



**ATHLETES  
UNLIMITED**

**Athletes Unlimited  
Policy on Participation of Transgender and  
Non-Binary Athletes**

**Women's Sports  
March 2021**

## **Introduction**

Athletes Unlimited is committed to creating safe and inclusive spaces while maintaining competitive equity in professional sports.

## **Purpose**

Athletes Unlimited recognizes all forms of gender expression. Therefore, Athletes Unlimited supports athletes choosing to express their gender beyond the binary of female and male. Athletes Unlimited will use the eligibility guidelines set out in this policy in order to ensure a fair and level playing field for all participants.

## **Guiding Principles**

Athletes Unlimited will use the following principles to determine eligibility for try-outs and play in accordance with this policy:

- a) This policy exists to reassure transgender and non-binary athletes of the protections and support they have, both within law and within the Athletes Unlimited policies and protocols.
- b) This policy exists to balance inclusion with professional-level competition.
- c) The implementation and administration of this policy will be respectful of a person's privacy and human rights.
- d) This policy may be modified, updated, or otherwise changed as updated expert research and information becomes available.

## **Definitions:**

The following term has this meaning in this policy:

a) **Gender identity** is each person's sense of belonging to a particular gender, such as woman, man, both, neither, or anywhere along the gender spectrum. Current science recognizes that gender identity is innate or fixed at a young age and strongly indicates that gender identity has a biological basis. A person's gender identity may be the same as or different from their birth-assigned sex. When a person's gender identity is different from that person's birth-assigned sex, gender identity is determinative of that person's sex.

b) **Gender expression** is how a person publicly presents their gender. This can include behavior and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender.

c) **Trans or transgender** is a term that refers to a person whose gender identity, or affirmed sex, that is different from the sex they were assigned or assumed to be at birth.

d) **Transgender man (or trans man or trans male)** is a man who was designated female at birth.

e) **Transgender woman (or trans woman or trans female)** is a woman who was designated male at birth.

f) **Non-binary (or nonbinary)** is an umbrella term for all genders other than female/male or woman/man. Non-binary is used as an adjective (example: Kim is a non-binary athlete). Not all non-binary people identify as transgender and not all transgender people identify as non-binary.

### **Eligibility Guidelines - Women's Sports**

The following policy clarifies participation of transgender female athletes *undergoing hormonal treatment for gender transition*:

- A trans woman athlete being treated with testosterone suppression medication for transition-related purposes may compete on a women's team.

The following policy clarifies participation of transgender athletes who are *NOT undergoing hormonal treatment for gender transition*:

- A trans woman athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

### **Eligibility Guidelines - Non-Binary Athletes**

The following policy clarifies participation of non-binary athletes *undergoing hormonal treatment for gender transition*:

- A non-binary athlete being treated with testosterone suppression medication for transition related purposes may compete on a women's team.

The following policy clarifies participation of non-binary athletes who are *NOT undergoing hormonal treatment for gender transition*:

- A non-binary athlete who is not taking hormone treatments related to gender transition may compete in the category of their sex assigned at birth.

**Process**

An athlete may try out for a league based on their own determination of appropriate category based on the Eligibility Guidelines.

Athletes wishing to disclose their identity may initiate the process by emailing [athlete.eligibility@auprosports.com](mailto:athlete.eligibility@auprosports.com) outlining their wish to participate in accordance to the Athletes Unlimited Transgender and Non-Binary Athlete policy.

Athletes currently participating in the Athletes Unlimited who wish to make changes to their gender identity, name, pronoun, or other markers within the league should contact [athlete.eligibility@auprosports.com](mailto:athlete.eligibility@auprosports.com) to assist in making these changes on official publications and listings.

Athletes Unlimited may, upon receiving evidence that an athlete is not in compliance, ask for additional information.

**Confidentiality**

All of the information and documents related to the eligibility of a transgender or non-binary athlete will be treated as highly confidential. The Parties agree that they will not at any time disclose that information or documents (other than in the ordinary and usual course of implementing this policy) without the prior written consent of the disclosing party, unless required by law.