



ALMA COLLEGE

Alma College Student-Athlete Transgender and Non-Binary Inclusion Policy

Alma College recognizes that we are all transformed when we celebrate and value the varied identities, backgrounds, experiences, and perspectives in our campus community. We are committed to recognizing and removing barriers to success and providing equitable access to opportunities through education and advocacy. In our increasingly diverse campus and world, we pledge to create a climate where everyone is safe and free to grow intellectually, spiritually, and emotionally.

The Alma College Athletics Department is committed to creating, sustaining, and supporting a culture of diversity, equity and inclusion. We believe transgender and non-binary students should have equal opportunity to participate fully and safely in all campus activities, including physical activity and athletics. The well-being of our student-athletes is of the utmost priority.

The Diversity and Inclusion Office & Diversity and Inclusion Advisory Board

To develop institutional policy and practices, the Diversity and Inclusion Office and Diversity and Inclusion Advisory Board were established. The Diversity and Inclusion Advisory Board (DIAB) is a committee of faculty, staff, and students, who work collaboratively to identify barriers to equity. The DIAB members work with campus partners to implement equitable and just best practices and initiatives. The committee continually assesses campus climate to inform this work, center the voices and experiences of marginalized students and staff, and communicate with senior leadership Alma College's progress on campus diversity, equity, and inclusion goals and objectives. Members of the committee include:

- Six faculty members representative of the three academic divisions who serve a three-year renewable term.
 - Three faculty members representing the three academic divisions will be elected by the faculty at large.
 - Three faculty members will be identified by DIAB and invited by the DIAB chair.
- Seven to eight staff members representative of a broad range of sectors.
 - Staff members who by nature of their position work closely with diversity, equity, and inclusion initiatives which include Associate Athletic Director for Compliance and Operations, Assistant Director of Diversity and Inclusion, Spiritual Life, Title IX/Civil Rights, and the Coordinator for Diversity Recruitment in Admissions will serve on an ongoing basis. Other staff representatives will be identified by DIAB and invited by the DIAB chair will serve a three-year renewable term.
- Seven to eight students serve a one-year renewable term.
 - Two students will represent student groups sponsored by the Diversity and Inclusion Office (e.x. Campbell Scholars and King-Chávez-Parks Mentor Program). Remaining student members representing campus and demonstrating a commitment to diversity, equity, inclusion and justice will be identified by DIAB members and invited by the DIAB chair.

Other personnel the committee may include, or consult with: someone from the Title IX Office,

Legal Counsel, Student Affairs, and so forth. The Diversity and Inclusion Advisory Board is led by Administrative Affiliate Damon Brown, Vice President of Student Affairs and Chief Diversity Officer (brownndm@alma.edu), and Committee Chair Jonathan Glenn, Director of Diversity and Inclusion (glennjb@alma.edu), who will serve as the Point Persons for the Diversity and Inclusion Advisory Board.

Guiding Principles

This inclusion policy is guided by the following principles:

1. Alma College adheres to all federal and state civil rights laws banning discrimination in private institutions of higher education. Alma College will not discriminate against any employee or applicant for employment, student or applicant for admission on the basis of race, color, sex, religion, national or ethnic origin, physical or mental disability, age, height, weight, marital status, sexual orientation, gender, gender identity, arrest record, genetic information, or any other protected category under applicable local, state or federal laws; including protections for those opposing discrimination or participating in any grievance process on campus or within the Equal Employment Opportunity Commission or other human rights agencies.
2. The Alma College Athletics Department recognizes that gender expression and/or gender identity may or may not be the same as a person's assigned sex and that gender identity does not function on a binary system.
3. Gender affirming surgery is not required for an individual to participate in athletic competition and is not required by the Alma College Athletics Department under any circumstances.
4. Each person is in control of the ways they present and express their gender identity, and as such, no person should have their identity disclosed without their express consent.
5. An individual's transgender or non-binary identity constitutes protected health information and disclosure of personal medical information is not required beyond what is required of all student-athletes.

