
Inclusion Policy

A) Introduction

UTSNZ aims to provide equal opportunity for all tertiary student athletes. This includes those that identify as men, women, gender diverse, transgender, and all diverse sexualities.

For UTSNZ, inclusion means eliminating barriers of inappropriate practices and attitudes to ensure that everyone has the same rights to access opportunities to participate in university sport, to participate and perform to their full potential and to be treated fairly and with respect.

B) Participation in UTSNZ Events

1. Gender

UTSNZ recognises equal opportunity legislation that it is against the law to discriminate against students based on gender identity. UTSNZ understands that gender diversity refers to a diverse range of gender expressions and identities and that anyone can compete at UTSNZ events.

UTSNZ will not restrict entry to sports to any one gender except where;

1. the strength, stamina or physique of competitors is relevant to a sport it may in inappropriate to offer participation in all competitions.
2. insufficient teams/entries are fielded in any on competition of a sport to provide for a fair and worthwhile competition, UTSNZ accepts that a national competition will not be offered in that competition.

UTSNZ is also committed to providing competitions that are recognised by the relevant National Sporting Organisation (NSO). UTSNZ will also consider and adopt where relevant the NSO rules, regulations and policies in relation to gender and recognise gender divisions endorsed by NSOs which may be 'mens', 'womens', 'open' and/or 'mixed' (sport dependent).

2. Trans-gender and Gender Diverse athletes

2.1 Transgender and Gender Diverse athletes: UTSNZ supports equal opportunities in sport for all, including transgender and gender diverse athletes based on the gender with which they identify. UTSNZ promotes a zero-tolerance approach to transphobia and any person or institution found to be in contravention of this may face disciplinary action. The participation of a transgender and gender diverse athlete in competitive sport will only be restricted where it supports the aim of securing safe and/or fair competition.

2.2 Where the International or National governing body of a sport has a policy on transgender and gender diverse participation this shall be followed, as per the sport specific regulations.

Where the International or National governing body has no such policy to the following shall apply;

2.3 Transgender athletes not taking hormone treatment: Any transgender athlete who is not taking hormone treatment related to gender transition may participate in UTSNZ competitions in accordance with their sex as assigned at birth.

2.3.1 A transman (female to male) who is not taking testosterone relating to gender transition may participate in male or female competition. However, they may not compete in both categories within one season. For example, if a transman chooses to compete in male competition, they may not compete in any female competition in any sport in the same season.

2.3.2 A transwoman (male to female) who is not taking hormone treatment related to gender transition may not compete in female competition, but may participate in a male competition.

2.4 Transgender athletes undergoing hormone treatment for gender transition: the following will determine in which category a transgender athlete is eligible to compete.

2.4.1 A transman (FTM) who has received medical treatment with testosterone related to gender transition may compete in male competition but is no longer eligible to compete in female competition.

2.4.2 A trans female (MTF) being treated with testosterone suppression medication related to gender transition is eligible to compete in male competition and is not eligible to compete in female competition until completing one calendar year of testosterone suppression treatment.

2.5 Mixed events: A transgender athlete will be eligible to compete in mixed competitions in their affirmed gender, subject to 2.1 and 2.4 above.

2.6 Medical evidence: UTSNZ may request medical evidence to ascertain the eligibility of a transgender athlete to compete in a category. Such medical evidence will be treated confidentially. Any costs associated with obtaining such information must be covered by the athlete.

2.7 Anti-doping: Drug testing procedures and prohibitions, as outlined in REG 6.12, also apply to athletes who identify as transgender. Any athlete receiving treatment involving a Prohibited Substance or Method, as described on the World Anti-Doping Agency's Prohibited List, should apply for a standard Therapeutic Use Exemption.

3. Sexuality

UTSNZ recognises that it is against the law to discriminate persons based on sexuality. UTSNZ recognises sexuality is not a choice and welcomes all persons to compete in UTSNZ events. UTSNZ always promotes acceptance and inclusion regardless of sexuality and encourages all participants and members to instill this ethos into best team management practices and where participant safety is not at risk.

C) Participation in International Events

UTSNZ will adopt the International Olympic Committee (IOC) and [New Zealand Olympic Committee](#) (NZOC) guidelines when it comes to determining eligibility to compete in male and female international competitions.

1. Those who transition from female to male are eligible to compete in the male category without restriction.
2. Those who transition from male to female are eligible to compete in the female category under the following conditions:
 - 2.1. The athlete has declared that her gender identity is female. The declaration cannot be changed, for sporting purposes, for a minimum of four years.
 - 2.2. The athlete must demonstrate that her total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to her first competition (with the requirement for any longer period to be based on a confidential case-by-case evaluation, considering whether or not 12 months is a sufficient length of time to minimize any advantage in women's competition).
 - 2.3. The athlete's total testosterone level in serum must remain below 10 nmol/L throughout the period of desired eligibility to compete in the female category.
 - 2.4. Compliance with these conditions may be monitored by testing. In the event of non-compliance, the athlete's eligibility for female competition will be suspended for 12 months.

Policy Approval Information:

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