



BRITISH TRIATHLON

British Triathlon Transgender Policy

Implementation Guidance

Contents & How to Use this Guidance Document

This guidance document is arranged into NINE sections. The first FOUR sections give general information which is relevant across the sport and therefore should be read by everyone. These sections underpin the remaining FIVE sections and will be regularly reinforced throughout the document to ensure understanding and clarity.

The remaining FIVE sections are aimed at specific audiences from across the sport and are designed to support how they deliver swim, bike and run in the UK. Sections 6-8 present the guidance differently and are split into two parts, **Required** and **Recommended**. The Required elements **MUST** be followed and delivered in order to ensure compliance with the British Triathlon Transgender Policy. The Recommended elements are presented as suggestions of best practice which can be considered by partners and deliverers and then implemented as deemed appropriate.

It is suggested that clubs, event organisers and coaches, activators and technical officials should read the whole document, as well as the specific section that relates to their role within the sport. This will ensure full understanding as well as wider context.

This guidance document will be regularly reviewed and updated to ensure it offers best practice requirements and recommendations in this vital area of policy compliance as well as this key facet in our ongoing work around equality, diversity and inclusion across swim, bike.

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Section 1

Welcome

In July 2022, British Triathlon released its updated transgender policy which comes into effect from the 1 January 2023. The purpose of this guidance document is to support the implementation of this updated policy and serves to ensure that our sport continues to be welcoming, supportive and inclusive for everyone.

This document addresses a number of key fundamental elements that apply across swim, bike, run and also includes sections that are specific to key stakeholders and providers including event organisers, clubs and coaches and members of the wider workforce community. This guidance document seeks to ensure everyone across the sport continues to benefit from great experiences though swim, bike and run, regardless of their sex or gender identity. Transgender people are, and will always be, very welcome at all levels of both participation and competition across the UK including within events, clubs, coached settings, community settings and within international and domestic age group and elite racing. British Triathlon takes equality, diversity and inclusion seriously and works proactively to achieve greater inclusivity in all areas of the sport. This guidance document is a critical component of this work, alongside work directly to support its implementation where that might be needed.

If you require any additional support in relation to this guidance document or in its implementation in any area of the sport, please get in touch with British Triathlon or the Home Nations using the contacts outlined in the table below. A member of the team will respond to you to discuss your concern and/or your request for support.

Stakeholder	Where to get support
Event Organisers and Technical Officials	events@britishtriathlon.org
Affiliated Clubs/Organisations	Local Regional Manager or clubs@britishtriathlon.org
Participant/Athlete	concern@britishtriathlon.org
Coaches and Activators	coaching@britishtriathlon.org
Age Group, Elite Multi Sport and Pro Licence Athletes	agegroup@britishtriathlon.org

Section 2

Expectations of All Participants

Everyone who participates, trains or competes across swim, bike, run must do so in line with the [British Triathlon Code of Ethics](#). The Code of Ethics defines how British Triathlon expect everyone to conduct themselves whenever they are involved in swim, bike, and run. In doing so a welcoming, safe, and inclusive environment for everyone can be enjoyed.

AT ALL TIMES EVERYONE IN SWIM, BIKE, RUN MUST:

<p>BE PEOPLE CENTRED</p> <ul style="list-style-type: none"> • Nurture environments to promote great experiences in swim, bike, run. • Foster a culture where everyone feels valued and safe. • Inspire, motivate, and make a positive difference to the people around you. 	<p>DO WHAT'S RIGHT</p> <ul style="list-style-type: none"> • Behave with honesty, kindness, respect, and integrity. • Treat everyone equally and fairly. • Lead by example and champion the rights of every individual to participate in triathlon.
<p>BE INCLUSIVE</p> <ul style="list-style-type: none"> • Promote and help make a more equal, diverse, and inclusive triathlon community and culture. • Embrace diversity and recognise and respect everyone in swim, bike, run.. • Listen to diverse opinions, perspectives and demonstrate a willingness to allow everyone to succeed and participate. 	<p>BE AMBITIOUS</p> <ul style="list-style-type: none"> • Be passionate about doing your best. • Create a positive impact. • Be innovative, dynamic, and creative.

The British Triathlon Code of Ethics sets the standards of conduct and behaviour required of all athletes, participants, volunteers and others engaged in swim, bike, run. Regrettably, there may be occasions when someone will breach those standards. Although such incidents are rare, it is important that British Triathlon and the Home Nations deal with misconduct in a fair, consistent and timely manner.

British Triathlon urges any person involved with swim, bike, run who has experienced, witnessed or observed homophobia, biphobia, transphobia, harassment or discrimination of any kind to report it immediately.

Any complaint regarding behaviour related to the British Triathlon Code of Ethics, in general as well as where it relates to the Transgender Policy, should be made to concern@britishtriathlon.org.

Where a concern relates to suspected non-compliance with the Transgender Policy, it is requested that this concern is also made directly to concern@britishtriathlon.org. Concerns related to suspected non-compliance should NOT be made at an event, club, competition, coaching session or otherwise. The British Triathlon Sport Integrity and Compliance Team are specifically equipped and resourced to address concerns around non-compliance and they alone will take any appropriate action in line with published policies, including that of transgender.

