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**PROCEDURE**  
**Accessible Athletics for Transgender, Nonbinary, and Gender**  
**Nonconforming Students**  
**INS-P040**

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Procedures are continually revised and improved. For the most recent version, please visit <https://salkeiz.sharepoint.com/qam/SitePages/Home.aspx>

**1.0 SCOPE:**

1.1 This procedure outlines how athletics will be accessible to all students, including transgender, nonbinary, and gender nonconforming students.

**2.0 DEFINITIONS:**

- 2.1 **Gender identity:** An individual's internal sense of their own gender, which can include being a woman, man, another gender, multiple genders, or having no gender.
- 2.2 **Transgender:** An adjective describing a person whose gender identity does not correspond to the sex they were assigned at birth, which for the purposes of this document includes two-spirit, nonbinary, and other gender nonconforming identities
- 2.3 **Nonbinary:** An adjective describing a person whose gender is not entirely one of the two binary genders, women and men.
- 2.4 **Intersex:** an umbrella term for variations in reproductive or sex anatomy from typical definitions of female and male. Variations may appear in a person's chromosomes, genitals, or internal organs; this may be discovered at birth or later in life.
- 2.5 **Assigned sex:** The sex, female, male, or intersex assigned to infants when they are born.
- 2.6 **Gender-specific:** A facility or activity that is only accessible to those of a particular gender (i.e. women or men).

**3.0 PROCEDURE:**

- 3.1 K-12 physical education courses will not deny transgender students access to a class or class activity based on their assigned sex, nor will they separate gender inclusive physical education class activities by gender.
- 3.2 Every student who participates in OSAA (Oregon School Activities Association) team athletics will be considered for eligibility on the team that most aligns with their gender identity, regardless of whether the student has undergone any medical gender-affirming treatment.
  - 3.2.1 When a student registers for school, athletics, or activities the student shall indicate their gender during the registration process.
    - 3.2.1.1 A binary transgender student shall be consistently treated as their gender for purposes of eligibility for athletics and activities. However, the student may not participate during that same season on a team of the other binary gender.
    - 3.2.1.2 A nonbinary or intersex student shall be treated as a binary gender of the student's choosing for purposes of eligibility for athletics and activities that are gender-specific. However, the student may not participate during that same season on a team of the other binary gender.
  - 3.2.2 In the process of determining a transgender student's school athletic eligibility, their rights of privacy and confidentiality guaranteed by FERPA will be protected.
    - 3.2.2.1 Staff, teachers, and administrators may not ask a student—in this context or any other—whether the student has undergone any medical gender-affirming treatment.



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3.2.3 While participating in athletics, transgender athletes will be given access to the same facilities as their teammates.

3.3 Schools will provide the option that students can initiate inclusive intramural sports, as they would school clubs, and will actively support students who wish to do so.

3.3.1 The intramural sports will not be separated by gender and will be accessible to students of all gender identities who want to participate.

**4.0 ASSOCIATED DOCUMENTS:**

4.1 OSAA Handbook – Executive Board Policy 40 (Gender Identity Participation)

4.2 FAC-A012- Accessible Facilities for Students and Staff of all Genders

**5.0 REVISION HISTORY:**

Date	Description
2/15/22	New Procedure

**6.0 APPROVAL AUTHORITY:**

6.1 Superintendent

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date