



IHSAA Gender Policy

The Indiana High School Athletic Association, Inc., Inc. (IHSAA) has developed this *Gender Policy* to address the eligibility and participation of all students, including transgender students, in IHSAA-sponsored interscholastic athletics.

A. Purpose: The IHSAA, with few exceptions, limits participation on single gender athletic teams to students of one gender. This limitation is rooted in the IHSAA's substantial interest in students' health and safety, in competitive equity, in safeguarding a level playing field and in ensuring that there is fair opportunity for athletic participation in a manner that enhances the education of all high school students, both boys and girls. This *Gender Policy* seeks to balance these important goals by advancing an equal opportunity in all aspects of high school programming for all students, by promoting the health and safety of all students and especially the health and safety of female students who would otherwise have to participate in activities with biological males or androgen-supplemented biological females who are generally stronger and faster than their biological females counterparts and by promoting Title IX competitive equity.

B. Definitions: The following definitions apply to this *Gender Policy*:

Athletic Team

“Athletic Team” means a team sponsored by a member school which participates in interscholastic competition involving a sport recognized by the IHSAA (rule 1-2 recognizes the single-gender sports of boys baseball, boys basketball, girls basketball, boys cross-country, girls cross country, boys football, boys golf, girls golf, girls gymnastics, boys soccer, girls soccer, girls softball, boys swimming & diving, girls swimming & diving, boys tennis, girls tennis, girls gymnastics, boys track & field, girls track & field, boys wrestling, girls volleyball).

Birth Certificate

“Birth Certificate” means the official government-issued record of a person's birth which is generally printed on security paper, generally includes an official raised, embossed, impressed or multicolored seal, and generally contains a Gender Marker.

Birth Gender

“Birth Gender” means the Gender of a student at birth. The Birth Gender can be established through the Gender Marker contained on the Original Birth Certificate. A Birth Certificate containing a Gender Marker different than the Gender Marker contained on the Original Birth Certificate will not be accepted as proof of the Birth Gender. If the Birth Certificate is unavailable; or the Birth

Certificate does not contain a Gender Marker, or the Birth Certificate contains a Gender Marker which does not match the Birth Gender, the Birth Gender can be established by the student's contemporaneous medical records from the birth or other reliable documents and evidence.

**Female-to-Male (FTM)
Transgender Male**

“Female-to-Male (FTM)” or “Transgender Male” means a or person who was born with a female body but whose Gender Identity is male.

Gender

“Gender” means the state of being male or female.

Gender Committee

“Gender Committee” means an IHSAA committee appointed to consider an application for a Waiver of the Participation Component of the *Gender Policy*. The Committee shall include at least Three (3) individuals, including the IHSAA Commissioner, who shall be the chair. The IHSAA Commissioner shall appoint members to the Gender Committee who may include IHSAA staff, legal counsel, member School personnel, sports-specific experts and medical professionals; the Gender Committee may consult with physician(s) with experience in Transgender health care, psychiatrist(s), psychologist(s), and licensed mental health professional(s).

Gender Expression

“Gender Expression” means external appearance, characteristics or behaviors typically associated with a specific Gender.

Gender Identity

“Gender Identity” means an innate sense of one's own Gender.

Gender Marker

“Gender Marker” is the ‘male’ (‘M’) or ‘female’ (‘F’) on a Birth Certificate.

**Male-to-Female (MTF)
Transgender Female**

“Male-to-Female (MTF)” or “Transgender Female” means a person who was born with a male body or but whose Gender Identity is female.

Original Birth Certificate

“Original Birth Certificate” means the Birth Certificate issued contemporaneously with the student's birth.

Transgender

“Transgender” means having a Gender Identity or Gender Expression that differs from societal expectations based on the Gender assigned at birth.

Transgender Application “Transgender Application” means a Form provided by the IHSAA and used by a student to provide the information required by this *Gender Policy* to obtain a Waiver of the Participation Component of this *Gender Policy*.

Waiver “Waiver” means an exemption from the Participation Component granted by the Gender Committee.

