

Interim Policy¹ on Trans & Non Binary People Participating in Snowsport England Competitions

Snowsport England is committed to the principles of diversity and inclusion in Snowsport. We aim to ensure everyone, irrespective of age, disability, gender reassignment, marriage or civil partnership status, pregnancy and maternity, race, religion or belief, sex or sexual orientation has a genuine and equal opportunity to participate in Snowsport England activities and are treated fairly, equally and with respect.

Snowsport England celebrates the value of diversity and is committed to providing a supportive environment for trans people within our sport. Trans is an inclusive term referring to a broad range of people whose gender identity is not expressed in ways that are typically associated with their assigned sex at birth. It includes those who live continuously outside gender norms, sometimes with, and sometimes without, medical intervention.

The aim of this Policy is to ensure that trans people are given every reasonable opportunity to participate in Snowsport up to the highest level over which we have jurisdiction.

Non FIS-Governed Events

For any event under the auspices of Snowsport England (including clubs and regions) not governed by FIS regulations:

U10 and U12 categories:

- A transperson may compete in any mixed gender competition in their affirmed gender or preferred gender identity and should be accepted as the gender they present, or in their preferred gender identity
- A transgender man may compete in his affirmed gender in any Men's or mixed gender competition.
- A transgender woman may compete in any Women's competition and should be accepted in the gender in which they present; and
- Any individual identifying themselves as non-binary may compete in any Men's competition and should be accepted by reference to the gender identity in which they present but may not compete in any Women's only competition
- Competitors will not be permitted to change their affirmed gender or preferred gender identity for 12 months; i.e. if they have affirmed their gender or stated their preferred gender as a transgender man, and compete in a Men's competition, all entries for competitions must be for Men's competitions for a 12 month period; if they have affirmed their gender or stated their preferred gender as a transgender woman, and compete in a Women's competition, all entries for competitions must be for Women's competitions for a 12 month period.

¹ Snowsport England is working with the Home Nations to produce a British Policy during 2022

U14 category and above, competing in National Seeded events (Club Nationals, GBR series and National Championships)

- Competitors wishing to compete in a category that differs from their assigned sex at birth must submit an application in writing, at least 6 weeks before their first competition to allow time for processing their application, to the Snowsport England CEO; Tim@snowsportengland.org.uk.
- This application must state their assigned sex at birth, and brief details about why they wish to compete in a category that differs from their assigned sex at birth and any other information they feel is relevant. The CEO will, if necessary, ask for additional information and a meeting via Zoom/other.
- All applications will be treated in confidence and be considered on a case-by-case basis
- If you require further information please contact Tim@snowsportengland.org.uk
- If the application is accepted, competitors will not be permitted to change their affirmed gender or preferred gender identity for 12 months after acceptance; i.e. if they have affirmed their gender or stated their preferred gender as a transgender man, and compete in a Men's competition, all entries for competitions must be for Men's competitions for a 12 month period; if they have affirmed their gender or stated their preferred gender as a transgender woman, and compete in a Women's competition, all entries for competitions must be for Women's competitions for a 12 month period.

Local non-seeded events

These events are not organised by Snowsport England and it is therefore up to the event organisers to decide on the policy for their events. Snowsport England encourages organisers of these events to be inclusive and not put boundaries in the way of transgender people participating in their affirmed gender or preferred gender identity.

International Olympic Committee (IOC) Policy

The IOC has established a policy for the participation of trans people in sports competitions. For FIS races and other competitions governed by IOC regulations, Snowsport England recognises the IOC regulations and is obliged to comply with them. The relevant section can be [found here](#).

Bullying and Harassment

Snowsport England will not tolerate any bullying, harassment, abuse or discrimination of anyone participating in our activities and complaints will be dealt with in accordance with our Complaints Policy or where appropriate our Disciplinary Policy which can be found on [our website](#). We urge any person involved in our sport who has experienced transphobic abuse to report it immediately. If participants require support please contact your Club Welfare Officer or the Snowsport England [Safeguarding Lead](#).

Glossary of Terms Used in this Policy

Trans - An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, transsexual, gender-queer (GQ), gender-fluid, non-binary, gender-variant, crossdresser, genderless, agender, nongender, third gender, bi-gender, trans man, trans woman, trans masculine, trans feminine and neutrois.

Transgender man - A term used to describe someone who is assigned female at birth but identifies and lives as a man. This may be shortened to trans man, or FTM, an abbreviation for female-to-male.

Transgender woman - A term used to describe someone who is assigned male at birth but identifies and lives as a woman. This may be shortened to trans woman, or MTF, an abbreviation for male-to-female.

A more comprehensive Glossary of Terms can be found on [Stonewall's website](#).

Support Organisations and Information

- [Mermaids](#) – support for gender-diverse young people and their families
- [Gendered Intelligence](#) - support for young people
- [Pride Sports](#) – working to support LGBT+ people in sport
- [Stonewall](#) – Information and support for LGBT communities and their allies
- [Equality in Sport](#) – Provides a wide range of equality-related material to assist sporting organisations become more equitable
- [Gender Trust](#) – for those affected by gender identity issues
- [GIREs](#) – UK organisation aiming to improve the lives of trans and gender diverse people of all ages including non-binary and non-gender.

Related Resources

[Understanding the Basics; Transgender Children and Youths](#)

[GBS Equality and Diversity Policy](#)

[Guidance for NGBs](#)

Policy Dated October 2021