



## FRG025 - Gender Recognition Policy

### Introduction

A. The Gender Recognition Act 2004 (the “Act”) allows trans people to change their legal gender if they wish to. British Triathlon is fully committed to providing support, advice and guidance to its staff, clubs, committees, coaches, volunteers and participants to ensure trans people can continue their participation in triathlon and multisport, whilst transitioning.

B. In practical terms, legal recognition will have the effect that, for example a trans woman, will legally be recognised as a female in English law. Applying for a Gender Recognition certificate allows for trans people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. It is against the law to disclose someone’s trans history. Anyone who has transitioned and feels their history has not been treated confidentially or has experienced transphobia whilst involved in triathlon (in any capacity), can contact British Triathlon for advice and support.

C. The Act makes specific provision for sports organisations to restrict participation by trans people as competitors in an event, or events, involving a gender-affected sport. A sport is considered a gender affected sport if the physical strength, stamina or physique of average persons of one gender would put them at a disadvantage to average persons of the other gender, as competitors in events involving the sport. British Triathlon aim to ensure that triathlon and multi-sport activities are inclusive for all and the level of participation dictates the level of flexibility afforded to us. Some competitive and elite events are governed by international bodies (see point 5).

D. Such prohibition or restrictions can only be made in order to secure fair competition or the safety of competitors at the event or events. British Triathlon will support organisations involved with the delivery of events and competitions to ensure fairness and will investigate fully any complaints relating to unfair exclusion from triathlon or multi-sport.

E. The Equality Act (2010) makes discrimination, directed at a person who identifies as transgender (whether directly or indirectly), against the law. Unwanted conduct (harassment) directed towards trans people and victimisation, someone making a complaint about trans discrimination and being treated less favourably, is also against the law. Please refer to British Triathlon’s Equality and Diversity Policy for more information on our commitment to providing equal access to opportunity.

F. The International Olympic Committee has established a policy for the participation of trans people in sports competitions (the “IOC Policy”). As the National Federation for the sport of Triathlon in Great Britain, the British Triathlon Federation has adopted the IOC Policy in respect of participation in triathlon events at an elite or international level.

G. The British Triathlon Federation’s Gender Recognition Policy has been developed in accordance with the Gender Recognition Act 2004, the Equality Act 2010, Sport Council Equality Group (SCEG) policy framework for non-contact sport and the IOC Policy. It recognises the right of an individual who has transitioned to participate in sport in their

affirmed gender whilst ensuring that such participation does not unfairly affect competition and does not affect the safety of fellow competitors.

## **Policy and Procedures for Elite Athletes and Competitions**

### **A. Definitions**

1. In this policy, the following expressions shall have the following meanings:

(a) “Elite Athlete” means an individual competing in an elite category race held in Great Britain or overseas;

(b) “Age Group Representative Athlete” means an individual competing in an age group category race where that individual has been selected to represent Great Britain;

(c) “Domestic Competition” means any event registered with the British Triathlon Federation but excluding all elite category races and those races held in Great Britain restricted to Age Group Representative Athletes;

British Triathlon Federation’s requirement relating to the eligibility of transpeople to compete in competitions are as follows:

### **B. Trans Men**

2. Any trans men (who was assigned female at birth but identifies and lives as a male) who are recognised under the Equality Act 2010 as someone who is transitioning or has transitioned, are eligible to compete in their affirmed gender without restriction in any Domestic Competition.

### **C. Trans Women**

3. Any trans women (who was assigned male at birth but identifies and lives as a female) who are recognised under the Equality Act 2010 as someone who is transitioning or has transitioned, can compete in domestic competition under the following guidance set out by SCEG;

(a) Trans woman - over 16 and post puberty - may compete in their affirmed gender in female or mixed-sex domestic competition by providing evidence that their hormone therapy has brought blood-measured testosterone levels within the range of their affirmed gender or that they have had a gonadectomy. They may compete in any male or mixed-sex competition if they have not started hormone treatment.

(b) Trans woman - under 16 and post-puberty - may compete in their affirmed gender in any female or mixed-sex domestic competition subject to an individual case by case review, if required, undertaken by British Triathlon. They may compete in any male or mixed-sex competition if they have not started hormone treatment nor had a gonadectomy.

(c) Trans woman - pre-puberty - may compete in their affirmed gender in any female or mixed-sex domestic competition subject to confirmation of their stage of pubertal development.

### **D. Age Group Representative/Elite Athlete**

An individual who is transitioning or transitioned after puberty may only participate as an Elite Athlete or as an Age Group Representative Athlete under their affirmed gender where they meet the following guidelines set out by the IOC:

4. Those who transition from female to male are eligible to compete in the male category without restriction.

5. Those who transition from male to female are eligible to compete in the female category under the following conditions:

(a) The athlete has declared that their gender identity is female and this declaration cannot be changed for a minimum of four years for sporting purposes.

(b) Hormonal therapy appropriate for the affirmed gender has been administered in a verifiable manner and for a sufficient length of time to minimise gender-related advantages in sport competitions.

(c) For the period of desired eligibility to compete in the female category, the athlete must ensure administration of appropriate hormonal therapy.

6. An individual wishing to participate as an Elite Athlete or as an Age Group Representative Athlete under their affirmed gender will have their application considered by a Medical Officer appointed by the British Triathlon Federation. For the avoidance of doubt, the Medical Officer will assess the application to ensure that the individual meets the conditions set out in clause 5.

7. An individual whose application pursuant to clause 7 is refused will have the right to appeal that decision to an independent appeals panel established by the Sports Disputes Resolution Panel or similar body.

#### E. Privacy

8. The British Triathlon Federation (and its officers and staff) and any organisers of event(s) sanctioned by the British Triathlon Federation shall not disclose any information obtained from an individual in accordance with this policy unless:

(a) The disclosure of that information does not enable the individual competitor to be identified;

(b) The individual competitor to whom the information relates has agreed to its disclosure;

or

(c) It is under a legal duty to disclose the information.

#### **Trans People in British Triathlon Federation Employment**

British Triathlon will not discriminate against trans people in any aspect of their employment and will endeavour to ensure that the culture of the workplace is supportive and welcoming throughout any transitioning process or as a transgender person.

In accordance with our Equality & Diversity Policy, and other key policies such as the Anti Bullying & Harassment Policy, any discriminatory behaviour or treatment will be taken seriously and action taken in accordance with the Disciplinary Procedures.

British Triathlon will work to meet the individual needs of each person to ensure that they have

a positive experience of their employment.

### Contact Details

British Triathlon welcomes feedback on its Trans Inclusion Guidance and also urges any person involved with triathlon who has experienced transphobic abuse to report it immediately. Please contact us via [info@britishtriathlon.org](mailto:info@britishtriathlon.org).

### Support Organisations

- [Mermaids](#)
- [Gendered Intelligence - support for young people](#)
- [Pride Sports](#)
- [Trans Action Group](#)
- [Stonewall](#)
- [Equality in Sport](#)
- [Gender Trust](#)
- [The Rainbow Project](#)
- [GIRES](#)

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|--------------------------|-----------------|-------------------------|-----------|
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| <b>Reviewed by Board</b> | TEMB, BTF Board | <b>Review date</b>      | May 2021  |

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