specialist who has significant knowledge of endocrinology and transgender patients. Female tournament rules respecting underwear and T-shirt applies to FTM athlete who has not undergone a mastectomy.

## REFERENCE MATERIAL

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### Reference Material

- NCAA Inclusion of Transgender Athletes, Office of Inclusion , USA (August 2011)
- Association of Boxing Commissions, Transgender Policy, USA (2012)
- <http://www.caaws.ca/ioc-transgender-guidelines/> (January 2016)

| MTF           | Pre-transition | During transition                       | Post-transition                         |
|---------------|----------------|-----------------------------------------|-----------------------------------------|
| U12 and under | M              | M or F, but must elect for whole season | M or F, but must elect for whole season |
| Above U12     | M              | M                                       | F, if 5.4.1.2 is met.                   |

| FTM           | Pre-transition                          | During transition            | Post-transition              |
|---------------|-----------------------------------------|------------------------------|------------------------------|
| U12 and under | M or F, but must elect for whole season | M except where 5.1.2 is met. | M except where 5.1.2 is met. |
| Above U12     | M or F, but must elect for 4 years      | M                            | M                            |

*Approved by Board on August 8, 2017*