

Transgender Inclusion Policy

The RIT Center for Recreational Sports and Center for Campus Life support and value an individual's right to access and utilize recreation facilities, programs, and services in accordance with their gender identity. We are committed to fostering a culture of open-mindedness, compassion, and inclusiveness among individuals and groups. All participants and staff are expected to uphold the rights of others and to be civil, respectful citizens of the RIT community.

Intramural and Recreational Club Sport Tenets

- All participants are expected to embrace an open-minded and respectful attitude toward individual differences of all players.
- Teammates, coaches, and other participants shall refer to people by the preferred names and pronouns, provided to them by participants.
- All eligible intramural players can participate in any sports activity that is in accordance with their gender identity.
- Transgender and non-binary individuals may play on the team that most closely aligns with their gender identity.
- Player eligibility will be based on the gender identified on the team roster via the "IM Leagues" registration process.
- A participant's gender identity is applied when there are gender-specific rules or player ratio requirements in Co-Ed leagues.
- Any matters that may arise in regards to gender identity with Intramural participation can be subject to review by the Recreational Sports Review Board (RSRB) on a case-by-case basis.
- Verbal and non-verbal abuse, threats, intimidation, violence, bullying or other forms of harassment towards participants or staff will not be tolerated and are grounds for immediate removal from the game.
- Derogatory remarks around a person's race, ethnicity, culture, age, gender, sexual orientation, gender identity, ability, national origin, social economic class, religion, or other intimidating actions directed at participants or staff will not be tolerated and are grounds for immediate removal from the game and/or team.
- Any hostile act or uncivil behavior will be handled immediately and the offending person may be referred to the Center for Student Conduct and Conflict Resolution and/or Public Safety.

The Student's Responsibility

- The Center for Recreational Sports expects that participation is based on one's self-identified gender and that it is done in good faith and is consistent with a player's expressed gender identity.

The Center for Recreational Sports and Center for Campus Life Responsibilities

- If a challenge to a transgender student's participation is made by an individual or team on the grounds of an opponent misrepresenting their gender identity to gain a competitive advantage, it should be handled with sensitivity and student privacy in mind.
 - Under no circumstances should a participant's identity as a transgender person be disclosed without the student's express permission.
 - For Intramural sports challenges, The Assistant Director of Intramurals will collect the information and consult with the RSRB.
 - For Club Sports challenges, the Senior Associate Director of Campus Life will collect the information and consult with the RSRB.
 - If the student's request to participate is approved by the RSRB, education and Safe Zone training is available upon request.
 - If the student's request is denied by the RSRB, the student may submit an appeal to the Director Health Promotion (or designee of Senior Vice President of Student Affairs) and Assistant Vice President for Student Affairs, who will review the case and make a final decision.
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Competitive Club Sports Transgender Inclusion Policy

Guidelines for Competitive Club Sports

A student should be allowed to participate in any sports activity that is in accordance with their gender identity. However, students should be aware of the National Governing Body (NGB) transgender inclusion policies for their sport that may affect their qualification for participation. In the event of a conflict between this policy and the NGB, the Senior Vice President for Student Affairs will address the conflict in a manner consistent with applicable RIT policies.

An opposing team or school may only challenge a transgender student's approved eligibility through the accepted formal appeal process of the NGB.

Recreational Sports Review Board (RSRB) Members

Christopher Hinesley
Assistant Director
Q Center

Jennifer Lewis
Associate Director,
Recreation Facilities
Center for Recreational Sports

Shawna Lusk
Senior Associate Director,
Student Engagement
Campus Life

Dave Stevens
Director
Center for Recreational Sports

Amy Reed
Senior Woman Administrator
Head Women's Basketball Coach
Intercollegiate Athletics