



WELSH RUGBY UNION GROUP
Transsexual Policy

1. Policy Statement

1.1 The Welsh Rugby Union (WRU) Group is fully committed to the principles of equality and will strive to ensure that everyone who wishes to be involved in rugby union has a genuine and equal opportunity to participate to the full extent of their own ambitions and abilities. As such the WRU Group believes that gender identity and gender reassignment should not be a barrier to participation in rugby union in Wales.

1.2 Gender reassignment is a personal, social, and sometimes medical process by which a person's gender appears to others to have changed. Anyone who proposes to, starts or has completed a process to change his or her gender is protected from discrimination under the Equality Act 2010.

2. Purpose and Scope

This Policy has been produced to provide detailed guidance with regards to transsexual people who wish to compete in domestic club rugby competitions that are under the jurisdiction of the WRU. It does not govern participation in any other competitions such as PRO 12 or European Professional Club Rugby or international competitions; such competitions are governed by World Rugby.

3. Guidelines and eligibility

The following guidelines for domestic competition have been adopted from the 'Transsexual People in Competitive Sport' policy framework, which has been developed by the Sports Council Equality Group. These guidelines have been developed with the safety and equitable treatment of competitors at the forefront.

Contact rugby		
Affirmed gender	Domestic competition	Eligibility to compete
Transsexual male: over 16 years old (female-to-male transsexual person)	<p>May compete in his affirmed gender in male domestic competition if his blood-measured testosterone level is within the range of his affirmed gender and this is confirmed annually by a suitably qualified medical representative appointed by the WRU</p> <p style="text-align: center;">or</p> <p>If he has not started hormone treatment he can choose to play in any female domestic competition</p>	<p>The transsexual male (and his legal guardian if under 18) must:</p> <ul style="list-style-type: none"> • Disclose sufficient information to the WRU to ascertain that hormone therapy has been administered in a verifiable manner • This information is to demonstrate that the blood measured testosterone levels of the participant are within the range of his affirmed gender for an appropriate length of time and



		<p>that this is in line with any anti-doping regulations</p> <ul style="list-style-type: none"> • Hormone-related treatment may need to be verified annually to ensure its validity
<p>Transsexual male: playing Under 14 to Under 16 (aged 13 to 16)</p>	<p>May compete in any male domestic competition subject to age eligibility and subject to an individual case-by-case review undertaken by the WRU</p>	<p>The WRU will undertake an individual case-by-case review. This will involve a review meeting with the transsexual boy, his legal guardian and a representative from the WRU</p>
<p>Transsexual male: playing Under 13 or below</p>	<p>May compete in any male rugby subject to age eligibility</p>	<p>Must be accepted in the gender he presents. Verification should be no more than that expected of other players</p>
<p>Transsexual female: 16 or over, post-puberty (male-to-female transsexual person)</p>	<p>May compete in female domestic competition by providing evidence that her hormone therapy has brought her blood-measured testosterone levels within the range of her affirmed gender or that she has had a gonadectomy</p>	<p>The transsexual female (and her legal guardian if under 18) must:</p> <ul style="list-style-type: none"> • Disclose sufficient information from her GP and/or Consultant to allow it to ascertain that hormone therapy has been administered in a verifiable manner or the date of her gonadectomy and that a medical representative deems that this has minimised any gender-related advantages in competitions • This information is to demonstrate that the hormone treatment will have reduced her blood measured testosterone level to that of the affirmed gender for an appropriate length of time and that this is in line with any anti-doping regulations • Hormone-related treatment may need to be verified annually to ensure its validity



Transsexual female: aged 13, 14 or 15, post-puberty	May compete in any female domestic competition subject to age eligibility and subject to an individual case-by-case review undertaken by the WRU	The WRU will undertake an Individual case-by-case review. This will involve a review meeting with the transsexual girl, her legal guardian and a representative from the WRU
Transsexual female: playing Under 13 or below13	May compete in any female rugby competition subject to age eligibility	Must be accepted in the gender she presents. Verification should be no more than that expected of other players

Mixed and/or non-contact rugby (whether single sex or mixed)	
Affirmed gender	Eligibility to compete
All transsexual males	May compete in his affirmed gender in any mixed-sex or non-contact rugby (whether single sex or mixed) domestic competition and be accepted in the gender he presents
All transsexual females	May compete in her affirmed gender in any mixed-sex or non-contact rugby (whether single sex or mixed domestic competition and be accepted in the gender she presents

4. Eligibility

Any transsexual player over the age of 13 who wishes to play contact rugby in their affirmed gender must provide the evidence as stated in the above table before they can be registered to play.

5. Complaints and compliance

5.1 The WRU Group will treat seriously and take appropriate action if any participant in rugby union in Wales under the jurisdiction of the WRU raises a grievance or complaint as a result of discrimination, harassment and/or victimisation in relation to their gender identity and/or gender reassignment.

5.2 Allegations regarding potential breaches of this Policy will be treated in confidence and investigated in accordance with the relevant procedure.

6. Point of contact

For further information and guidance in relation to this Policy, please contact Kathryn Pacey,

WRU Equality and Information Officer (kpacey@wru.wales).