



BAB Transgender Competition Policy

[2024]

Policy Statement

In accordance with BAB Constitution the British Aikido Board's Transgender Competition Policy is mandatory for all Member Associations, including their clubs and individual members.

Statement of Intent

The BAB aims to ensure that all people within the aikido family, irrespective of their age, gender reassignment, disability, marriage or civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation have a genuine and equal opportunity to participate in aikido at all levels and in all roles

Purpose of the Policy

The BAB will ensure that there will be open access to all those who wish to participate in any aspect of aikido competition activities and that they are treated fairly, equally and with respect. Under current English legislation, aikido, as a gender-affected sport, may be regulated by BAB in respect of the participation of a trans person.

We use the term trans or transgender to describe those people who, as defined by the Equality Act 2010, share the protected characteristic of gender reassignment and are described in the legislation as transsexual people. We do not include intersex people, androgyne and polygender people, crossdressing and transvestite people in these terms.

The BAB wishes to try, as far as is possible, to permit trans people to compete in their affirmed gender while balancing this with its role in providing fair play and competition and protecting the integrity of women's, men's and mixed competitions. In addition to those wishing to compete, it also has a responsibility to protect those who may be staff, coaches, officials, volunteers or spectators, and who may be trans people, or perceived to be so, or associated with them, such as family members.

However, this document focuses only on aikido players, or would-be players, in aikido competitions.

Legal Responsibilities

The BAB is required by Law not to unlawfully discriminate against its stakeholders and recognises its legal obligations, and will abide by the requirements of the Equality Act 2010 and any relevant legislation and associated amendments.

Socio Economic Inequalities

The BAB recognises that we live in a diverse society and will endeavour to ensure that all stakeholders are given the same opportunity regardless of protected characteristics and/or socio-economic backgrounds.



Scope

BAB is the National Governing Body for the aikido in the United Kingdom. Therefore, this policy and procedures relate solely to activity within this territory. BAB is responsible for setting standards and values to apply throughout aikido at every level in the United Kingdom. BAB would expect players to play at an appropriate level.

- This policy covers players in all competitions sanctioned by the BAB Board; it includes competition managed and organised by its members, County and Regional Associations, and affiliated leagues and clubs, referred to as domestic competitions in this paper.
- The policy also covers the eligibility and selection of trans players to represent the United Kingdom in international aikido competitions, referred to as international competitions in this paper.
- BAB's Policy and Procedures for Trans Aikido Players applies to all individuals involved, whether paid or in a voluntary capacity. Everyone in aikido has a responsibility to ensure that trans people are treated with dignity and respect and that they are treated fairly.

The terms we use

This policy uses several terms associated with trans people and aikido. We recognise that there are considerable differences in those that are used, and we have adopted the following terms.

Trans or transgender person – we use the term trans or transgender to describe 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.

We use the term trans male or man to describe a female-to-male transsexual person and trans female or woman to describe a male-to-female transsexual person.

We do not include intersex people, androgyne and polygender people, cross-dressing and transvestite people under these terms nor do we include sexual orientation in this.

Gender reassignment – this is one of several protected characteristics defined in equality legislation (Equality Act 2010) and is the process of transitioning from one sex to another. This legislation prohibits discrimination against a person who is proposing to undergo, is undergoing or has undergone a process, or part of a process, for reassigning their sex. Although it is often associated with medical treatment, this is not a requirement to be protected by the law.

Affirmed gender – this describes the gender that the person has transitioned to as opposed to that which is assigned at birth, their ‘birth gender’.

What language to use:

We would expect everyone in aikido to use the following preferred terms.

Preferred terms	Avoid
<ul style="list-style-type: none"> • trans • trans person • transgender, transgendered person • trans man, boy or male • trans woman, girl or female • he, she, him, his, hers 	<ul style="list-style-type: none"> • she-he • he-she • tranny

Domestic / local club / UK local Association competitions

Aikido is a contact sport and the BAB sanctions men’s, mixed and women’s aikido competitions; there are no safety concerns for any trans male or female wishing to take part in sanctioned aikido competitions, in training or friendly or recreational aikido.

Accordingly, you should accept people in the gender they present and verification of their identity should be no more than that expected of any other player.

We recognise, however, that there may be some concerns about fairness in the women’s and mixed aikido. Our policy assumes that trans women (male-to-female trans person) wishing to compete in mixed or female sanctioned aikido competitions do so with the best of intentions and with no intent to deceive about their status to gain any competitive advantage.

Should someone have a genuine reason to believe that there may be some deception to gain a competitive advantage in mixed or women’s aikido or that there are genuine and substantive concerns about the trans woman’s physical strength, stamina or physique that may put other female competitors at risk, they should refer their concerns through the BAB Equality Equity Policy disciplinary and grievance procedures.

International Competition Aikido Players in a performance pathway.

Players are there to train and challenge for a position in national squads. Trans players seeking to represent the United Kingdom in aikido in any international sanctioned competition will need to be compliant with the controlling International Aikido Federations policies.

All International Aikido Federations comply with the International Olympic Committee (IOC) guidance. We recognise that, for some people, the process of gender reassignment may start before joining a performance pathway or during it; The team will be required to work with each trans person on a case-by-case basis to ensure that they know about the

implication of the international policy and are supported in their gender reassignment process.

