

- **Framingham Inclusive Sports Participation Policy**

**Definitions of words used within this policy:**

The following definitions intend to create a common vocabulary, understanding that the administrators, school staff, volunteers, students and others who interact with students must be respectful of the ways in which individual people ask to be identified and in general employ the terms that students use to describe themselves.

1. Sexual orientation means a person's romantic or sexual attraction to people of the same sex, different sex or any sex. Transgender and gender expansive people may have any sexual orientation.
2. Gender identity is an individual's sincerely held core belief regarding their gender, whether that individual identifies as male, female, both, neither or in some other way (for example, students who identify in some other way such as nonbinary, queer, genderqueer or gender fluid).
3. Gender expression means an individual's external expression of their gender, through such means as clothing, hairstyling, accessories, voice, behavior and mannerisms.
4. Transgender is an umbrella term for people whose gender identity is different from that traditionally associated with their assigned sex at birth.
5. Gender expansive is an umbrella term used to describe people who expand notions of gender expression and identity beyond what is perceived as the expected gender norms for their society or context. Some gender-expansive people identify with being either male or female, some identify as neither, and others identify as a mix of both. Gender-expansive people include those with transgender and nonbinary identities as well as those whose gender in some way is seen to be stretching society's notions of gender.

**PHILOSOPHY OF GENDER IDENTITY PARTICIPATION**

Framingham Public Schools believes that interscholastic athletic and co-curricular participation are valuable to students' physical, intellectual, social, and/or character development and accordingly, we value inclusion. Guided by this value and in compliance with all applicable laws, our policy ensures that students can participate in athletics and co-curricular activities in a manner consistent with their gender identity.

**POLICY REGARDING GENDER IDENTITY-BASED PARTICIPATION**

All students shall have the opportunity to participate in Framingham Public Schools athletics and/or co-curricular activities in a manner that is consistent with their gender identity, irrespective of the gender listed on a student's records and without prior medical or mental health care.

**Eligibility to participate.** A student has the right to participate in athletics and co-curricular activities in a manner consistent with the gender listed on their school records. A student whose

gender identity is different than the gender listed on the student's registration records shall have the right to participate in a manner consistent with their gender identity. For students whose school records indicate "non-binary" the student has the right to participate in sports team of either gender; however, pursuant to MIAA policy, students are not permitted to try out simultaneously for MIAA sports teams of both genders.

## **ADDITIONAL POLICIES FOR INCLUSION IN ATHLETICS**

The Framingham Public Schools endorse the following policies to ensure the full inclusion of students participating in Framingham Public Schools' athletics.

- 1. Changing Areas, Toilets, and Showers.** Student-athletes shall be able to use the locker room, shower, and toilet facilities consistent with the student's gender identity. Every student-athlete has the right to access a private enclosed changing area, shower, and toilet. No student-athlete shall be required to use separate facilities.
- 2. Hotel Rooms.** Student-athletes shall be assigned to share hotel rooms based on their gender identity, with a recognition that any student who needs extra privacy should be accommodated whenever possible.
- 3. Language: Affirmed Names and Pronouns.** A student may have a name and pronouns that are different from what may be indicated by the student's school records. Coaches, administrators, and officials shall use the student's affirmed name and pronouns and shall ensure that the student's name and pronouns are respected by others including teammates, opponents, fans, volunteers, announcers, etc.
- 4. Dress codes and team uniforms.** All team members shall have access to uniforms that are appropriate for their sport and that they feel comfortable wearing provided it maintains compliance with MIAA and National Federation sport specific uniform regulations. No student shall be required to wear a gendered uniform that conflicts with the student's gender identity. Dress codes for athletic teams when traveling or during a game day at school shall be gender-neutral. (Instead of requiring a girls' or women's team to wear dresses or skirts, for example, ask that team members wear dresses or slacks that are clean, neat, well cared for and appropriately "dressy" for representing their school and team.)
- 5. Competition at another School.** When discussing competitions and student expectations, decisions shall be made in consultation with the student and without violating a student's confidentiality or privacy. If requested by the student, school leaders, athletic directors, and coaches should communicate with their counterparts at other schools prior to competitions in which a transgender or gender expansive athlete is participating about expectations for treatment of student-athletes on and off the field, including to ensure access to appropriate changing, showering, or bathroom facilities, and to request the use of affirmed names and pronouns by coaches, opponents, officials, announcers, fans, and media.

**6. Training and Education:** The District shall provide culturally-competent training regarding this policy to all staff, including but not limited to athletic department staff and coaches, and to all student-athletes, including captains, on an annual basis as well as at the start of each athletic season for the student-athletes.. This policy shall be distributed to all staff, students and parents and posted on the District's website.

References:

FPS Policy JBD - Gender Identity Support Policy

MIAA policy 28.3 and [policy clarification](#)

<http://www.doe.mass.edu/ssce/GenderIdentity.pdf>

An Act Relative to Gender Identity (Chapter 199 of the Acts of 2011) MGL c.4, s5

MGL c. 76, § 5

603 CMR [26.00](#)

603 CMR [1.00](#)

603 CMR [23.00](#)

603 CMR § [23.04](#)

603 CMR §§[23.01](#) and [23.07](#).

The federal Family Educational Rights and Privacy Act, 20 USC 1232g

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