



Aquatics Sports Competition Information for Transgender & Non-Binary Individuals

Policy Document

Version: 12th September 2023

CONTENTS

Section Number	Content	Page Number
INTRODUCTION	Introduction & Policy Statement	Page 2
	Definitions	Page 3
Swimming & Para Swimming	1.1 Unlicensed Competition	Page 4
	1.2 Licensed Competition	Page 4
	1.3 Medication & Clean Sport	Page 4
	1.4 Para-Swimming & Classification Considerations	Page 5
	1.5 International Selection & National Programme Selection	Page 5
	1.6 Swimwear	Page 5
	1.7 Records & Awards	Page 6
	1.8 Membership & Rankings Considerations	Page 6
	1.9 Review Timeline	Page 6
	1.10 Contact Details & Reporting	Page 6
Open Water Swimming	2.1 Unlicensed Competition	Page 7
	2.2 Licensed Competition	Page 7
	2.3 Medication & Clean Sport	Page 8
	2.4 International Selection & National Programme Selection	Page 8
	2.5 Swimwear	Page 8
	2.6 Records & Awards	Page 8
	2.7 Membership Considerations	Page 9
	2.8 Review Timeline	Page 9
	2.9 Contact Details & Reporting	Page 9
Masters Swimming	3.1 Unlicensed Competition	Page 10
	3.2 Licensed Competition	Page 10
	3.3 Medication & Clean Sport	Page 11
	3.4 Swimwear	Page 11
	3.5 Records & Awards	Page 11
	3.6 Membership & Rankings Considerations	Page 12
	3.7 Review Timeline	Page 12
	3.8 Contact Details & Reporting	Page 12
Artistic Swimming	4.1 Safety of Participants	Page 13
	4.2 Solo, Duet, Team & Artistic Combination	Page 13
	4.3 Mixed Duet	Page 13
	4.4 Medication & Clean Sport	Page 13
	4.5 International Selection & National Programme Selection	Page 14
	4.6 Swimwear	Page 14
	4.7 Awards (Mixed Duet)	Page 14
	4.8 Membership Considerations	Page 14
	4.9 Review Timeline	Page 14
	4.10 Contact Details & Reporting	Page 15
Diving	5.1 Club Level Competitions or Equivalent Level Club Event	Page 16
	5.2 National Level or Pathway Competitions	Page 16
	5.3 Medication & Clean Sport	Page 16
	5.4 International Selection & National Programme Selection	Page 17
	5.5 Swimwear	Page 17
	5.6 Awards	Page 17
	5.7 Membership Considerations	Page 17
	5.8 Review Timeline	Page 18
	5.9 Contact Details & Reporting	Page 18
Water Polo	6.1 Safety of Competitors	Page 19
	6.2 U14 Competition	Page 19
	6.3 14+ Competition	Page 19
	6.4 Medication & Clean Sport	Page 20

	6.5	International Selection & National Programme Selection	Page 20
	6.6	Swimwear	Page 20
	6.7	Awards	Page 21
	6.8	Membership Considerations	Page 21
	6.9	Review Timeline	Page 21
	6.10	Contact Details & Reporting	Page 21
Signposting	7.1	Signposting for Additional Information	Page 22

INTRODUCTION & POLICY STATEMENT

Scottish Swimming is committed to creating an environment that will enable our vision of ‘everyone can swim’. As such our policy aims to reflect this objective and is written to support the development of inclusive aquatic environments that provide opportunities and enjoyment for everyone.

Scottish Swimming has developed this “Aquatic Sports Competition Policy” with respect to trans and non-binary participants. This includes reference to anyone whose gender identity or expression is different to the gender assigned to them at birth.

Scottish Swimming is responsible for regulating (within its jurisdiction) the participation of persons as competitors in an event or events in the following sports:

Swimming, Para-Swimming & Masters Swimming

Artistic Swimming

Water Polo

Open Water

Diving

All of the above sports are deemed ‘gender-affected’ sports as defined by legislation (Equality Act, Gender Recognition Act), in that the physical strength, stamina or physique of average persons of one sex would put them at a disadvantage to average persons of the other sex, as competitors in an event of one of the above-mentioned sports. As such, this policy aims to define the criteria that trans or non-binary competitors need to meet in order to compete.

