



Transgender and Non-Binary Athlete Participation Policy

ADOPTED: DECEMBER 2023

AMENDED: AUGUST 2025

Introduction

This policy has been developed to provide clarity and direction regarding the participation of transgender and non-binary individuals in USAA-sanctioned activities and competitions, and to ensure consistent application of eligibility guidelines across the organization.

USAA is committed to protecting opportunities for athletes participating in sport. USAA will continue to collaborate with various stakeholders with oversight responsibilities, e.g., IOC, IPC, USOPC, to ensure that women have a fair and safe competition environment consistent with Executive Order 14201 and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C. § 22501, et. seq.

1. Definitions

USAA recognizes that the below words have complex meanings, and for the purpose of this policy the following general, but operational definitions will be used:

- Non-Binary is a term used by some people who experience their gender identity and/or gender expression by falling between or outside the categories of male and female.
- Transgender (Trans) is an umbrella term for people whose gender identity differs from the sex they were assigned at birth (pre or post puberty and regardless of medical intervention).
- Sex Assigned at Birth or Gender is the sex that is assigned to an infant at birth, usually by a doctor or medical staff, based on the infant's visible sex organs, including genitalia and other physical characteristics (i.e. male or female).

2. What Events and Programs Does this Policy Apply to?

This policy is applicable to transgender and non-binary athletes regardless of age class who desire to participate in USA Archery (USAA) or World Archery (WA) sanctioned events and USA Archery High Performance programs (hereafter, Events).

3. USAA Membership Account and Event Registration Guidelines

As required by the USOPC, athletes assigned a male sex at birth who identify as a transgender female or non-binary will be required to enter their gender as "male" in their USAA Membership Services account profile and will also be required to register in USAA and WA events in the gender category that aligns with their sex assigned at birth (i.e. male).

Transgender males (assigned female sex at birth) and non-binary athletes (assigned female sex at birth) may compete in the male category without restriction. To be eligible to register in the male division, their USAA membership services account profile gender must be entered as male. For membership account assistance please contact athletesafety@usarchery.org.

All athletes are subject to doping control and must still comply with applicable antidoping rules, including any requirement to obtain a [Therapeutic Use Exemption](#) (TUE) for the use of a substance on the World Anti-Doping Agency (WADA) [Prohibited List](#), such as testosterone. Nothing in this policy is intended to undermine or affect in any way any of the requirements of USADA, the World Anti-Doping Code, WADA International Standards (including the International Standard for Therapeutic Use Exemptions (TUE's)), or the WA clean sport rules. Nothing in this policy permits, excuses or justifies non-compliance with any of those requirements, including any requirement for an athlete to obtain a TUE for the use of substances on the WADA Prohibited List, such as testosterone, spironolactone, or GnRH agonists.

4. Disciplinary Proceedings

Disciplinary proceedings, following the Disciplinary Proceedings and Grievance Policy, may be brought by USAA in the following instance of non-compliance of this Policy:

- i. An athlete competes in an event for which they have not satisfied the conditions set out in this policy.
- ii. A coach, official, agent or other person or entity has been complicit in a breach of or non-compliance with this policy by an athlete.
- iii. There has been any other breach of or non-compliance with this policy.

5. Dispute Resolution

Any alleged violation of or grievance concerning this policy must be filed and handled pursuant to [USA Archery's Disciplinary Proceedings and Grievance Policy](#).

6. Anti-Retaliation Statement and Definition

USAA prohibits retaliation against anyone who reports misconduct or provides information about misconduct as more fully detailed in [USAA's Whistleblower Policy](#) located at www.usarchery.org. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the complaint processes when the action is reasonably related to the report or engagement with the process. Retaliation may be present even where there is a finding that no violation occurred.

Retaliation is defined by, but not limited to, Section 220501(b)(11) of the Sports Act. The Act states:

Any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition carried out against a Protected Individual as a result of any communication, including the filing of a formal complaint, by the Protected Individual or a parent or legal guardian of the Protected Individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with the U.S. Center for SafeSport (USCSS); a coach, trainer, manager, administrator, or official associated with the USOPC; the United States Attorney General; a federal or state law enforcement authority; the Equal Opportunity Employment Commission; or Congress.

7. Athlete Ombuds

The Office of the Athlete Ombuds offers independent, confidential advice to elite athletes regarding their rights and responsibilities in the Olympic and Paralympic Movement, and assists athletes with a broad range of questions, disputes, complaints and concerns.

Phone: 719-866-5000

Website: usathlete.org

Email: ombudsman@usathlete.org

8. Confidentiality

a. All cases arising under this policy, and in particular all athlete information provided to USAA under this policy, and all results of examinations and assessments conducted under this policy, will be dealt with in strict confidence. All medical information and data relating to an athlete will be treated as sensitive personal information and USAA will always ensure that it is processed as such in accordance with applicable data protection and privacy laws. This information will not be used for any purpose not

contemplated in this policy and will not be disclosed to any third party except (i.) as is strictly necessary for the effective application and enforcement of this policy; or (ii.) as is required by law.

b. USAA will not comment publicly on the specific facts of any (pending or resolved) case (as opposed to general descriptions of the process and science involved) except in response to public comments attributed to the athlete or the athlete's representatives.

9. Costs

The costs of any medical assessment, examination, treatment, monitoring, reporting, and any other costs involved in complying with the regulations set forth in this policy will be the responsibility of the relevant athlete.

10. Limitation of Liability

In no circumstances will USAA, or any of USAA's employees, officers, agents, representatives and other persons involved in the administration of this policy be liable in any way in relation to acts done or omitted to be done in good faith in connection with the administration of this policy.