

Iowa High School Athletic Association

Transgender Statement

The Code of Iowa clearly delineates unfair practices and discriminatory acts in education. Section 216.9 Unfair or discriminatory practices – education reads: “1. It is an unfair or discriminatory practice for any educational institution to discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity, national origin, religion, or disability in any program or activity. Such discrimination practices shall include but not be limited to the following practices:

- a. Exclusion of a person or persons from participation in, denial of the benefits of, or subjection to discrimination in any academic, extracurricular, research, occupational training, or other programs or activity except athletic programs;
- b. Denial of comparable opportunity in intramural and interscholastic athletic programs;
- c. Discrimination among persons in employment and the conditions of employment;
- d. On the basis of sex, the application of any rule concerning the actual or potential parental, family or marital status of a person, or the exclusion of any person from any program or activity or employment because of pregnancy or related conditions dependent upon the physician’s diagnosis and certification.

2. For the purpose of **this section**, “*educational institution*” includes any preschool, elementary or secondary schools, community college, area education agency, or postsecondary college or university and their governing boards. **This section** does not prohibit an educational institution from maintaining separate toilet facilities, locker rooms, or living facilities for the different sexes so long as comparable facilities are provided. Nothing in **this section** shall be construed as prohibiting any bona fide religious institution from imposing qualifications based on religion, sexual orientation or gender identity when such qualifications are related to a bona fide religious purpose or any institution from admitting students of only one sex.

The Code of Iowa clearly defines “Gender identity.” Section 216.2 Definitions. Reads: “When used in this chapter, unless the context otherwise requires:

10. “Gender identity” means a gender-related identity of a person, regardless of a person’s assigned sex at birth.”

Fully aware of the unfair and discriminatory practices and definition of “gender identity,” the Iowa High School Athletic Association presents guidelines for the implementation of the Code of Iowa in regards to transgender students.

Guidelines for Inclusion and Respectful Treatment of Transgender Student-Athletes

Gender Identity

The transgender student at an Iowa High School Athletic Association member school who identifies as male, despite having been born with female genitals, shall be allowed to fully compete as a male as long as he consistently identifies as a male at school, home and socially.

Communications and Publications: Pronouns and Name Changes

The preference for the use of masculine or gender-neutral pronouns should be the choice of the student-athlete. Coaches, administrators and athletes should abide by a transgender student-athlete's name and pronoun preferences, demonstrating respect for the individual and validating the transgender student-athlete's gender identity and expression.

Access to Locker Rooms and Bathrooms

Every student-athlete should have access to a locker room, bathroom and shower facilities in a safe, comfortable and convenient environment.

When the transgender student-athlete uses a separate locker room space do not use the common locker room as a team meeting space or the only location that important team information is shared. Coaches and team members are strongly encouraged to identify other spaces to conduct team meetings.

When member schools are traveling, the student-athletes school representatives should identify safe spaces for transgender student-athletes to have their needs met with regard to changing spaces, restroom accommodations, and meeting spaces.

Overnight Accommodations

If a member school requires overnight accommodations, transgender student-athletes should be assigned rooming assignments based on their gender identity, with the recognition that the student who needs extra privacy should be accommodated whenever possible.

Apparel and Dress Codes

All team members should have access to uniforms that are appropriate for their sport. Participants are expected to be in compliance with the uniform regulations of the National Federation of State High School Associations.

In cases where the coaches of member schools set dress codes or expectations, coaches should set a gender neutral dress code that is comfortable for all members of the team.

Confidentiality

The privacy of transgender student-athletes is a priority for member schools and the Iowa High School Athletic Association. All medical information must be kept confidential.