British Triathlon respectfully reminds participants that it is very important to be careful not to judge people on appearances – avoid making assumptions about someone’s eligibility to take part in competitive activity just because they seem to be ‘visibly trans’. Always be sensitive regarding questions about gender and treat all related information with utmost confidentiality

Section 3

Ensuring transgender people are welcomed and included

Taking positive action to ensure transgender people are welcomed and included will make a difference to transgender participants, providing a positive, non-judgmental space in which to enjoy swim, bike, run in all its forms. The following **ELEVEN** recommendations are relevant for all of these forms and settings and feature key suggestions to ensure a welcoming and positive environment is in place for transgender individuals and communities.

1 Use gender neutral terms

You can't always tell someone's gender based on their appearance or their voice. Until someone tells you how they would like to be spoken about, use gender neutral terms when talking about them. For example, instead of saying "There is a gentleman at reception who says he is here to see you," say "There is someone at reception who says they are here to see you."

2 Don't assume

Not everyone's appearance, name or title matches their ID. People might use a first name or title that isn't the one on their ID. Remember that people may look different to their picture at first glance - for example they could be wearing a wig or makeup.

Don't make assumptions about the person, either in terms of their sexual orientation or their medical background, take your lead from the information they may, or may not, offer you.

3 Titles and pronouns

Many transgender as well as non-binary people prefer to be described as 'they' rather than 'he' or 'she' and some use the title "Mx" instead of Mr/Ms. This can be pronounced Mix or Mux.

Don't be uncomfortable in the language you use, the transgender and non-binary persons should be referred to as the sex that they tell you they are, i.e., use 'he' or 'she' as you would with anyone else.

4 Respect confidentiality

If you think that someone may be transgender, but they choose not to tell you, you should not ask about their private life or medical history. Everyone is entitled to be treated as a member of their self-identified gender and to have their confidentiality respected. If a transgender person tells you they are transgender, you should only share that information with their consent.

5 Agree what information to share

Agree with them how and what information is to be shared with others if this is necessary; this may include a change of name and title, and this should be accommodated without prejudice or aggravation.

6 If you make a mistake, apologise and move on

People will feel more awkward if you make a big deal out of an honest mistake. Just say sorry, correct yourself and carry on with the conversation.

7 Challenge and report

Adopt a zero-tolerance stance to transphobic language or jokes, whether the transgender person is present or not. Language that degrades transgender people creates a hostile environment and must be stopped. Sometimes these behaviours appear trivial and are overlooked. If this is allowed to continue such behaviours become the norm, not only towards transgender people, but towards other minority groups too, and it is also more likely to escalate.

British Triathlon urges any person involved with triathlon who has experienced sexism, homophobia, biphobia, transphobia, harassment or discrimination of any kind to report it immediately to concern@britishtriathlon.org

8 Ask

If someone transitions whilst part of your club/organisation, ask how they would like to be supported and plan any changes *with* them not *for* them.

9 Learning opportunities

Encourage awareness training on transgender issues for everyone involved, especially those in positions of leadership and authority.

10 Avoid unnecessary data capture

Consider whether information about gender is critically important. It is important to ask yourself why you are asking for this information. If you do require this information, communicate the purpose, respect and abide by each person's right to self-define their gender and maintain confidentiality.

11 Toilet and changing guidance

Everyone should work to ensure that anyone using toilet or changing facilities feels safe and comfortable regardless of their gender identity or gender expression. Consider liaising with the facility operator in advance to identify any potential issues.

Section 4

Transgender participation

British Triathlon absolutely supports and encourages everyone to take part in swim, bike, run activity and strives for this to be a great experience.

Whilst the Transgender Policy clearly sets out the measures to be adhered to within competitive activity for those persons aged 12 and over, it also sets out and defines recreational activity. Here, there are key differences in terms of transgender participation.

Specifically, transgender participants are able to enjoy Swim, Bike, Run through:

“Recreational Activity” - which is defined in the [British Triathlon Transgender Policy \(effective from 01/01/2023\)](#) as **“Any activity run under the auspices of British Triathlon or the Home Nations which is not competitive. A non-exhaustive list of examples would include club activity, coached sessions, events that do not have timing, results or prizes”**. Here, participation should be serviced in the gender for which transgender people identify.

“Competitive Activity” - which is defined in the [British Triathlon Transgender Policy \(effective from 01/01/2023\)](#) as **“Any Swim, Bike, Run activity run under the auspices of British Triathlon or the Home Nations involving any or all of official timing/results, qualification, or rankings and involving participants of 12 years of age or greater”**. Here, participation/competition will be required to be serviced in alignment with the applicable category set out in the policy. Competitive Activity from 1st January 2023 will provide a Female category open to athletes who are the female sex at birth and an Open category open to all other athletes.

This means transgender women who were the male sex at birth will be able to compete in the Open category only. Transgender men who were the female sex at birth - and who have or are transitioning involving hormone therapy treatment - will be able to compete in the Open category provided they have a valid Therapeutic Use Exemption (TUE) for such hormone therapy. These individuals would not be eligible to participate in competitive activities within the Female category.