The policy has been updated taking into account the prevailing research in this area, the UK Sports Council’s “Guidance for Transgender Inclusion in Domestic Sport”, World Aquatics and assistance from several partner NGBs including Swim England.

A Transgender participant shall not be entitled to compete in their relevant eligibility category until such time as they have met the applicable criteria set out in the policy below. Once the aforementioned criteria are satisfied and confirmed then verification of identity should be no more than is required of any other competitor.

Scottish Swimming recognises that this is a developing area of sports policy, and that research continues to evolve within this area and therefore a 12-month review period will be implemented to ensure best practice is continued. Should significant academic research, particularly related to aquatics, be released we reserve the right to review at an earlier stage.

To help with managing expectations around the contents of the policy, there is a frequently asked questions (FAQs) resource available for clubs and members to support with any queries that may arise. The FAQs will be updated on a regularly basis as required and on a case-by-case basis where appropriate.

Scottish Swimming welcomes feedback on this policy as it is a starting point and will continue to be updated as new information becomes available. Scottish Swimming is endeavouring to provide a safe and inclusive space for all our members through our club network. We would urge any member involved within aquatics who has experienced transphobic abuse to report it immediately. Please contact us via equalities@scottishswimming.com or where considered a serious level concern, refer to Police Scotland and Scottish Swimming.

Concerns regarding non-compliance or abuse of this policy can also be sent to equalities@scottishswimming.com. **Under no circumstances are competitors to be challenged at poolside during an event.**

DEFINITIONS

For the purposes of this document:

Birth sex	The biological sex assigned to an individual at birth.
Child	Within The Children and Young People (Scotland) Act 2014 – a child is defined as anyone who has not reached the age of 18.
Cisgender	A person whose sense of personal identity and gender corresponds with their birth sex.
Competitor	Competitor denotes an entrant to competition promoted by or on behalf of the club or organisation.
Contact sports	Of the sports under the jurisdiction of Scottish Swimming this refers to Water Polo only.
Eligibility category	The entry categories into which competition is split.
Female category	Athletes with a birth sex of female. This can include: <ul style="list-style-type: none"> ➤ Non-Binary athletes with a birth sex of female and ➤ Trans male athletes with a birth sex of female and have not begun medical transition in any way e.g. hormone therapy or surgery.
Gender-affected activity	A sport, game, or other activity of a competitive nature in circumstances in which the physical strength, stamina or physique of average persons of one sex would put them at a disadvantage compared to average persons of the other sex as competitors in events involving the activity.
Intersex	A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Competition category will be sex assigned at birth.
Licensed meets	Licensed meets are Level 1 (National and District), Level 2 (District and Club) and Level 3 (Club level).
Male & Open category	One category, athletes with a birth sex of male, trans or non-binary competitors and any competitors not eligible for the Female category.
Non-binary	Someone who does not subscribe to the customary binary approach to gender, and who may regard themselves as neither male nor female or take another approach to gender entirely.
Non-contact sports	For Scottish Swimming this refers to Swimming (including Para-Swimming, Masters & Open Water), Artistic Swimming & Diving.
Rankings	A National swimming results database of competitors/athletes and their times for each event completed. The system is managed by British Swimming/Swim England for use by the Home Nations. The personal information must be identical to that contained in the Scottish Swimming JustGo membership system.
Self-identification or self-id	A process of recognition that accepts the individual's declaration of gender identity without a requirement for further evidence.
Transgender or trans person	An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, gender-queer (GQ), gender-fluid, gender-variant, trans man, trans woman.
Unlicensed meets	Unlicensed meets are currently the Level 4 registered meets (or meets which clubs run that are in house such as time trials, club friendly events, club championships that are not run for the purpose of generating accredited times etc).
Young Person	An individual who is generally between the ages of 16 and 18.

