

## ITF TRANSGENDER POLICY

### 1. Application

- 1.1 The term “**Transgender**” is used in this policy to refer to individuals whose gender identity (i.e. how they identify) is different from the biological sex assigned to them at birth (whether they are pre- or post-puberty, and whether or not they have undergone any form of medical intervention).
- 1.2 This policy applies to the following ITF events and circuits: Davis Cup, Billie Jean King Cup, Men’s and Women’s World Tennis Tour, World Tennis Tour Juniors and Juniors Team Competitions, Wheelchair Tennis Tour and World Team Cup, World Tennis Masters Tour and World Championships, Beach Tennis World Tour and World Championships, Olympic Tennis Event and Paralympic Tennis Event (together “**ITF Competitions**”).
- 1.3 This policy establishes the conditions enabling Transgender players to compete in ITF Competitions in the category of competition that is consistent with their gender identity.
- 1.4 In the event an issue arises that is not foreseen in this policy, it will be addressed by the ITF in a manner that protects and promotes the imperatives of the policy.
- 1.5 All cases arising under this policy, and in particular all player information provided to the ITF under this policy, and all results of examinations and assessments conducted under this policy, will be dealt with in strict confidence at all times. All medical information and data relating to a player will be treated as sensitive personal information and the ITF will ensure at all times that it is processed as such in accordance with applicable data protection and privacy laws. Such information will not be used for any purpose not contemplated in this policy, and will not be disclosed to any third party save (a) as is strictly necessary for the effective application and enforcement of this policy; or (b) as is required by law.

### 2. Eligibility conditions

#### **Eligibility conditions for male-to-female Transgender players**

- 2.1 To be eligible to participate in the female category of competition at an ITF Competition, a male-to-female Transgender player must satisfy the following requirements:
  - (a) she must provide a written and signed declaration, in a form satisfactory to the ITF, that her gender identity is female; and
  - (b) she must demonstrate to the satisfaction of the ITF that the concentration of testosterone in her serum has been less than 5 nmol/L<sup>1</sup> continuously for a period of at least 12 months (with the requirement for any longer period to be based on a confidential case-by-case evaluation, considering whether or not 12 months is a sufficient length of time to minimise any advantage in female competition), and that she is ready, willing and able to continue to keep it below that level for so long as she continues to compete in the female category of competition.

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<sup>1</sup> For purposes of this policy, all measurements of serum testosterone levels must be conducted by means of liquid chromatography coupled with mass spectrometry.

- 2.2 If the ITF decides that the above eligibility conditions have been met, the ITF will issue a written certification of that player's eligibility to compete in the female category of competition in ITF Competitions. That eligibility will be subject in every case to the player's continuing satisfaction of the above eligibility conditions, including (without limitation) continuously maintaining her serum testosterone at a concentration of less than 5 nmol/L.

### **Eligibility conditions for female-to-male Transgender players**

- 2.3 To be eligible to participate in the male category of competition at an ITF Competition, a female-to-male Transgender player must provide a written and signed declaration, in a form satisfactory to the ITF, that his gender identity is male. As soon as reasonably practicable following receipt of such declaration, the ITF will issue a written certification of that player's eligibility to compete in the male category of competition in ITF Competitions. For the avoidance of doubt, a female-to-male Transgender player will not be eligible to participate in the female category of competition at an ITF Competition once they have commenced hormone treatment.

### **Conditions applicable to all Transgender players**

- 2.4 Once a Transgender player has satisfied the eligibility requirements and has started participating in ITF Competitions in the category of competition consistent with his/her gender identity, he/she may not then switch back to participating in the other gender category in ITF Competitions unless and until (a) at least four years have passed since the first ITF Competition in which he/she participated as a Transgender player; and (b) he/she satisfies all of the conditions for eligibility to compete in the other gender category.
- 2.5 For the avoidance of doubt, the eligibility conditions for Transgender players set out in this policy operate without prejudice to all other eligibility requirements that are applicable to all players (Transgender or otherwise) under the rules of the ITF, which must also be satisfied at all relevant times. In particular, nothing in this policy is intended to undermine or affect in any way any of the requirements of the World Anti-Doping Code, of the WADA International Standards (including the International Standard for Therapeutic Use Exemptions), or of the Tennis Anti-Doping Programme. Nothing in this policy will be deemed to permit, excuse or justify non-compliance with any of those requirements, including (without limitation) any requirement for a player to obtain a Therapeutic Use Exemption for the use of a prohibited substance, such as testosterone.

## **3. Monitoring/investigating compliance**

- 3.1 The ITF may monitor a player's compliance with the Transgender eligibility conditions at any time, with or without notice, whether by random or targeted testing of the player's serum testosterone levels (and the player agrees to provide serum samples for this purpose, and also agrees that any samples provided for anti-doping purposes and/or any anti-doping data relating to him/her may also be used for this purpose), or by any other appropriate means.
- 3.2 In addition, the ITF may investigate, at any time:

- (a) whether a player who has not filed a declaration under this policy is a Transgender player who needs to establish his/her eligibility to compete in a particular competition category in accordance with this policy;
- (b) whether (because of a subsequent change in circumstances, subsequent learning or experience, or otherwise) it is necessary to require a Transgender player who has previously been determined to satisfy the Transgender eligibility conditions to undergo further assessment by the ITF to determine whether he/she still satisfies those conditions; and/or
- (c) any circumstances indicating potential non-compliance with this policy;

and in such cases the player in question must cooperate fully and in good faith with that investigation, including (without limitation) by providing serum samples upon request.

- 3.3 To avoid abuse, only the ITF may initiate an investigation under paragraph 3.2, and the ITF should only do so in good faith and on reasonable grounds based on information derived from reliable sources, such as (for example) the affected player him/herself, results from a routine pre-participation health examination, or data as to serum testosterone levels and/or other data obtained from analysis of samples collected for anti-doping purposes.
- 3.4 The dignity of every individual must be respected. All forms of abuse and/or harassment are prohibited. In particular (but without limitation):
- (a) Any person or entity (including, without limitation, any other player or official) that provides information to the ITF for consideration under this policy is under a strict obligation (i) to ensure that the information is accurate and complete; and (ii) not to provide any information in bad faith, to harass, stigmatise or otherwise injure a player, or for any other improper purpose.
  - (b) No stigmatisation or improper discrimination on grounds of gender identity will be tolerated. In particular (but without limitation), persecution or campaigns against players simply on the basis that their appearance does not conform to gender stereotypes are unacceptable. Any such conduct will be considered a serious breach of this policy, which is without prejudice to any action the ITF may take under any applicable Regulations, Code of Conduct and/or Welfare Policy.
- 3.5 Where the ITF determines that a male-to-female Transgender player who has previously been declared eligible to compete in the female category of competition in ITF Competitions has failed to maintain her serum testosterone level at a concentration of less than 5 nmol/L, she may not compete in the female category of competition in ITF Competitions until such time as she demonstrates to the satisfaction of the ITF that she has maintained her serum testosterone below 5 nmol/L for a new continuous period of at least 12 months.