People who identify as transgender have the right to be treated with dignity and respect and British Triathlon operates a zero-tolerance policy on homophobia, biphobia, transphobia, harassment or discrimination of any kind. Any behaviour of this nature will be treated as serious misconduct and dealt via the [British Triathlon Disciplinary Policy](#).

Section 5

International Racing

The British Triathlon Transgender policy applies to elite (including Paratriathlon), multi-sport and age-group athletes competing – or aiming to compete – domestically and when representing Great Britain in races overseas. Different rules may apply for races staged by different federations/race organisers (e.g. World Triathlon, Europe Triathlon, PTO, Ironman and SLT). As such, the following guidance clarifies what policies apply when and to whom.

5.1 Elite (including Paratriathlon) athletes

All British elite athletes (specifically defined as those competing in World Triathlon/European Triathlon sanctioned events, including the Olympics/Paralympic Games and Commonwealth Games) are required to follow the relevant British Triathlon/Home Nation selection policy for the event in which they are aiming to gain selection (<https://www.britishtriathlon.org/gb-teams/selection-policies>). All policies for 2023 onwards will reflect the new Female/Open categories and refer athletes to the requirement to abide by the new British Triathlon Transgender Policy.

Specifically, this means that only athletes who were female at birth will be eligible for consideration for selection to represent Great Britain in Female category races. Transgender men who were the female sex at birth – and who have or are transitioning involving hormone therapy treatment – will be eligible for selection to the Open category provided they provide a valid Therapeutic Use Exemption (TUE) for any hormone therapy.

Any domestic trial race from which teams are selected will follow the same rules – only females at birth will be eligible to compete in the Female category in domestic trial races.

5.2 Age-Group athletes

All British Age-Group athletes are required to follow the relevant British Triathlon Age-Group qualifying criteria (<https://www.britishtriathlon.org/gb-teams/age-group/age-group-policies-and-guidelines>). All policies for 2023 onwards will reflect the new Female/Open categories and refer athletes to the requirement to abide by the new British Triathlon Transgender Policy.

Any domestic qualification race will follow the same rules, meaning only females at birth will be eligible to compete in the Female category at domestic qualification races. Transgender men who were the female sex at birth – and who have or are transitioning involving hormone therapy treatment – will be eligible for selection to the Open category provided they provide a valid Therapeutic Use Exemption (TUE) for any hormone therapy.

5.3 Pro-license holders

The process for issuing British Triathlon professional race licenses for long-distance athletes will also follow the new British Triathlon Transgender Policy. This means that only those athletes who were the female sex at birth will be issued a Female professional race license. All other individuals – including transgender men in possession of a valid TUE for any hormone therapy – will be granted an Open race license (which can be used to enter races in the Open category in the UK and/or Male/Open categories in overseas races).

5.4 World Triathlon Transgender policy

World Triathlon published its *Eligibility Regulations for Transgender Athletes*, effective 22 November 2022 (https://www.triathlon.org/uploads/docs/TRI_Eligibility_regulations_transgender_athletes.pdf?mc_cid=8c151b5753&mc_eid=699b418edb). It differs from the British policy, instead requiring transgender women wishing to compete in the Female category within World Triathlon sanctioned events to “*demonstrate that the concentration of testosterone in their serum has been less than 2.5 nmol/L continuously for a period of at least 24 months*”. Transgender women are also required to provide a written and signed declaration that

they “*have not competed within the last four years in the male category of an official competition in Triathlon or its related Multisport or one of our allied sports of swimming, cycling or athletics*”.

Whilst the World Triathlon and British Triathlon policies differ, it remains the case that British athletes will only be eligible for nomination into international races – either elite or Age-Group – in accordance with the British Triathlon Transgender Policy. However, it is likely that some race organisers in other parts of the world will adopt the World Triathlon Transgender Policy which means it is possible that British women competing in the Female category in World Triathlon sanctioned events overseas may compete against transgender women (provided those athletes satisfy the blood serum testosterone requirements outlined above).

5.5 Overseas races not run under the auspices of World Triathlon/Europe Triathlon

British athletes competing in races organised/sanctioned by other bodies (such as PTO/Ironman) and those competing in non-elite and non-selective age-group races overseas are advised to consult the competition/transgender rules in place for the organising body and/or country in which they plan to race. Races organised outside of the jurisdiction of World/Europe Triathlon or British Triathlon may have additional different rules in place.

Section 6

Guidance for Event Organisers

6.1 Where This Guidance Applies; Competitive Activity

This section seeks to provide specific guidance to organisers of events where they are specifically delivered in line with the provided definitions of 'Competitive Activity'. As detailed in section 4 of this guidance document and the full Transgender Policy, 'Competitive Activity' is defined as 'any swim, bike, run activity run under the auspices of British Triathlon or the Home Nations involving any or all of official timing/results, qualification, or rankings and involving participants of 12-years of age or greater'.