1.0 SWIMMING & PARA-SWIMMING

1.1 – Unlicensed Competition (Level 4 Registered Competitions)

1.1.1 For unlicensed, non-contact competition the inclusion of trans and non-binary participants does not present an increased level of risk with regards to 'safety of competitors'.

1.1.2 'Fairness of competition' has been considered against the need for 'maximising participation' at this level. Maximizing participation is, therefore, the priority at this level of competition. Subsequently trans or non-binary individuals are free to self-id and participate in the eligibility category aligned to their gender identity free from discrimination and exclusion.

1.1.3 Given the unlicensed nature of these competitions, no formal verification procedure is required.

1.1.4 All competitors shall only enter and compete in one of the defined categories at a competition.

1.1.5 Whilst clarification may be sought in the event of a genuine error, **under no circumstances are competitors to be challenged on the validity of their participation within the relevant category.**

1.2 – Licensed Competition (Level 1, 2 and 3 Competitions)

1.2.1 As competition with the potential to provide times for rankings, 'fairness of competition' must be prioritised. Licensed competition within the sports of Swimming and Para Swimming will therefore be required to provide "Female" and "Male & Open" categories. These are defined as follows:

- Female – Athletes with a birth sex of female. (See definitions list for full definition)
- Male & Open – Athletes with a birth sex of male, trans, or non-binary competitors

1.2.2 Within all event conditions there should be a reminder that the Female category is for birth sex females only as per 1.2.1. Any competitor intending to compete within the Female category will be required to provide confirmation that their birth sex is female when signing up to the meet conditions through entry. By entering the Female category, athletes are therefore confirming their birth sex is female.

1.2.3 All competitors shall only enter and compete in one of the defined categories at a competition.

1.2.4 For event qualification for licensed competitions, trans and non-binary athletes shall use the entry standards for the "Male & Open" category, unless eligible for the Female category in order to qualify/be considered for qualification for a competition.

1.2.5 Entries to competitions for trans & non-binary competitors will continue to be made through the entries system that their club uses and will be entered as male athletes until such time entry systems have been updated to include other entry classifications. All meet documentation post entries shall show the categories as defined in 1.2.1 where possible. A guide for clubs will be available to support this process.

1.2.6 In mixed relay events, team members will comprise of two from the "Female" category and two from the "Male & Open" category.

1.2.7 Any trans or non-binary competitors intending to compete within the "Male & Open" category should remain fully aware of the anti-doping criteria detailed in 1.3.

1.3 - Medication & Clean Sport

1.3.1 All athletes should be aware they may be subject to doping control testing as per the UK Anti-Doping Rules. Athletes are responsible for anything found in their system, including prescribed

medication, supplements, and hormone regimes, regardless of how it got there or whether there is any intention to gain an advantage. All athletes and athlete support personnel should make themselves aware of the risks, so they do not face the prospect of being banned from the sport.

1.3.2 The use of hormones/steroids in most cases contravenes the “World Anti-Doping Agency Code” and therefore any trans or non-binary participants using this type of medication for the purpose of gender reassignment, are encouraged to contact Scottish Swimming to discuss application for a Therapeutic Use Exemption (TUE) in the first instance.

1.3.3 Useful information for athletes regarding medications and TUE’s can be found on the [UKAD \(UK Anti-Doping\) website](#) and further information regarding clean sport can be found on the [Scottish Swimming website](#).

1.4 – Para-Swimming & Classification Considerations

1.4.1 This policy applies to all swimmers and para-swimmers equally. No additional points need to be considered to allow competitive participation for athletes with a disability/impairment.

1.4.2 There are no additional points relating to this policy regarding para-swimming classification that (at this stage) require to be considered.

1.4.3 Clubs should consider the support needs of each athlete on an individual basis. If additional support is required for an individual to be included, then support is available through Scottish Swimming.

1.5 – International Selection & National Programme Selection Considerations

1.5.1 The eligibility policy of World Aquatics, and/or any major national or international games organisation regarding trans or non-binary competitors will supersede the eligibility policy as outlined in this policy.

