



Central Wisconsin Soccer League

Transgender Policy

Procedure #

Effective: 1/20/24

1. Scope

- a. Central Wisconsin Soccer League developed this policy to address the participation and eligibility of transgender players in CWSL club sponsored events.
- b. The policy is derived in part from the already-existing policies of the Wisconsin and Washington Interscholastic Athletic Association, Colorado High School Activities Association, and National Collegiate Athletic Association (NCAA).
- c. This policy pertains to U12 and higher.
- d. This policy is to pursue important goals:
 - i. Equity (since providing equal opportunities in all aspects of school programming is a core value in education).
 - ii. Physical safety (since biological males or androgen-supplemented biological females are typically stronger and faster than biological females).
 - iii. Competitive equity (since the ideal of a “level playing field” is an inherent expectation at all levels of sport competition).
- e. Guiding principles for this policy are as follows:
 - i. CWSL is committed to ensuring that transgender players have opportunities to participate in CWSL sponsored games and practices.
 - ii. Member clubs shall ensure that all players have access and opportunities to participate in soccer without discrimination based on disability, race, creed, color, gender, sexual orientation, gender identity, gender expression, religion, age, national origin, or ancestry.
 - iii. Policies governing sports participation for transgender players should be informed by sound medical knowledge and scientific validity.
 - iv. The medical privacy of transgender players should be preserved.

2. Definition & Explanation of Terms

- a. The following definitions apply to this policy:
 - i. “Transgender” means having a gender identity or gender expression that differs from societal expectations based on gender assigned at birth.
 1. Female-to-Male (FTM) transgender person means one who was assigned female at birth but who identifies as a boy or man.
 2. Male-to-Female (MTF) transgender person means one who was assigned male at birth but who identifies as a girl or woman.

- ii. "Gender identity" means an innate sense of one's own gender.
 - iii. "Gender expression" means external appearance, characteristics or behaviors typically associated with a specific gender.
- b. Privacy Statement: Protecting the privacy of transgender players must be a priority for all clubs and affiliated board personnel. All medical information shall be kept confidential in accordance with applicable state, local and federal privacy laws. All discussions and documentation in each level of the process by the club and CWSL shall be kept confidential unless the participant and family make a specific request otherwise.

3. Procedure/Policy

- a. The player's club will be the point of contact for determining the player's eligibility to participate in CWSL club sponsored events. The player and parents/guardian must notify the club in writing that the player is a transgender individual, having a consistent gender identity different than the gender of the player's birth certificate, and list soccer in which the player would like to participate. The following criteria should be used to determine participation:
- i. Current club registration information
 - ii. A written statement from the player affirming the consistent gender identity and expression to which the player self-relates
 - iii. Documentation from individuals such as, but not limited to, parents, friends, and/or teachers, which affirm the actions, attitudes, dress and manner and demonstrate the player's consistent gender identification and expression
 - iv. Written verification from an appropriate health-care professional (physician, psychologist) of the player's consistent gender identification and expression
 - v. Medical documentation (hormonal therapy, sexual re-assignment surgery, counseling, etc.)
 - 1. An FTM player who has started hormone therapy (example: testosterone) is only eligible for male teams. Hormone supplementation is allowable in this situation consistent with CWSL policy. Note that a FTM player who has NOT started hormone therapy may participate on female teams if desired by the player, as there would be no concern about safety or competitive equity without biological interventions having been implemented.
 - 2. An MTF player must have one calendar year of medically documented testosterone suppression therapy to be eligible to participate on a female team, consistent with WIAA policy. Note that a MTF player who has NOT started testosterone suppression therapy may participate on male teams if desired by the player, as there would be no concern about safety or competitive equity without biological interventions having been implemented.
 - a. The allowances for transgender players who have not yet started hormone therapy apply even if the players are dressing in accordance with the opposite gender or using names/pronouns of the opposite gender.
 - b. Hormone supplementation/suppression therapy under the supervision of a licensed physician when taken as prescribed.
- b. Once the member club has rendered a decision, a board member shall communicate with the CWSL President in writing of the decision. The club shall list the player's classified

gender and soccer as the sport in which the player intends to participate if he/she meets all CWSL eligibility requirements and is selected through the team try-out process.

- c. If a club approves participation as a transgender player athlete in CWSL the player may not return to his/her gender identified on the birth certificate for players participation purposes unless another evaluation is undertaken by the player club because of a change in circumstances.
- d. If a club denies participation as a transgender player in CWSL, the player's eligibility remains with the club as determined by birth gender.
- e. Appeal: If denied participation as a transgender player in CWSL, the player and/or parent(s)/guardian(s), may file an appeal in writing with the club within the time period specified and in the manner dictated by the club appeal policy. CWSL recommends that each club have the ability to convene an appeals with the club board when determining the eligibility of transgender players. The player-participant with his/her parents/guardians should be provided the opportunity to address the board. All documentation submitted on behalf of the player-participant and documents used in the decision making process by the club shall be available for review by the club board. The club board must send a written decision to the CWSL President and to participants in the appeal process within three business days.
- f. Areas of Awareness for Clubs:
 - Have a plan written, accessible and in place
 - Use preferred names/pronouns according to the player's self-identification
 - Ensure gender appropriate restroom accessibility, i.e. porta potty
 - Educate coaches, club boards, parents, and players on transgender sensitivity in relation to players

4. Approvers

- a. CWSL Executive Board
- b. CWSL Board

5. Authors

- a. Tara Mannigel

6. Reference

- a. [WIAA Transgender Policy](#)