It is accepted and acknowledged that there will be swim, bike, run events run by event organisers which will not fall under the definition of 'Competitive Activity'. Most notably, this might include events ran under British Triathlon's GO TRI programme, as well as any events run in other settings and operational environments, such as those in affiliated clubs or communities.

To confirm, any event, including those run through British Triathlon's GO TRI programme that has official timing provided by, or on behalf of, the event organiser and which leads to the provision and publication of results or rankings is deemed to be 'Competitive Activity' and as such is subject to the policy. For the avoidance of doubt, should competitors time themselves or a 'running clock' be provided which does not then lead to the event organiser providing results, this is not regarded as 'Competitive Activity' and therefore is not subject to this guidance.

6.2 Children's Events

According to the NHS, it's perfectly normal for puberty to begin at any point between the ages of 8 and 13 in girls and 9 and 14 in boys. The average age for girls to start puberty is 11, while for boys the average age is 12. British Triathlon considered the age and stage of child competitors and the average age of puberty in boys and girls and concluded that the Transgender Policy should regulate competitive activity from the age of 12.

That means that for 'Competitive Activity' designated for TriStar 2 (ages 11-12 as at 31 December of the year of the event) and older, the following categories of competition are to be provided:

- Female category
- Open category

For 'Competitive Activity' designated as TriStar Start (age 8 as at 31 December of the year of the event) and TriStar 1 (ages 9-10 as at 31 December of the year of the event), it is **recommended** that a single Open category is used. This is recommended because before the onset of puberty, there is unlikely to be any physical advantage between those born male or female. However, event organisers can apply categories if they so wish. If categories of competition are to be offered at TriStar Start and TriStar 1 levels, these could be Female and Open categories, used for consistency across events (as with from TriStar 2 and beyond), or alternatively could be Female and Male categories.

6.3 Relay Events

Where a relay team is required to be categorised into the Female or Open race category, e.g. four members of a team each completing a swim, bike, run, each individual team member is required to match that race category.

For a mixed team relay, two members of the team are required to meet the criteria for the Female race category, and two members of the team are required to meet the criteria for the Open race category.

Where event organisers offer a relay option e.g. where the swim, bike, run segments are completed by more than one person, it is at the discretion of the event organiser whether to stipulate the composition of the team or not.

6.4 Required and Recommended Measures

This guidance document details the measures that event organisers are required to follow, and further considerations which will give event organisers opportunities to make events more inclusive. It sets out the event delivery principles to be applied across all permitted events that take place in Britain from local pool-based events to large mass participation festivals. It is the responsibility of event organisers to apply these principles to their individual events and to fulfil the duty of care in providing a welcoming and safe environment for participants to take part in swim, bike, run.

The guidance is split into three sections – pre-event, during the event and post-event, and each section further broken down into required measures and recommended measures. Table 1 below depicts the format of the remainder of this guidance section for event organisers.

<p>REQUIRED - These sections contain all the requirements that event organisers must put in place and adhere to, to ensure compliance with the British Triathlon Transgender Policy.</p>	<p>Pre-Event</p>	<p>During the Event</p>	<p>Post-Event</p>
<p>RECOMMENDED - These sections contain measures that event organisers should or could look at implementing as good practice to help promote a positive and inclusive environment for all participants.</p>			

Additional support for permitting event organisers is available through the Event Services & Development Team and Regional Managers in England, and from National Officers in Wales and Scotland.

6.5 Pre-Event

REQUIRED FOR 'COMPETITIVE ACTIVITY'

Race Categories

Ensure that races have two race categories, named Female and Open, where there are competitors aged 12 and above taking part.

TriStar 2 races (for competitors aged 11-12 as at 31 December of the year of the event) and older must have Female and Open race categories.

Allocating participants to race categories

Do not use the gender of the participant to allocate competitors into race categories, where there are competitors aged 12 and above. Instead, ensure that race category information for competitors aged 12 and above is captured through the online entry platform, as well as any offline entry methods.

- For competitors aged under 12 where these categories are being used, event organisers may use the gender of the participant to allocate competitors into Female and Male race categories, or allocate all competitors into a single Open category, or Female and Open categories.

Event organisers using the **British Triathlon online entry system** must allocate competitors using the race category field, where there are competitors aged 12 and above. Event organisers must not use the gender field to allocate race categories.

- Event organisers using the British Triathlon online entry system will see that competitors aged 11 and below will still be allocated into either Female or Open race categories, however these category names may be substituted for a single race category, or Female and Male race categories, in TriStar Start and TriStar 1 races.

Event organisers using a **third-party online entry system** must use the following question and supporting text for races with competitors aged 12 and above:

- ***Please select the race category being entered:***
 - ***Female category***
 - ***Open category***
- ***Only people who are female sex at birth are eligible to compete in the Female category. All individuals including transgender people are eligible to compete in the Open category. Responses to this question will enable event organisers to allocate competitors into the correct race category, as required under the British Triathlon Transgender Policy effective 1 January 2023. This can be read [here](#) and provides more information regarding race categories and eligibility.***

Other instances where race category information is used

Engage and work with timing providers to ensure that both live timing and results use Female and Open categories, where there are competitors aged 12 and above.