The IOC has the following guideline “IOC Framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations” to be taken into account by sports organisations when determining eligibility to compete in male and female competition:

<https://stillmed.olympics.com/media/Documents/Beyond-the-Games/Human-Rights/IOC-Framework-Fairness-Inclusion-Non-discrimination-2021.pdf>

The BAB’s procedure to determine eligibility for trans females to represent the United Kingdom in international competitions

- All enquiries must be passed to BAB’s Chairman.
- All documentation revealing information about a trans female’s past or present gender reassignment status must be managed in accordance with the BAB’s policies with regards to the management of sensitive and confidential information and in line with the Data Protection Act 1998 and, where relevant the Gender Recognition Act 2004.
- Anyone involved will understand the confidentiality obligations that are associated with handling such a matter.
- The BAB will undertake all communication with the trans female concerned only sharing information with international competition organisers to allow it to verify the status of the trans female.
- A trans female (and her legal guardian if under the age of 18) will be asked to permit their GP and/or consultant and the Gender Recognition Panel (where appropriate) to disclose sufficient information to the BAB (including such other information, records or other material as the BAB may require from time to time) to allow it to ascertain that the conditions that have been set by the IOC have been met.
- To determine compliance with this policy the BAB’s Chairman and a medical representative appointed by BAB will consider the evidence on a case-by case basis.

Exemptions

The BAB reserves the right to limit competition or participation on health grounds to persons of a specific age, gender and/or ability group, where it is both appropriate and necessary to ensure equitably safe competition and/or practice.

Changing personal details for international competition purposes

Aikido Players in a performance pathway are there to train and challenge for a position in national squads. Trans players seeking to represent The United Kingdom in Aikido in any International Aikido Federation sanctioned competition will need to be compliant with International Aikido Federation policy.

- If the change is of a sensitive and confidential nature e.g. a sex change, then the change request will be handled by the BAB’s Chairman Representative.

- Where changes are requested that do not have any significant impact on a player's status in competition then these are made without any proof of the change. For example, a change of name – no evidence of proof is asked of people for a change of name e.g. following marriage; accordingly, a request for a change of name for a trans person can be made in the same way.
- Where changes have a significant impact on a player's status in competition, for example a change of sex for international competition, that change will need to be backed up by proof.
- Change of sex – as this is a change that will have a significant impact on a player's status, it can only be made if there is proof of the change. In the UK, people can change their name without any legal process, however proof of a change of sex could be any of the following:
 - i. Birth certificate, Passport or Driving Licence indicating relevant sex; a Deed Poll or a Statutory Declaration (before a solicitor or magistrate in court), or a doctor's letter may also be used.
 - ii. Please note that some trans people will go through the process of obtaining a Gender Recognition Certificate (GRC). This allows trans people born in the UK to automatically receive a new birth certificate and provides enhanced legal protection over the disclosure of their previous gender status.

A GRC indicates that the person has already lived in the affirmed gender role, for at least two years and intends to continue doing so. It would be wholly inappropriate for anyone to request or require a person to provide a GRC as this is a breach of the person's privacy and may be harassment.

Roles and Responsibilities: All aikido organisations should:

- Treat the trans person with dignity and respect.
- Welcome the player just as you would any other new attendee or member.
- Accept them in the gender they present; verification of their identity should be no more than expected of any other player.
- If asked, explain that there are no restrictions on playing in domestic aikido competitions or participating in training or informal events.
- Respect the private and confidential nature of the person's situation.
- Take your lead from the person, ask their name and use it.
- Agree with the trans person how information is to be shared with others if this is absolutely necessary; this may include a change of name and title and this should be accommodated without prejudice or aggravation.
- Support the trans person with their choice of changing facilities.
- Take prompt and decisive action against anyone in the organisation whose behaviour or language is inappropriate or offensive to or about trans people. Disciplinary procedures should be employed to manage this.
- Ensure a Code of Conduct is publicised indicating your zero-tolerance policy towards all bullying/harassment of people with protected characteristics.

- Ensure that any training the organisation undertakes with regards to equality covers trans people and the policy as well as the general equality policy.
- Avoid making assumptions about the player, either in terms of their sexual orientation or their medical background, take your lead from the information they may, or may not, offer you.
- Be clear about what language to use the language you use, the trans player should be referred to as the sex that they tell you are, i.e. use 'he' or 'she' as you would with anyone else.

Disciplinary and Grievance Procedures

To safeguard individual rights under the policy, an Association, Officer, volunteer or member who believes he/she has suffered inequitable treatment within the scope of the policy may raise the matter through the appropriate grievance procedure. Appropriate disciplinary action will be taken against any Association, Officer, volunteer or member who violates the BAB's Equality Policy. An individual may raise any grievance and no Association, Officer, volunteer or member will be penalised for doing so unless it is untrue and not made in good faith. As with all grievance procedures, the final point of appeal relating to this policy is the Board's Appeals Committee.

Reference document

IOC-Framework-Fairness-Inclusion-Non-discrimination-2021.pdf