

PENTATHLON GB TRANSSEXUAL AND TRANSGENDER POLICY

1. It is the responsibility of Pentathlon GB to regulate participation of persons as competitors in all forms of Modern Pentathlon competitions to ensure that it provides fair competition and has due regard for the safety of all competitors.
2. Accordingly the organisation has produced this policy to manage the enquiries from, or about people who have legally acquired a change in their birth gender. Transsexual and transgender people are protected by legislation against discrimination and have the ability to obtain legal recognition of their acquired gender. In England this involves the right to obtain a Gender Recognition Certificate.
3. Pentathlon GB has a zero tolerance approach to transphobic behaviour and the organisation and clubs will ensure that any unacceptable behaviour and language is tackled effectively and appropriately to ensure a safe and welcoming environment for transpeople.

Preferred Terms:

4. In the UK context, a **transsexual person** is someone whose gender identity does not match their physical body **and who** proposes to undergo, is already undergoing, or has undergone 'gender reassignment', that is a permanent change of gender role, which may or may not be facilitated by medical treatment such as hormones or surgery. Transsexual people, as well as those who transition part or full time from living as men to living as women, may prefer the description 'trans woman', or vice versa, a trans man.
5. The term **transgender** originally referred to individuals who had chosen to live as the opposite gender without the aid of surgery or hormones. Currently, transgender is used as an umbrella term which includes all people who have gender identities, expressions, or behaviours not traditionally associated with their birth sex, which may be expressed intermittently or full time.

The Equality Act 2010:

6. The Equality Act 2010 includes the protective characteristic of gender reassignment and the small numbers of transsexual people are specifically protected from discrimination, harassment and victimisation in employment and in the provision of goods, facilities and services, from the time that they disclose their intention to change their role.

Transpeople Training or Competing in Modern Pentathlon

7. Pentathlon is a 'gender-affected sport, where the physical strength, stamina or physique of average persons of one gender would put them at an advantage or disadvantage compared with average persons of the other gender as competitors.
8. Pentathlon GB seeks to balance the rights of these individuals to participate fully in sport, without disproportionately disadvantaging them or other participants with the aim to include transgender people as far as possible.
9. Pentathlon GB will decide, on a case by case basis, based on sound evidence provided by the individual and other relevant experts to determine whether or not a transsexual person's participation poses risks to safety or fair competition or the safety of other competitors. The

safety of competitors and fair competition is paramount. Each case will be referred to, and heard by, a Gender Identity Panel. However, the number of people involved should be kept to an absolute minimum. The Panel may comprise the following:

- a. Pentathlon GB Equality and Diversity Lead
 - b. Chief Executive Office
 - c. Member of the Board
 - d. Relevant medical expert(s)
10. The transsexual person concerned has the right to make representations to that panel and to have the support of a person of his or her choice.
 11. All information will be handled sensitively and absolute confidentiality will be ensured. persons involved in the assessment process including club representatives, will understand and adhere to the confidentiality obligations around gender identity.
 12. All documentation relating to gender issues must be kept strictly confidential. This includes all medical and legal records and paperwork.

The Policy

13. Pentathlon GB has adopted the following policy with regards to male or female transgender or transsexual people competing in Modern Pentathlon:
 - a. Any male-to-female transsexual who underwent sex reassignment surgery before puberty will be accepted in Modern Pentathlon as female. This also applies to individuals who have undergone female-to-male reassignment before puberty, who will be regarded as male.
 - b. Individuals undergoing gender reassignment after puberty may be eligible for participation in competition in Modern Pentathlon, in their acquired gender. The individual will be asked to permit their GP and/or consultant and the Gender Recognition Panel to disclose sufficient information to Pentathlon GB (including such other information, records or other material as Pentathlon GB may require from time to time) to allow it to ascertain that the following conditions have been met:
 - (1) Written confirmation from the individuals GP or consultant that hormone therapy appropriate to the affirmed gender has been administered in a verifiable manner and for a sufficient length of time to minimise gender-related advantages in sport competitions.
 - (2) Written confirmation from the individual's GP or consultant surgeon that either a surgical or a chemical gonadectomy (the removal, or down-regulating of the testes in a trans woman) so that testosterone levels are reduced to female levels, for a period of at least two years.
 - (3) All athletes in the professional game will be drug tested according to their affirmed gender and will be required to complete a Therapeutic Use Exemption (TUE) form for any hormones or medication he/she is taking. Again this information is treated with the strict confidentiality.

- c. All of the criteria outlined above is standard procedure as part of the Gender Reassignment Process, as outlined by the DCMS
- 14. In a case of dispute, between Pentathlon GB and the individual concerned Pentathlon GB will take all reasonable steps to enable the person concerned to submit appropriate evidence, including inviting the person to submit evidence from their GP and, if appropriate, to give consent to the Gender Recognition Panel being approached. All evidence submitted will be properly and fairly considered.
- 15. If the individual does not agree with the decision made by the Gender Identity Panel they have the right to appeal.

Transpeople as Pentathlon GB Volunteers and Employees

- 16. Pentathlon GB will not discriminate against transgender people in any aspect of their role as a volunteer or employee and will endeavour to ensure that the culture of the workplace is supportive and welcoming throughout the transitioning process or as a transgender person.
- 17. All Pentathlon GB staff will receive initial awareness around transgender issues during their mandatory Equality and Diversity training, further trans specific training and resources will also be made available on the website.
- 18. In accordance with our Equity policy any discrimination or unfair or unreasonable behaviour or treatment will be taken seriously and action taken in accordance with our policies
- 19. Pentathlon GB will work to meet the individual needs of each person to ensure that they have a positive experience of their volunteering or employment with the Pentathlon GB.

Confidentiality

- 20. It is illegal under the Gender Recognition Act 2004 for a person who has acquired the information in an official capacity to disclose personal information about a transgender person's gender history once he/she has applied for a gender recognition certificate or been granted one, except with his/her permission or in other very limited circumstances. Any information relating to a transsexual person's former gender (regardless of whether or not they have a Gender Recognition Certificate) is also likely to be classed as sensitive personal data under the Data Protection Act 1998.