Where start lists are displayed, ensure they are categorised into Female and Open categories, where there are competitors aged 12 and above.

Do not make assumptions that people have incorrectly entered the wrong category by mistake, e.g. by looking at their name on the start list.

Ensure that language used in event and race descriptions, and promotional materials is in line with that outlined in this document.

Respect and respond to changes requested by an individual to their entry, e.g. to amend the race category selected.

Respond to requests from individuals where they do not wish to have their name published on start lists.

Ensure the correct process is understood where concerns about an individual's race category are handled in advance of the event. Concerns about an individual's race category must be treated with sensitivity, dignity and respect. Where a concern is received, the following response is to be provided to the individual raising the concern:

- ***This event will be run in accordance with British Triathlon policies, including the [Transgender Policy](#). Concerns regarding policy compliance will be investigated by British Triathlon and not event organisers. Where the investigation is completed in advance of the event, the individual will be allowed to race in the category as per the outcome of that investigation. Where the investigation cannot be completed in advance of the event, the individual will continue to be allowed to race in their declared category and included in the provisional results, which are subject to change pending the outcome of the investigation.***

British Triathlon must be notified of the concern at the earliest opportunity, by email sent to concern@britishtriathlon.org, outlining as much detail as you have.

RECOMMENDED FOR 'COMPETITIVE ACTIVITY'

Reassure competitors where they have questions about which category they should enter, by referring to the policy wording found [here](#).

Only ask the race category question to competitors aged 12 and above, however, it is acknowledged that this may not be possible due to the limitations of some online entry platforms.

Update forms and documents (e.g. missing/found person) to reflect race categories.

Upskill event staff/volunteers to ensure understanding of the race categories and use of language/terminology.

Reinforce a zero-tolerance policy towards transphobic behaviour and attitudes as part of any pre-race material.

Continue to offer a gender category as part of the entry form, and you may wish to expand the number of options to reflect a more diverse approach.

Consider offering all staff, contractors and volunteers transgender awareness training before attending the event.

Consider including a non-competitive participation opportunity, which would not be timed and not have rankings or results, where the Female and Open categories do not need to be applied.

Work with British Triathlon staff and review guidance documents to understand how your event can be welcoming and inclusive.

Proactively communicate and publicise the steps you are taking to make your event(s) welcoming and safe – this may be as part of a wider marketing campaign.

Consider whether your race category waves need to be combined or separate, and whether requests from individuals who wish to race alongside others as their assumed gender can be facilitated.

- The exception to the above is where the event is a British Triathlon/Home Nation Age-Group National Championship and/or Great Britain Age-Group Team Qualifier. In such cases, competitors must race in the correct race category, to maintain the integrity of the race by having individuals race under the same conditions as others in their race category.

Event organisers may use the same Female and Open race categories across all races, including TriStar Start (age 8) and TriStar 1 (ages 9-10); alternatively Female and Male race categories for TriStar Start and TriStar 1 races, or a single race category, can be offered.

- Event organisers using the British Triathlon online entry system will see that competitors aged 11 and below (as at 31 December of the year of the event) will still be allocated into either Female or Open race categories, however these category names may be substituted for Female and Male categories, or a single Open category, in TriStar Start and TriStar 1 races.

6.6 During the Event

REQUIRED FOR 'COMPETITIVE ACTIVITY'

Ensure that signage and/or labels in transition accurately reflects race categories (e.g. Female and Open). Event organisers must not use Female and Male to distinguish between race categories.

Where facilities (e.g. toilets, changing areas) are being brought in for the event, provide some facilities that aren't gender specific and make transgender people aware they are available so they can use these if that is what they prefer.

Ensure that verbal race briefings use the correct language when describing race categories.

Ensure the correct process is understood where concerns about an individual's race category are handled. Concerns about an individual's race category must be treated with sensitivity, dignity and respect. As set out in section 2 of this guidance document, British Triathlon must be notified at the earliest opportunity, by email sent to concern@britishtriathlon.org. Where a concern is received, the following response is to be provided to the individual raising the concern:

- ***This event is run in accordance with British Triathlon policies, including the [Transgender Policy](#). Concerns regarding policy compliance will be investigated by British Triathlon and not event organisers. The individual will continue to be allowed to race in their declared category and included in the provisional results, which are subject to change pending the outcome of the investigation.***

British Triathlon must be notified of the concern at the earliest opportunity, by email sent to concern@britishtriathlon.org, outlining as much detail as you have.

Ensure a zero-tolerance approach to transphobic behaviour is enforced, and have procedures in place to deal with any incidents.

Ensure that a safe, welcoming and non-discriminatory environment is provided for all participants.

RECOMMENDED FOR 'COMPETITIVE ACTIVITY'

Where race commentary is provided, ensure that commentators understand the terminology being used across race categories to promote an inclusive environment.

Work with facility providers to ensure that changing facilities and toilets meet the requirements of all competitors.

Provide information to competitors about changing and toilet provision to help avoid confusion or concern.

Support your staff or volunteers and ensure they are appropriately briefed on your toilet and changing provision and they know how to deal with concerns or queries.

Consider having a space where any issues relating to a concern about an individual's race category can be heard in privacy.

