

Transgender Participation in Sports Leagues

PURPOSE

The Department of Parks and Recreation (P&R) is committed to creating and promoting inclusion across all Sports Management programs and services. To ensure transgender people have equal access to and gain the benefits from participation in recreational sports/athletic leagues, the following policy has been established.

DEFINITIONS

1. **DISCRIMINATION:** Any illegal practice, procedure, or treatment of a person, or group of persons, based on actual or perceived race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, age, disability, marital status, familial status, or veteran status.
2. **GENDER EXPRESSION:** External appearance of one's gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.
3. **GENDER IDENTITY:** One's innermost concept of self as male, female, a blend of both or neither – how individuals perceive themselves and what they call themselves. One's gender identity can be the same or different from their sex assigned at birth.
4. **TRANSGENDER:** An umbrella term for people whose gender identity and/or gender expression is different from cultural expectations based on the sex they were assigned at birth.

POLICY STATEMENT

P&R prohibits discrimination on the basis of a protected class or characteristic, including gender identity and gender expression. To uphold P&R's goals of equity and inclusion, people participating in any recreation sports may participate in accordance with their gender identity. No inquiries regarding a person's private medical history shall be made.

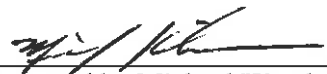
NOTICE

If a transgender person wants to participate in accordance with their gender identity:

- The participant or parent/guardian (if under 18 years of age) shall provide written notice the Sports Management/Athletics Supervisor.
- The Sports Management/Athletics Supervisor will confirm receipt of the submitted notice to play in the league in accordance with their gender identity.
- Suspected misuse should be addressed to the Sports Management Coordinator, who will investigate the matter to ensure this policy is being applied as intended and render a decision accordingly.
- Any challenge regarding the Sports Management Coordinator's decision should be directed to the following individuals who have been designated to accept such complaints:

Programming and Operations Administrator
Parks and Recreation Director
LGBTQ Liaison to the City Manager
City Manager's Office

- After the matter of gender identity has been addressed by the participant and P&R, the determination shall remain consistent for future league programs and does not need to be renewed each sports season or year.


Approved by Michael Kirschman
Director

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CONFIDENTIALITY

All discussions among involved parties and required written supporting documentation should be kept confidential, unless the participant makes a specific, written request otherwise. All information about a person's transgender identity shall be maintained confidentially and in accordance with applicable state, local, and federal privacy laws as well as with City administrative directives and policies. The information about the person's transgender identity may be shared only with those who have a legitimate need to know the information. Those with a legitimate need to know will be determined on a case by case basis.

	Initials	Date
Reviewed	_____	_____
	_____	_____
	_____	_____
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