



GENDER INCLUSION POLICY

Approved by the USA Artistic Swimming Board of Directors
3/29/2023

The following is USA Artistic Swimming's (USAAS) gender inclusion policy for members, member clubs and events. These practices are consistent with USAAS's values of equitable opportunity and the unequivocal right to participate in sport.

USAAS policy does not take precedence over state law. [Know the law in your state](#). Most state restrictions are based on publicly funded programs and events (primarily focused on high school and collegiate sports).

DEFINITIONS (AS DEFINED BY GAY AND LESBIAN ALLIANCE AGAINST DEFAMATION, GLAAD):

Cisgender: a person whose gender identity is aligned with the sex they were assigned at birth

Gender identity: a person's internal, deeply held knowledge of their own gender

Gender expression: external manifestations of gender, often expressed through a person's name, pronouns, clothing, haircut, voice, and/or behavior

Nonbinary: a person whose experience their gender identity and/or expression as falling outside the binary gender categories of man and woman

Sex at birth: Infants are assigned a sex at birth, male or female, based on their external anatomy

Transgender: a person whose gender identity differs from their sex assigned at birth

POLICY:

USAAS promotes an environment in which athletes can participate in our sport without the fear of harassment or discrimination, as described within the [Athlete Bill of Rights](#). USAAS strongly believes that gender identity, expression and sex variation should never hinder the participation of a member in all aspects of the organization. These members shall participate fairly, safely, and equitably without prejudice at all USAAS sanctioned and owned events. USAAS prioritizes diversity and inclusion in all aspects of the sport and is committed to providing a safe, supportive and welcoming environment for athletes regardless of gender identity.



USAAS will operate within the gender-based categories defined here. Athletes of all gender identities have the choice to participate in all USAAS sanctioned and owned events in the category which they feel most closely aligns with their gender identity. Participants do not need to and will not be asked to provide evidence of hormone treatment or surgical intervention.

Solo Categories:

Girl/Woman Solo (athlete who identifies as a girl/woman)

Boy/Man Solo (athlete who identifies as boy/man)

Gender Inclusive Solo (open to athletes who do not identify as girl/woman or boy/man)

Duet Categories:

Girls/Women Duet (both athletes identify as a girl/woman)

Boys/Men Duet (both athletes identify as a boy/man)

Mixed Duet (one athlete identifies as boy/man, one girl/woman)

Gender Inclusive Duet (one or more athlete(s) who do not identify as girl/woman or boy/man)

All other categories (i.e. Team events) are open (no gender restriction)

International Competition/National Team:

World Aquatics ([AQUA](#)) - AQUA's current policy requires transgender athletes to undergo monitoring and comprehensive medical examinations in addition to proving medical intervention prior to the age of 12. Should an athlete accept a position on one of our national team programs, they must adhere to AQUA legislation for participation in their sanctioned events.

PARTICIPATION PRACTICES:

- The events categories are:
 - Solo – Girl/Woman Solo, Boy/Man Solo, Gender Inclusive Solo
 - Duet – Girls/Women Duet, Mixed Duet, Boys/Men Duet, Gender Inclusive Duet
- Open inclusion of all athletes in team routines (team routines include: technical, free, acrobatic, combination and trios).
- Athletes can disclose their gender identity and their preferred category of competition for each event they participate in. If an event has a qualifying requirement (i.e. national championships) the category that an athlete qualified in will be the category that they must compete in at the next level event.
- All categories are to be offered at USAAS sanctioned and owned events



POLICY IMPLEMENTATION INFORMATION:

Measures will be put into place by member clubs at USAAS sanctioned and owned events to ensure members have an environment and facility that is welcoming regardless of any member's gender identity. This includes but is not limited to providing a non-binary designated changing space and rest room facility when possible. (example: a family bathroom or designated bath room that allows space within it to change)

USAAS will work to advance inclusion and prevent discrimination based on gender identity and/or sex variations through educational training.

USAAS does not support the use of medical analysis, treatment or exams to determine competitive and non-competitive eligibility for domestic programs.

Eligibility criteria for a gender category will not include gynecological or physical examinations or documentation of such exams to compete.

USAAS will promote and support the athlete's ability to communicate and provide opportunities to discuss their competitive future at any level of the organization.

Health information is considered private and shall not be disclosed to others unless permission has been granted by the member or adult representative of the minor member for travel safety and emergency medical care.

USAAS will pilot an inclusive competitive option at the U.S. Junior Olympic Championship and the U.S. Masters Championship in 2023. In 2023, athletes competing in the boys/men duet, gender inclusive solo and gender inclusive duet categories may do so without qualifying through regional championships, but must meet all other requirements (e.g. hold a current membership, grade level 2, etc.)

In 2024, all categories will be offered at all USAAS sanctioned and owned events. Qualification standards will apply to all categories for U.S. Collegiate Championship, U.S. National Championship, U.S. Junior Championship, U.S. Youth Championship and U.S. Junior Olympic Championship for 2024 and beyond.

USAAS Board of Directors will provide the written policy to the Rules Committee and ask that specific rules be developed for participation in the gender inclusive solo and duet categories.



The USAAS Board of Governors will then have an opportunity for discussion at the 2023 USAAS Annual Meeting prior to adoption for 2024 competitions. For 2023 the boys/men duet and gender inclusive duet will compete using duet rules as defined by the rulebook. The USAAS Board of Directors has recommended to the rules committee that this be maintained for 2024 events.

This document was developed to confirm the opportunities available to all athletes who choose to participate in any USAAS sanctioned and owned event. Should an athlete require a more specific accommodations for inclusion based on gender identity, USAAS will facilitate a review of individual cases. A request for review should be sent to the national office at memcoord@usaartisticswim.org. An evaluation of the request will be completed by the VP DEI, VP of Competitive Programs and AEC President to determine the best gender inclusive practices.

If there are any requests for guidance you can contact the national office at memcoord@usaartisticswim.org or call 719-866-2219

Violation of this policy will be subject Appendix P and K of the [USAAS Rulebook](#).