Definitions

Our department recognizes that the below words have complex meanings, and for the purposes of this document we are using general but operational definitions:

- a. Non-binary: An umbrella category that describes gender identities that are not exclusively masculine or feminine; identities that are outside the gender binary.*
- b. Transgender (trans): Describes a person whose gender identity differs from the sex they were assigned at birth.*
- c. Cisgender (cis): Describes a person whose gender identity aligns with the sex they were assigned at birth.*
- d. Gender: The socially constructed roles, behaviors, and attributes that society associates with one's sex assigned at birth.*
- e. Gender Expression: The manner in which an individual represents or expresses gender to others through behavior, outward appearance, activities, mannerisms, etc.*
- f. Gender Identity: An individual's deeply held sense or knowledge of their gender.*
- g. Sex Assigned at Birth: The sex that is assigned to an infant at birth, usually by a doctor or medical staff, based on the infant's visible sex organs, including genitalia and other physical characteristics. Classifications made are most often male, female, or intersex.*

Inclusive Practices Within the Athletics Department

The Alma College Athletics Department is dedicated to the well-being and safety of all of our student-athletes. We therefore pledge to use the inclusive practices below within the Alma College Athletic Department

Communication of Gender Status:

There is no mandate for disclosing one's trans or gender non-binary status. Trans and non-binary student-athletes will only disclose to Alma College members with whom they feel comfortable. At the request of the student-athlete, the department member who has been in direct conversation with the athlete will request Kiana Verdugo, Associate Athletics Director, SWA, and/or Catherine Boerner, Head Athletics Trainer to discreetly convey only necessary information about the student-athletes' gender identity to others in the department.

All discussions, College documentation, and written support documentation surrounding a student-athlete's request, when applicable, shall remain confidential in accordance with state and federal laws unless the Department of Athletics receives written permission from the student-athlete. All information regarding all student-athletes' gender identity and medical information, including physician's information, shall be confidential per state laws and institutional policies. Any breaches of medical confidentiality will be dealt with accordingly.

Communication of Pronouns and Names:

Each year, the sports information office will provide the option to *all* student-athletes to designate their name, gender identity, and pronouns (e.g., she/her/hers, he/him/his, they/them/theirs, ze/zie, hir/hirs, or using names instead of pronouns). Student-athletes are not asked to explain their designations. These designations will be observed in all internal and external references to the student-athlete produced by the sports information department (game stories, award nominations, etc.). All public use of names/pronouns should align with those of the student-athlete's choosing.

For student-athletes who transition after leaving/graduating, any alumni of Alma College may contact the Advancement Office and request pronoun changes in all future correspondence and internal or external references to the alum.

Alma College's Chosen Name Policy: <https://www.alma.edu/live/files/4234-chosen-name-policy-added-392021>

Education and Training:

We require all members of Alma College Athletics to complete the annual diversity, equity, and inclusion training modules for staff. Student-athletes and all athletics staff members who interact with student-athletes (e.g., including volunteers) will be educated about trans and non-binary identities, the importance of names and pronouns, as well as institutional non-discrimination policies.

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institutional non-discrimination policies.

CHANGE TO FOLLOW CAMPUS THE POLICIES AND TRAINING

Dress Codes/Uniforms:

Coaches, staff, and student-athletes will ensure that trans and non-binary student-athletes are able to dress consistently with their gender identities, which includes uniforms, formal attire, or any other team dress code. To do so, Alma College Athletics has no requirements for gendered dress codes (e.g., in tennis, men wearing shorts and women wearing skirts) for participation and travel. Gender-specific articles of clothing are not mandated.

Facilities:

Trans and non-binary student-athletes will be allowed to use facilities in accordance with their gender identity at all times. When requested by a student-athlete, the Athletic Department will work to provide private, changing, showering, and toilet facilities for the student-athlete's use. However, trans and non-binary student-athletes are not required to use separate facilities. In addition, the Alma College Athletics Department will work to provide private, enclosed changing areas, showers, and toilets for use by any student-athlete who requests them.

If no separate facility is available: Alma College permits trans and non-binary student-athletes to select which changing area they feel most comfortable using. As the Hogan Center is not equipped with an all-gender restroom, private changing areas are made available, subject to the preferences of the student-athlete. Student-athletes who are permitted to use private changing areas are not required to use them.

Off-Campus Competition and Travel:

Athletics staff will make best-faith efforts to find facilities in accordance with trans and non-binary student-athletes' preferences or will provide private, separate facilities. This includes accommodation for hotel rooms (rooming a trans or non-binary student-athlete consistent with their gender identity) and facilities while on the road.

Media and Sports Information:

All college and athletic department representatives who are authorized to speak with the media will receive information about appropriate terminology, use of names and pronouns, as well as college policies regarding the participation of trans and non-binary student-athletes. Protecting the privacy of trans and non-binary student-athletes is top priority. All medical information will be kept confidential in accordance with applicable state, local, and federal privacy laws.