1.5.2 As such, any trans or non-binary person seeking selection to any part of the Scottish Swimming National Aquatics Programme shall be required to be compliant with the eligibility criteria detailed in the World Aquatics Policy on eligibility for the Men’s and Women’s Competition Categories prior to being eligible for selection. This is to ensure that selected competitors are eligible to compete at the respective national/ international competition(s).

1.5.3 Any trans or non-binary athlete seeking selection onto the Scottish Swimming National Aquatics Programme currently will be selected upon achieving the appropriate selection criteria in the Male category only, unless eligible for the Female category.

1.6 – Swimwear

1.6.1 Any trans & non-binary competitors who require to wear swimwear that is not as per World Aquatics rules must apply for exemption through the Scottish Swimming Swimwear Policy. This process is managed by the National Swimming Committee and supported by Scottish Swimming.

1.6.2 Swimwear must not give the effect of excessive nudity inappropriate for sport and must be dignified and suitable for competition.

1.6.3 The wearing of technical swimsuits for trans & non-binary competitors will not be permitted where advantage may be gained within the “Male & Open” event category.

1.6.4 Any application through the Scottish Swimming Swimwear Policy must be completed with all required information and submitted to info@scottishswimming.com no later than 3 weeks prior to the date of competition.

1.6.5 Appropriate communication with the event promoter in advance of a competition will be required by the individual competitor where a Swimwear Policy application has been granted to ensure that any challenge on the day of competition can be avoided. Event promoters are required to ensure this information is managed sensitively and as confidentially as far as practicably possible.

1.7 – Records & Awards

1.7.1 For Scottish Swimming National & SASA District swimming Competitions, trans & non-binary athletes competing in the “Male & Open” category are currently not eligible to achieve records at these levels of competitions.

1.7.2 For unlicensed club competition, trans & non-binary competitors are eligible to achieve records for this level of competition. For licensed club competitions, trans & non-binary competitors are eligible to achieve records for this level of competition but only for the “Male & Open” category, unless eligible for the Female category.

1.7.3 At all levels of competition, trans & non-binary competitors are eligible to win medals within the “Male & Open” category only, unless eligible for the Female category.

1.7.4 At all levels of competition, trans & non-binary competitors are eligible to achieve trophies within the “Male & Open” category only, unless eligible for the Female category. Any existing trophies that are in place at any level of the sport should remain with the categories/information defined. Any new trophies should reflect the new “Male & Open” category where possible.

1.8 - Membership & Rankings Considerations

1.8.1 Membership is managed through the JustGo membership system. All memberships are currently listed as either male or female – these labels will be updated to “Female” or “Male & Open” category, with the data held in these fields currently remaining the same. For more information, please see the membership section within “Training and Participation” guidance document.

1.8.2 The Swim England Rankings system will continue to be used for recording results from all Level 1 and 2 licensed competitions. The rankings system will continue to accept data in two categories, and the front facing category of Male will be updated to reflect the “Male & Open” category.

1.8.3 The Scottish Swimming Services Team will be able to provide support with regards to membership, rankings and data protection.

1.9 – Review Timeline

1.9.1 Research continues to evolve within this area and therefore a 12-month review period will be implemented. Should significant academic research, particularly related to aquatics be released, Scottish Swimming reserves the right to review at an earlier stage.

1.10 - Contact Details & Reporting

1.10.1 Scottish Swimming welcomes feedback on this policy and urges any person involved within aquatics who has experienced transphobic abuse to report it immediately. Please contact us via equalities@scottishswimming.com or where considered a serious level concern, refer to Police Scotland and Scottish Swimming.

1.10.2 Concerns regarding non-compliance or abuse of this policy can also be sent to equalities@scottishswimming.com. **Under no circumstances are competitors to be challenged at poolside.**

2.0 OPEN WATER SWIMMING

Within the sport of Open Water Swimming, Scottish Swimming delivers one annual competition, the National Championships but the Open Water National Committee supports the four SASA Districts to run their own championships annually. Clubs also run a number of competitions throughout the Open Water season.