C. Participation Component: It is a tenant of the IHSAA that, except as permitted by rules 9-9 and 9-10, a student may only participate in interscholastic competition as a member of a single-gender Athletic Team when the Gender of the Athletic Team matches the student’s Birth Gender (“Participation Component”). A student may, however, apply for a Waiver of the Participation Component and then participate on a single-gender Athletic Team whose Gender does not match the student’s Birth Gender.

D. Participation Component Waiver: A student can obtain a Waiver of the Participation Component, and participate as a Transgender student in interscholastic competition as a member of a single-gender Athletic Team, through the Participation Component Waiver Process.

1. **Application Process.**

- a. **Notice to the School:** A Transgender student shall (i) contact a school administrator or athletic director of the Transgender student’s school, (ii) identify as a Transgender student and (iii) identify the IHSAA sport(s) in which the Transgender student seeks to participate.
- b. **School Initial Determination:** The school shall verify that the Transgender student meets all non-gender eligibility standards for participation which have been established by the IHSAA and the school.
- c. **Transgender Application to the IHSAA:** After non-gender eligibility has been verified, the Transgender student and his/her parent(s)/guardian(s) shall complete and file a Transgender Application [attached to this Policy] with the IHSAA. The Transgender Application shall include the following:
 - (1) Current school registration information of the Transgender student.
 - (2) Written affirmation(s) from the Transgender student and his/her parent(s)/guardian(s) regarding the Transgender student’s Gender Identity, Gender Expression and motive for the application.
 - (3) Written affirmation(s) and/or documentation from parent(s), friend(s) and teacher(s) regarding the actions, attitudes, dress manner, Gender Identification and Gender Expression of the Transgender student.
 - (4) Written affirmation(s) and/or documentation from an appropriate health-care professional (physician, psychologist) regarding the Transgender student’s Gender Identity and Gender Expression.

- (5) With respect to a FTM student only, written affirmation(s) and/or documentation regarding all testosterone therapy and physiological testing, counseling, or other medical or psychological interventions related to Gender transition.
- (6) With respect to a MTF student only, written affirmation(s) and/or documentation regarding:
 - (a) all physiological testing, counseling, or other medical or psychological interventions related to Gender transition., and all hormone treatment or Gender reassignment procedure(s), and
 - (b) the student's physical (bone structure, muscle mass, and/or testosterone hormonal levels, etc.) and physiological condition, and how they relate to the physical and physiological condition of a genetic female of the same age group.

2. **Review and Waiver by Gender Committee:** Upon receipt of the Transgender Application the following action shall occur:

a. **Gender Committee:** The Gender Committee shall convene to review the Transgender Application and to consider the student's request for a Waiver.

b. **Review Criteria:** To obtain a Waiver:

- (1) the Transgender student must establish that the Transgender student's Gender Identity is sincere and not motivated by an improper purpose;
- (2) the Transgender student must establish that the Transgender student has, for at least one (1) year, consistently exhibited Gender Identification and Gender Expression of the Gender to which the Transgender student self-relates;
- (3) the Transgender student must establish, through testimony and/or credible documentation from parents, friends, teachers and others, that the actions, attitudes, dress and manner of the Transgender student, for at least one (1) year, are and have been consistent with the Gender Identification and Gender Expression of the Gender to which the Transgender student self-relates;
- (4) the Transgender student must establish, through testimony and/or credible documentation from an appropriate health-care professional (physician, psychologist) that the Transgender student, for at least one (1) year, demonstrated a consistent Gender Identification and Gender Expression of the Gender to which the Transgender student self-relates;
- (5) With respect to FTM, only, the Transgender student must establish through testimony and/or credible documentation, from an appropriate health-care professional, that the student has initiated testosterone therapy and has completed counseling, and other medical

- or psychological interventions related to Gender transition; and
- (6) With respect to MTF student only, the Transgender student must establish:
- i. through testimony and/or creditable documentation, from an appropriate health-care professional, that the Transgender student has completed counseling, and other medical or psychological interventions related to Gender transition, and has either (a) completed a minimum of one (1) year of hormone treatment related to gender transition or (b) undergone a medically confirmed gender reassignment procedure, and
 - ii. through medical examination and testing and through physiological testing that the Transgender Female student does not possess physical (bone structure, muscle mass, and/or testosterone hormonal levels, etc.) or physiological advantages over a genetic female of the same age group.
- c. **Decision.** A written decision on the application for a Waiver shall be made by the Gender Committee. Any decision granting a Waiver requires a unanimous vote by the Gender Committee.