6.7 Post-Event

REQUIRED FOR 'COMPETITIVE ACTIVITY'

Where prizes and prize money are offered and categorised, event organisers must provide equal prizes for Female and Open categories. Event organisers must not provide prizes based on gender.

Ensure that the correct race categories, i.e. Female and Open, are used in medal ceremonies and presentations.

The race category must be correctly detailed in the final event results.

Event organisers must respect and respond to requests from individuals where they do not wish to have their name published on result lists.

Ensure the correct process is understood where concerns about an individual's race category are handled. Concerns about an individual's race category must be treated with sensitivity, dignity and respect. As set out in section 2 of this guidance document, British Triathlon must be notified at the earliest opportunity, by email sent to concern@britishtriathlon.org. Where a concern is received, the following response is to be provided to the individual raising the concern:

- ***This event was run in accordance with the British Triathlon policies, including the [Transgender Policy](#). Concerns regarding policy compliance will be investigated by British Triathlon and not event organisers. The results of this event are considered provisional and are subject to change pending the outcome of the investigation.***

British Triathlon must be notified of the concern at the earliest opportunity, by email sent to concern@britishtriathlon.org, outlining as much detail as you have.

Notification must be given that the event results are considered provisional until the outcome of that investigation. Event organisers may wish to postpone any prize/medal ceremonies until the final results have been declared.

RECOMMENDED FOR 'COMPETITIVE ACTIVITY'

Update any post-race communications (e.g. feedback surveys) to reflect race categories (and gender identities).

Section 7

Guidance for Clubs

7.1 Where This Guidance Applies; Competitive and Non-Competitive Activity

Affiliated triathlon clubs are vital to ensuring a culture where everyone feels a sense of belonging to our sport, a culture which is free from discrimination, harassment, and prejudice. Regardless of your background, our clubs must be a welcoming and friendly environment in which to enjoy swim, bike, run and to socialise.

Clubs must ensure that they provide a safe, welcoming and non-discriminatory environment. All clubs should read the guidance below and take any necessary steps to be compliant.

The guidance below applies to all club activity that is considered to be “Recreational Activity” - which is defined in the [British Triathlon Transgender Policy \(effective from 01/01/2023\)](#) as “**Any activity run under the auspices of British Triathlon or the Home Nations which is not competitive. A non-exhaustive list of examples would include club activity, coached sessions, events that do not have timing, results or prize.**” This could include club training sessions and non-led group sessions, as well as social activities organised by the club. Here, the overriding objective for clubs must be to be inclusive and welcoming.

Many clubs also organise events, whether intra-club, inter-club or permitted events open to the public. Where these types of events are considered “Competitive Activity” - which is defined in the [British Triathlon Transgender Policy \(effective from 01/01/2023\)](#) as “**Any swim, bike, run activity run under the auspices of British Triathlon or the Home Nations involving any or all of official timing/results, qualification, or rankings and involving participants of 12 years of age or greater**” - clubs must refer to the Event Organiser guidance that accompanies this in section 5, and must adopt Female and Open race categories.

Where intra-club or inter-club events are being organised by the club that are participation-based, these are considered Recreational Activity and non-competitive. Therefore, individuals may take part as the gender they identify as. Any such activity must not involve any of official timing, qualification or rankings for anyone aged 12 or over.

7.2 Required and Recommended Measures

This guidance document details the measures that British Triathlon affiliated clubs and organisations are required to follow, and further considerations which will give clubs opportunities to make their activities more inclusive. It sets out the operational principles to be applied across all club training and social activities that take place in Great Britain, from group cycle rides and runs, coached pool and open water swims to club social occasions. It is the responsibility of clubs to apply these principles to their individual events and to fulfil the duty of care in providing a welcoming and safe environment for participants to take part in swim, bike, run.

The guidance is split into two sections – required measures and recommended measures. Table 1 below depicts the format of the remainder of this guidance section for clubs.

REQUIRED - These sections contain all the requirements that event organisers must put in place and adhere to, to ensure compliance with the British Triathlon Transgender Policy.
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RECOMMENDED - These sections contain measures that event organisers should or could look at implementing as good practice to help promote a positive and inclusive environment for all participants.

Resources and links to appropriate organisations are available through the [Clubhouse area of the Club Management system](#). Additional support for affiliated clubs is available through Regional Managers in England and from National Officers in Wales and Scotland.

REQUIRED

Clubs must ensure that they provide a safe, welcoming and non-discriminatory environment that complies with the Transgender Policy and responds to guidance as outlined in other sections of this guidance.

Clubs must adopt and adhere to the British Triathlon *Code of Ethics*.

Clubs must review their own policies and practices to ensure that they are robust and compliant with the law and British Triathlon's codes.

Clubs must provide a clear and transparent route for all members to report concerns without fear of judgement. Responsibility for this rests with the club's committee.

Clubs must report any significant concerns about discriminatory behaviour to British Triathlon

RECOMMENDED

Clubs should appoint an 'Inclusion Officer' role on the Club Committee to ensure all issues of equality, diversity and inclusion are represented across the club.