Sports Medicine:

Athletic Trainers and Sports Medicine staff will provide trans-inclusive healthcare to their student-athletes. This includes using the student-athlete's correct pronouns, treating a student-athlete's assigned sex at birth as confidential medical information, and not inquiring into a student-athlete's history or treatment regarding their gender transition when unnecessary. Alma College will also work toward better athletic treatment and medical support for student-athletes seeking or undergoing medical transition.

Non-Retaliation:

Alma College Athletic Department will provide an appropriate environment for trans and

non-binary student-athletes, including the enforcement of non-retaliation if a student-athlete reports an incident of discrimination or a hostile environment.

<https://www.alma.edu/live/files/4719-civil-rights-policy-updated-2021>

Reporting Violence, Intimidation & Harassment:

Persons who have experienced bias-related violence, intimidation, or harassment are strongly encouraged to seek assistance from a member of the Title IX team. Title IX team members can be found on Alma's Title IX website: <https://www.alma.edu/civil-rights/>.

Ensuring Full Participation for Trans and Non-Binary Student-Athletes

Team Practices and Social Events:

All trans and non-binary student-athletes, with permission of the Sports Medicine staff and head coach, are encouraged to join team practices as soon as the student-athlete is comfortable, without affecting their individual or team eligibility. Additionally, all trans and non-binary student-athletes are encouraged to join in team social events as soon as the student-athlete is comfortable. All decisions about eligibility and inclusion will prioritize the student-athlete's best interests and well-being.

Hormone Treatment and Eligibility:

The NCAA has specific guidelines on hormone therapy for competition eligibility. These are guidelines, not mandates, and are only for intercollegiate competition. They do not dictate practice and training participation.

<https://www.ncaa.org/sports/2022/1/27/transgender-participation-policy.aspx>

The designated point person will meet with the student-athlete to review eligibility requirements and procedures for participation. If hormone treatment is involved in the student-athlete's transition, the Point Person will notify the NCAA, and if needed the conference office, of the student-athlete's request to participate with a medical exception request.

All discussions among involved parties and required documentation will be kept confidential unless the student-athlete makes a specific request otherwise. All information about a student-athlete's gender identity and medical information, including physician's information provided pursuant to this policy, will be kept confidential.

If medically managed gender-affirming treatment prevents a student-athlete's eligibility or attendance, the department will, to the best of its ability, attempt to approve a two-semester or three-quarter extension of the 10-semester/15-quarter period of eligibility in conjunction with Alma College and the NCAA.

Policy Administration and Enforcement:

Student-Athletes who are in compliance with NCAA eligibility guidelines prior to matriculating as a student need not disclose their gender identity or history to Alma College Athletic Department or the NCAA except in the context of a complaint as described below.

Any issues that arise in terms of eligibility for trans and non-binary student-athletes should be handled by the Associate Athletics Director for Compliance and Operations and Title IX Coordinator in direct communication with the student-athlete while keeping all documentation confidential. Alma College Athletic Department will fully support all student-athletes, prioritizing their well-being and continued participation in athletics.

State and Local Laws -

State and Local laws must comply with Title VII (as affirmed by *Bostock v Clayton County* https://www.supremecourt.gov/opinions/19pdf/17-1618_hfci.pdf) and Title IX, which both include protections against discrimination on the basis of gender and sexuality (as affirmed by EO 13988, US Dept of Education's Office for Civil Rights, and several court cases including *Grimm v Gloucester*)

In January of 2021, the U.S. Department of Education's Office for Civil Rights issued a "Notice of Interpretation" that it will "enforce Title IX's prohibition on discrimination on the basis of sex to include: (1) discrimination based on sexual orientation; and (2) discrimination based on gender identity" (<https://www.ed.gov/news/press-releases/us-department-education-confirms-title-ix-protects-students-discrimination-based-sexual-orientation-and-gender-identity>).

The Biden Administration's proposed changes to Title IX include clarification that "Title IX's protections against discrimination based on sex apply to discrimination based on sexual orientation and gender identity"

Annual Review of Transgender and Non-binary Student-Athlete Policy -

In consideration of changing medical science, the terminology around gender, and NCAA recommendations, these policies will be reviewed yearly by the Directors of Athletics, the members of the DIAB, the Title IX Compliance Officer, and at least one current student-athlete. All changes will then be submitted to the Policy and Planning Council for approval.

Last Updated : May 22, 2023

Approved by Cabinet: May 22, 2023