

Guidance for Athletics Clubs and competition providers

UK Athletics (UKA), the National Governing Body for athletics in the United Kingdom, is committed to ensuring that there is open access to all those who wish to participate in the sport and that they are treated fairly. It is also committed to confronting and eliminating discrimination by reason of any protected characteristic including age, disability, race, gender reassignment, marriage or civil partnership, pregnancy and maternity, religion and belief, sex or sexual orientation.

Under current UK legislation, athletics, as a gender-affected sport, may be regulated by UKA in respect of the participation of a trans person.

UKA has a clear Policy and Procedures on Transsexual People in Athletics ("the UKA Policy") <http://www.britishathletics.org.uk/governance/policies/> with regards to trans people (as defined in the UKA Policy) in athletics and you should already be running your club or event in line with its requirements.

A trans man or boy is permitted to participate fully (including in training) and may compete in his affirmed gender in any male or mixed sex domestic athletics competition. Verification of a trans man or boy's sex should be no more than is expected of any other male athlete.

Trans females may participate in training or open meetings and it would not be necessary for anyone to know anything about the person's affirmed gender. It is only if a trans female wishes to compete in female or mixed sex athletic competitions (as defined in the UKA Policy) that it will be necessary to ensure that there is no unfair advantage over opposing athletes. At this point the UKA Policy should be followed and its Welfare and Compliance Manager contacted.

The use of changing and toilet facilities prior to, and during gender reassignment, where the individual may present an ambiguous appearance and may be highly self-conscious represents a difficult issue. Many trans people prefer to refrain from using communal sports facilities during this time, particularly facilities where privacy is likely to be an issue. In addition there may be trans people who do not undergo sex reassignment surgery and will continue to present with secondary sex characteristics in their former gender.

Complaints from other users or competitors must be handled carefully. It may be that other users find it uncomfortable to share facilities with trans people but it is the duty of club and competition officials to ensure that confidentiality is not compromised and that members and competitors are not subjected to abuse, whether physical or verbal, on any ground.

If someone tells you that they are a trans person, or you become aware that an individual is a trans person you should:

- Treat the trans person with dignity and respect.
- Explain the UKA Policy and, in particular, explain that there are no restrictions on training or competing in open meetings.
- Respect the private and confidential nature of the person's situation.

- Agree with the trans person how information is to be shared with others if this is necessary.
- Support the trans person with their choice of changing facilities where possible.
- Take prompt and decisive action against anyone in the organisation whose behaviour or language is inappropriate or offensive to or about trans people. Use your disciplinary procedures to manage this.
- Ensure a Code of Conduct is publicised indicating your zero-tolerance policy towards all bullying/harassment of people with protected characteristics.
- Ensure that any training the organisation undertakes with regards to equality covers trans people and the UKA Policy as well as UKA's Equality Policy.

Welfare and Compliance Officer contact details

UK Athletics Ltd
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Alexander Stadium
Walsall Road
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