

**FREESTONE ENDURANCE**  
**DIVERSITY, EQUITY & INCLUSION POLICY**  
Version 1 - 2/21/2021

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At Freestone Endurance we believe that community is one of our greatest strengths and we strive to ensure that everyone is, and feels, welcome at our events.

To this end, and for us to become a stronger community, we have created a formal entrance policy for transgender and non-binary athletes.

**Entrance Policy for Transgender Athletes**

We will accept each entrant's declared gender at face value, and no additional supporting evidence is required.

A transgender female (male-to-female) entrant can register to compete as a female, provided they have undergone continuous, medically supervised hormone treatment for gender transition for at least one year prior to the race.

A transgender male (female-to-male) entrant can register to compete as a male. Transgender male runners cannot register to compete as a female if they have begun hormone treatment for gender transition, that includes testosterone or any other banned substance (as defined by the World Antidoping Agency).

Runners may compete in the category of their sex assigned at birth if they have not undergone hormone treatment.

Transgender entrants, at their option, may provide medical documentation related to their transition to the Race Director and/or Medical Director(s) prior to the race. All information about the runner's gender identity and medical information, including any information provided pursuant to this policy, will be kept strictly confidential.

**Challenges of Results Involving Transgender Athletes**

Freestone Endurance has created this policy and the ability to challenge results out of a desire for inclusion and fairness. As such we expect all parties to behave in a manner that is honest, compassionate, and respectful. We will not tolerate hateful or discriminatory behavior by any of our runners, or those associated with the race, regardless of the cause.

Challenges may be made to results, which are directly related to a runner's self-declared gender, only when a top 5 position is at stake. A challenge must be made in writing or email to the Race Director within 10 days of race completion and must be submitted privately and with the utmost discretion and respect for all parties involved.

Neither party may publicly post or discuss the challenge until a decision has been reached by the race. Challenges not related to a runner's gender status, such as course cutting or other rule violations, will be handled in the normal process.

In the event of a challenge, or as deemed necessary, Freestone Endurance may request supporting documentation from a medical professional. All information about the runner's gender identity and medical information, including any information provided pursuant to this

policy, will be kept strictly confidential. The Race Director, with input from the Medical Director(s), will review the relevant facts and make a final decision.

If the runner is not in compliance with this policy, they will forfeit any place positions, but will retain their official finish. Any announcements made by the race will simply state whether a runner was or was not in compliance with our policy and the associated action taken by the race. We will not disclose, unless requested or allowed by the transgender runner, any medical information related to the decision.

### **Entrance Policy for Non-Binary Athletes**

Some people feel that their gender identity cannot be simply defined by the expected binary terms of man or woman'. Instead, they experience their gender in another way. Typically, we refer to this group of people as being 'non-binary'. The term non-binary refers to a person:

Identifying as either having a gender which is in-between or beyond the two categories man and 'woman', as fluctuating between man and 'woman', or as having no gender, either permanently or some of the time.

Although we ask that non-binary or genderqueer runners register under their birth gender, we want to acknowledge and respect their differences and will provide opportunity in the registration process to express their desired pronouns. Non-binary runners will be eligible for place awards in their birth gender pool.

### **Registration and Lottery Process for Transgender and Non-Binary athletes**

During registration, all runners will be asked to provide their birth gender, their current gender identity, and their desired pronoun(s). Please see Exhibit 1 below for the additional questions.

If a race is lottery based, transgender runners will enter the lottery pool of their identified gender. Non-binary runners will enter the lottery pool of their birth gender.

### **How We Made This Policy**

Freestone Endurance began working on this policy shortly after Western States Endurance Run announced their policy. We would like to commend WSER for their leadership in this regard and we hope that more races will follow by adding similar policies.

Our first step in creating this policy was to meet with our Advisory Committee and draft a rough policy. We worked with the Center for Transgender Equality to build both the transgender and non-binary policies and we are grateful for their assistance. While we have worked diligently to craft an inclusive policy, we recognize that we may need to revise it in the future. We will formally review this plan at a minimum of every three years through our Advisory Committee to ensure it is updated and relevant, and always welcome suggestions and comments.

### **Additional resources are available here:**

<https://transequality.org/issues/resources/understanding-transgender-people-the-basics>

<https://transequality.org/>

**EXHIBIT 1: Example Phrasing for Registration Process**

**1. What sex were you assigned at birth?**

- Male
- Female

**2. What is your gender identity?**

- Male
- Female
- Transgender man / Transman
- Transgender woman / Transwoman
- Genderqueer / Gender nonconforming /  
Additional identity (fill in) \_\_\_\_\_
- Decline to state

**3. What are your pronouns?**

(Open ended)