E. Further Policies

1. A Transgender student undergoing a hormone treatment related to a Gender transition must be monitored by a licensed physician.
2. A Waiver is effective for the remainder of the Transgender student's high school eligibility, and any Transgender student who obtains a Waiver and then participates as a Transgender student in an interscholastic competition, may never return to participate in an interscholastic competition as a member of the other Gender.
3. In light of the obvious physical, psychological and social implications, nothing in this *Gender Policy* should be construed to encourage a Transgender student to undergo sex reassignment surgery, hormone treatment or other medical treatment directed at changing the student's Gender.
4. If a Transgender student is denied a Waiver, the Transgender student's eligibility remains with the Transgender student's Birth Gender.

INDIANA HIGH SCHOOL ATHLETIC ASSOCIATION, INC.



Transgender Application

[must be typed]

1. Date of this Application: _____
2. Student's name: _____
3. Student's address: _____

4. If Student is not emancipated, name of Parents/Guardians: _____

5. If Student is not emancipated, address of Parents/Guardians address: _____

6. Student's date of birth: _____
7. Student's sport(s): _____
8. Student's sex assigned at birth: _____
9. How does Student identify his/her gender now: _____
10. If Student claims to be Emancipated, I/we attach as Attachment A a written affirmation of the Student which establishes that the Student is Emancipated.
11. I/we attach as Attachment B a written statement, verified by the Student's School principal, that the Student currently meets all non-gender athletic eligibility standards of both the IHSAA and the School.
12. I/we attach as Attachment C a written statement, verified by the Student's School principal, which provides the Student's basic registration information.
13. I/we attach as Attachment D a written statement, verified by the Student, which explains how the Student has for at least one (1) year consistently exhibited the Gender Identity and Gender Expression of the Gender to which the Student self-relates, and which explains the Student's motivation for this Application.
14. I/we attach as Attachments E1, E2, et al. all documents, and written statements verified by the Student's parent(s), friend(s) and teacher(s), which support the Student's claim that for at least one (1) year prior to the date of this Application, the Student's actions, attitudes, dress and manner have been consistent with the Gender Identification and Gender Expression of the Gender to which the Student self-relates.

15. I/we attach as Attachments F1, F2, et al. all documents, and written statements verified by the appropriate health-care professionals (physician, psychologist, etc.), which show that for at least one (1) year prior to the date of this Application, the Student has demonstrated a consistent Gender Identification and Gender Expression of the Gender to which the Student self-relates.
16. With respect to a FTM student only, I/we attach as Attachments G1, G2, et al. all documents, and written statements verified by the appropriate health-care professionals (physician, psychologist, etc.), which confirm all testosterone therapy, physiological testing, counseling and other medical or psychological interventions related to Student's Gender transition.
17. With respect to a MTF student only, I/we attach as Attachments H1, H2, et al. all documents, and written statements verified by the appropriate health-care professionals (physician, psychologist, etc.), which can corroborate:
- (a) the Student's physiological testing, counseling, or other medical or psychological interventions related to Gender transition., and all hormone treatment or Gender reassignment procedure(s),
 - (b) the Student's completion of counseling and other medical or psychological interventions related to Gender transition, and has either (a) completed a minimum of one (1) year of hormone treatment related to gender transition or (b) undergone a medically confirmed gender reassignment procedure, and
 - (c) that through medical examination and testing and through physiological testing, the Student does not possess physical (bone structure, muscle mass, and/or testosterone hormonal levels, etc.) or physiological advantages over a genetic female of the same age group.

We affirm under the penalties for perjury that the foregoing representations, and all attachments to this Application, are true and correct.

Date: _____ Student: _____
Printed: _____

Date: _____ Parent/: _____
Guardian
Printed: _____

Date: _____ Parent/: _____
Guardian
Printed: _____

Date: _____ Parent/: _____
Guardian
Printed: _____