Clubs might also identify a 'champion' or ambassador within the club to support the development of a welcoming environment.

Clubs should communicate the opportunity for coaches and activators requiring a DBS to use the Sensitive Applications process, if they do not wish to disclose a previous identity;

<https://www.gov.uk/guidance/transgender-applications>

Clubs should review and consider their programme and activities to ensure that they are not discriminatory in any way.

Clubs should communicate and publicise the steps they are taking to make the club welcoming and safe to transgender people.

Clubs should ensure the language used is in line with the guidance outlined in this guidance document.

Clubs should survey their membership to understand the current make-up of their club membership and compare this to the general population.

Clubs might also survey their members and volunteers to understand how welcoming their environment currently is and what additional support or changes might be needed.

Clubs could work with local LGBTQ+ groups to understand how they can make their club a more welcoming place.

Clubs could enrol to take part in British Triathlon's AllTri programme.

Clubs could use the Clubhouse on British Triathlon's website to access additional support and resources, including social media and marketing.

Clubs should talk with local facility providers to understand their toilet and changing provision.
Clubs should then communicate information and options with their members.

Clubs should help coaches and activators to review their activities and programmes to ensure that they provide a safe and welcoming environment.

Section 8

Guidance for Coaches, Activators and Technical Officials

8.1 Where This Guidance Applies; Competitive and Non-Competitive Activity

Qualified Coaches, Activators and Technical Officials are vital to ensuring a culture where everyone feels a sense of belonging to our sport, a culture which is free from discrimination, harassment, and prejudice. Regardless of your background, our Coaches, Activators and Technical Officials must provide a welcoming and friendly experience in which to enjoy swim, bike, run and to socialise.

Coaches, Activators and Technical Officials must ensure that they provide a safe, welcoming and non-discriminatory experience. All Coaches, Activators and Technical Officials should read the guidance below and take any necessary steps to be compliant.

The guidance below applies to all coached and led activity that is considered to be “Recreational Activity” - which is defined in the [British Triathlon Transgender Policy \(effective from 01/01/2023\)](#) as “**Any activity run under the auspices of British Triathlon or the Home Nations which is not competitive. A non-exhaustive list of examples would include club activity, coached sessions, events that do not have timing, results or prize.**” This could include coached and led training sessions, as well as social activities organised by the club. Here, the overriding objective for Coaches, Activators and Technical Officials must be to be inclusive and welcoming.

As a Coach, Activator or Technical Official you may be supporting participants to attend and/or participate in organised events; whether they are intra-club, inter-club or permitted events open to the public. These events may be either recreational or competitive activity. Where they are considered “Competitive Activity” - which is defined in the [British Triathlon Transgender Policy \(effective from 01/01/2023\)](#) as “**Any Swim, Bike, Run activity run under the auspices of British Triathlon or the Home Nations involving any or all of official timing/results, qualification, or rankings and involving participants of 12 years of age or greater**” - Coaches, Activators and Technical Officials must understand these principles. It is recommended therefore that Coaches, Activators and Technical Officials read the Event Organiser Guidance in section 6.

6.2 Required and Recommended Measures

This guidance document details the measures that British Triathlon Qualified Coaches, Activators and Technical Officials are required to follow, and further considerations which will give Coaches, Activators and Technical Officials opportunities to make their activities more inclusive. It sets out the operational principles to be applied across all coached and led activity and social activities that take place in Great Britain, from led cycle rides and runs, coached pool and open water swims to club social occasions. It is the responsibility of Coach, Activator and Technical Official to apply these principles to their individual sessions/training and to fulfil the duty of care in providing a welcoming and safe environment for participants to take part in swim, bike, run and Triathlon.

The guidance is split into two sections – required measures and recommended measures. Table 1 below depicts the format of the remainder of this guidance section for Coaches, Activators and Technical Officials.

<p>REQUIRED - These sections contain all the requirements that Coaches, Activators and Technical Officials must put in place and adhere to, to ensure compliance with the British Triathlon Transgender Policy.</p>
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<p>RECOMMENDED - These sections contain measures that Coaches, Activators and Technical Officials should or could look at implementing as good practice to help promote a positive and inclusive environment for all participants.</p>

REQUIRED

Coaches must annually view and agree to the British Triathlon Coaches Code of Practice when renewing their membership, where they agree to treating everyone fairly, regardless of any protected characteristics. Breaches of the British Triathlon Coaches Code of Practice could be subject to legal and statutory service proceedings where criminal offence has taken place as well as disciplinary action and sanction by British Triathlon or the Home Nations.

<https://www.britishtriathlon.org/get-involved/coaching/coaching-guidelines-and-insurance>

Technical Officials must annually view and agree to the British Triathlon Technical Officials Code of Practice through the Officials Management System, where they agree to treating everyone fairly, regardless of any protected characteristics. Breaches of the British Triathlon Technical Officials Code of Practice could be subject to legal and statutory service proceedings where criminal offence has taken place as well as disciplinary action and sanction by British Triathlon or the Home Nations.

