

GREATER SEATTLE SUMMER SWIM LEAGUE

Gender-Inclusion Athlete Policy

The Greater Seattle Summer Swim League (GSSSL) believes all athletes need and deserve safe and inclusive practice and competition spaces to develop as young people and as lifelong swimmers. Coaches, fellow athletes, and families each play a role in fostering an inclusive environment for all swimmers. This policy and its recommended, associated procedure are intended to help guide GSSSL member teams and coaching staff take steps to create teams for all athletes to feel affirmed, safe, supported, and fully included in sports.

GSSSL uses rules, policies, and procedures as outlined by Washington Interscholastic Athletic Association (WIAA) to determine swim team eligibility for participation. WIAA is informed by the Office of Superintendent of Public Instruction (OSPI), the governing body for public education in Washington state. OSPI provides policy and procedure requirements for public education, including physical education and athletics. The Gender-Inclusion Policy and accompanying procedure pull directly from all of these institutions and their guiding documents.

The GSSSL Board recognizes the importance of creating inclusive policy in support of transgender and non-binary athletes with regard to their names and pronouns, the categories under which they compete, as well as the age-informed medical restrictions on competition. The accompanying procedure outlines each of these items as required.

This policy **should** be implemented with our accompanying procedure to guide teams to carry out this policy successfully. There are two sections within the procedure - one which lists requirements and another which lists recommendations. The Board recognizes it is important the procedures are subject to ongoing review and refinement to anticipate, and respond to, the specific needs of transgender and non-binary athletes.

The procedures will include the following:

1. The **required** steps to be taken, and the rights to be extended, to create inclusive swim team practice and competitions for transgender and non-binary athletes. Categories included:

- Names and Pronouns
- Racing Categories
- Age-Informed Meet Participation

2. The **recommended** steps to be taken, and the rights to be extended, to create inclusive swim team practice and competitions for transgender and non-binary athletes. Categories included:

- Best Practices (coaches and pool staff to be reviewed annually)
- Issues of Privacy
- Code of Conduct

- Restroom/Locker Room Access
- Attire
- Records
- Gender Segregation
- Team Manager/Meet Manager

3. The name of the board's Gender Inclusive Task Force lead who will obtain OSPI training, receive copies of all formal and informal complaints regarding harassment, intimidation, or bullying and/or discrimination of transgender and non-binary students, and oversee policy implementation for the league.