

## OISRA Board of Directors Action October 5, 2017

***The OISRA Board of Directors unanimously agree, by email vote, to add the "Gender Identity Participation" Policy (see below) to the OISRA Policies.***

Board Members:

Jason Gillies  
Ryan Rooper  
Spencer Raymond  
Eric Martin  
Laurie Martin

### **25. GENDER IDENTITY PARTICIPATION**

The OISRA endeavors to allow transgender students to participate on the athletic or activity team of their consistently-asserted gender identity while providing a fair, safe and consistent environment for all students. The OISRA also endeavors to provide fair competition and eliminate competitive advantages and disadvantages in each sport and activity. As with Rule 8.2 regarding Duration of Eligibility / Graduation, rules such as this one promote equality of competition; diminish risks stemming from unequal competition; promote harmony and fair competition among member schools by maintaining equality of eligibility; and increase the number of students who will have an opportunity to participate in interscholastic activities.

The OISRA has consulted with OSAA and recognizes that this policy will need to be reviewed on a regular basis based on improved medical understanding of gender identity and expression, evolving law, and societal norms. The OISRA recognizes the value of activities and sports for all students and the potential for inclusion to reduce harassment, bullying and barriers faced by certain students. The OISRA also recognizes the concerns of students, parents, teachers and coaches to ensure a fair and equal competitive environment.

- A. **Definitions.** For the purposes of this policy, the following definitions apply:
- 1) "Transgender" refers to an individual whose gender identity does not match his or her assigned birth gender.
  - 2) "Gender Identity" refers to one's deeply felt inner concept of self as male or female.
  - 3) "Transition" refers to the process by which a transgender person lives consistently with his or her gender identity.
- B. **Female-to-Male Transgender Student.**
- 1) A female-to-male transgender student who is not taking hormone treatment related to gender transition may participate on a boys' team or a girls' team.

- 2) A female-to-male transgender student who is taking medically-prescribed testosterone, or other potentially performance-enhancing drugs, for the purposes of gender transition may participate only on a boys' team, unless the Executive Director and an OISRA Medical Advisor determine that the treatment will not create an unfair, unsafe or uncompetitive environment for students in OISRA activities.

C. **Male-to-Female Transgender Student.**

- 1) A male-to-female transgender student who is not taking hormone treatment related to gender transition may participate only on a boys' team, unless the Executive Director and an OISRA Medical Advisor determine that treatment is unnecessary in order to create a fair, safe, and competitive environment for students in OISRA activities.
- 2) A male-to-female transgender student who is taking medically-prescribed hormone treatment for the purposes of gender transition may participate on a boys' team at any time, but must complete one year of hormone treatment related to gender transition before competing on a girls' team, unless the Executive Director and an OISRA Medical Advisor determine that the treatment is unnecessary in order to create a fair, safe, and competitive environment for students in OISRA activities.

D. **Participation.**

Once the transgender student selects the gender of the team on which the student wishes to participate, the student thereafter must consistently participate on teams of that gender in all OISRA skiing activities for the duration of the student's high school career.

E. **Process.**

- 1) A request by a member school for a male-to-female transgender student who is not taking hormone treatment related to gender transition to participate on a boys' team shall be submitted by the school administrator to the Executive Director.
- 2) A request by a member school for a transgender student who has completed, plans to initiate, or is in the process of taking hormones, testosterone, potentially performance-enhancing drugs or other medical treatment as part of a gender transition, shall be submitted by the school administrator to the Executive Director when the decision to undergo medical treatment is made. The request shall include a letter from the student's physician documenting the student's intention to transition or the student's transition status if the process has already been initiated. This letter shall identify the prescribed medical treatment for the student's gender transition and the date the treatment was initiated.
- 3) The Executive Director and an OISRA Medical Advisor may, in their sole discretion, consult with the student's physician or such medical or psychological professionals as they deem necessary, while maintaining the confidentiality of the student.
- 4) The Executive Director and an OISRA Medical Advisor shall make a determination whether the student is eligible to compete under the above criteria.

- F. Appeal. The decision of the Executive Director and an OISRA Medical Advisor may be appealed to the Executive Board. The Executive Board may, in their sole discretion, consult with the student's physician or such medical or psychological professionals as they deem necessary, while maintaining the confidentiality of the student. A decision of the Executive Board may be appealed to a Hearings Officer under Rule 8.11 "Hearings Officer."
- G. Confidentiality. All discussions among involved parties and required written supporting documentation shall be kept confidential, and the proceedings will be sealed, unless the student and family authorize release.