<https://www.britishtriathlon.org/about-us/governance/policy-documents>

Technical Officials are not responsible for making decisions on whether an individual is in the correct race category or not and must ensure the correct process is understood where concerns about an individual's race category are raised. Concerns about an individual's race category must be treated with sensitivity, dignity and respect. Where a concern is received at an event, the event organiser leads on the process. Outside of this, British Triathlon must be notified of the concern at the earliest opportunity, by email sent to concern@britishtriathlon.org, outlining as much detail as you have. See section 2 for more information.

Recommended

If you would like to further develop your knowledge and understanding you may wish to visit the Equality Diversity and Inclusion section of our website where you will find useful resources and articles.

<https://www.britishtriathlon.org/about-us/governance/equality-diversity-inclusion>

In addition, Coaches may like to join a coaches Community of Practice to share ideas and good practice, ask questions and learn from others, network with coaches. You may like to commence with British Triathlon's Coaches Corner on Facebook.

When providing coaching sessions, coaches should demonstrate considerations have been made via facility providers as to whether gender neutral options are in place including toilets, changing and shower facilities. See section 3 for more information and guidance about toilet and changing provision.

Coaches might consider noting what changing facilities are available on site at current coaching sessions. For example, where swimming changing is unisex facilities on poolside and therefore this can be communicated with participants / athletes.

Coaches should communicate with participants and athletes one to one to understand their preferred language and terminology. Please see section 9 below for more guidance and information about suitable language and terminology.

Coaches, activators and Technical Officials will need to familiarise and understand the new race categories and what this means for the participants/athletes you are interacting with. Please see section 6 that details the event organiser guidance.

Section 9

Language and Terminology

A

Asexual

A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not. Asexual people who experience romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their romantic attraction.

Ally

A (typically) straight and/or cis person who supports members of the LGBT community.

B

Bi

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

Biphobia

The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.

C

Cisgender or Cis

Someone whose gender identity is the same as the sex they were assigned at birth. Non transgender is also used by some people.

Coming out

When a person first tells someone/others about their orientation and/or gender identity.

D

Deadnaming

Calling someone by their birth name after they have changed their name. This term is often associated with transgender people who have changed their name as part of their transition.

Discrimination

Means treating someone unjustly or in a prejudiced way because of a protected characteristic.

G

Gay

Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

Gender

The UK government defines gender as:

- a social construction relating to behaviours and attributes based on labels of masculinity and femininity; gender identity is a personal, internal perception of oneself and so the gender category someone identifies with may not match the sex they were assigned at birth
- where an individual may see themselves as a man, a woman, as having no gender, or as having a Non-Binary gender – where people identify as somewhere on a spectrum between man and woman

Gender dysphoria

Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.

Gender identity

A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

Gender reassignment

Another way of describing a person's transition. To undergo gender reassignment usually means to undergo some sort of medical intervention, but it can also mean changing names, pronouns, dressing differently and living in their self-identified gender.

Gender reassignment is a characteristic that is protected by the Equality Act 2010, and it is further interpreted in the Equality Act 2010 approved code of practice.

Gender Recognition Certificate (GRC)

This enables transgender people to be legally recognised in their affirmed gender and to be issued with a new birth certificate. Not all transgender people will apply for a GRC and you currently have to be over 18 to apply.

H

Harassment

Is unwanted conduct which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Heterosexual/straight

Refers to a man who has a romantic and/or sexual orientation towards women or to a woman who has a romantic and/or sexual orientation towards men.

Homosexual

This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender.

Homophobia

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

I

Intersex

A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.

L

Lesbian

Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

N

Non-binary

Non-binary (an umbrella term that includes genderfluid, genderqueer and other labels): not fitting neatly or exclusively into one of the binary gender categories. A non-binary person may have: a single fixed gender position other than male or female, no gender, a combination of male and female or other genders, or move between male, female and other genders – or they might not identify or agree with the concept of gender entirely.

O

Outed

When a lesbian, gay, bi or transgender person's sexual orientation or gender identity is disclosed to someone else without their consent.

P

Pan

Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.

Passing

If someone is regarded, at a glance, to be a cisgender man or cisgender woman.

Pronoun

Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.

Q

Queer

Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBT community (racism, sizeism, ableism etc). Although some LGBT people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.

Questioning

The process of exploring your own sexual orientation and/or gender identity.

S

Sex

The UK government defines sex as:

- referring to the biological aspects of an individual as determined by their anatomy, which is produced by their chromosomes, hormones, and their interactions
- generally male or female
- something that is assigned at birth

Sexual orientation

A person's sexual attraction to other people, or lack thereof. Along with romantic orientation, this forms a person's orientation identity.

T

Transgender

A person whose gender identity is different from their physical sex at birth. Those people who, as defined by the Equality Act 2010, share the protected characteristic of gender reassignment, and are described as transsexual people under the legislation.

Transgender man

A term used to describe someone who is assigned female at birth but identifies and lives as a man.

Transgender woman

A term used to describe someone who is assigned male at birth but identifies and lives as a woman.

Transitioning

The steps a transgender person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all transgender people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

Transphobia

The fear or dislike of someone based on the fact they are transgender, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, transgender.

Transsexual

This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Many people prefer the term trans or transgender.