2.1 – Unlicensed and Level 2 Licensed Competition

2.1.1 For unlicensed and level 2 licensed competition the inclusion of trans and non-binary participants does not present an increased level of risk with regards to ‘safety of competitors’.

2.1.2 As a result, ‘fairness of competition’ is considered against the need for ‘maximising participation’ at this level. Maximising participation is the priority at this level of competition. Consequently trans or non-binary individuals are free to self-id and participate in the eligibility category aligned to their gender identity free from discrimination and exclusion.

2.1.3 Given the nature of these competitions no formal verification procedure is required.

2.1.4 All competitors shall only enter and compete in one of the defined categories at a competition.

2.1.5 Whilst clarification may be sought in the event of a genuine error, **under no circumstances are competitors to be challenged on the validity of their participation within the relevant category.**

2.1.6 Currently due to the numbers entering competitions, it is possible for “Female” and “Male & Open” categories to be swum combined.

2.2 – Level 1 Licensed Competition

2.2.1 For level 1 licensed Open Water Swimming events (Scottish National and SASA District level competitions), ‘fairness of competition’ must be prioritised. Licensed competition within the sport of Open Water Swimming will therefore be required to provide “Female” and “Male & Open” categories. These are defined as follows:

- Female – athletes with a birth sex of female (see definitions list for full definition)
- Male & Open – Athletes with a birth sex of male, trans, or non-binary competitors

2.2.2 Within all event conditions there should be a reminder that the Female category is for birth sex females only as per 2.2.1. Any competitor intending to compete within the Female category will be required to provide confirmation that their birth sex is female when signing up to the meet conditions through entry. By entering the Female category, athletes are therefore confirming their birth sex is female.

2.2.3 All competitors shall only enter and compete in one of the defined categories at a competition.

2.2.4 For event qualification for level 1 licensed competitions, trans and non-binary athletes shall use the entry standards for the “Male & Open” category only, unless eligible for the Female category in order to qualify/be considered for qualification for a competition.

2.2.5 Any trans or non-binary competitors intending to compete within the “Male & Open” category should remain fully aware of the anti-doping criteria detailed in 2.3.

2.2.6 Currently due to the numbers entering competitions, it is possible for Female and “Male & Open” categories to be swum combined.

2.3 - Medication & Clean Sport

2.3.1 All athletes should be aware they may be subject to doping control testing as per the UK Anti-Doping Rules. Athletes are responsible for anything found in their system, including prescribed medication, supplements, and hormone regimes, regardless of how it got there or whether there is any intention to gain an advantage. All athletes and athlete support personnel should make themselves aware of the risks, so they do not face the prospect of being banned from the sport.

2.3.2 The use of hormones/steroids in most cases contravenes the “World Anti-Doping Agency Code” and therefore any trans or non-binary participants using this type of medication for the purpose of gender reassignment are encouraged to contact Scottish Swimming to discuss application for a Therapeutic Use Exemption (TUE) in the first instance.

2.3.3 Useful information for athletes regarding medications and TUE’s can be found on the [UKAD \(UK Anti-Doping\) website](#) and further information regarding clean sport can be found on the [Scottish Swimming website](#).

2.4 - International Selection & National Programme Selection Considerations

2.4.1 The eligibility policy of World Aquatics, and/or any major national or international games organisation regarding trans or non-binary competitors will supersede the eligibility policy as outlined in this policy.

2.4.2 As such, any trans or non-binary person seeking selection to any part of the Scottish Swimming National Aquatics Programme (Marathon/Open Water Swimming) shall be required to be compliant with the eligibility criteria detailed in the World Aquatics Policy on eligibility for the Men’s and Women’s Competition Categories prior to being eligible for selection. This is to ensure that selected competitors are eligible to compete at the respective national/ international competition(s).

2.4.3 Any trans or non-binary athlete seeking selection onto the Scottish Swimming National Aquatics Programme (Marathon/Open Water Swimming) currently will be selected upon achieving the appropriate selection criteria in the Male category only, unless eligible for the Female category.

2.5 – Swimwear

2.5.1 All Level 1 licensed competitions shall be held under World Aquatics rules. World Aquatics Swimwear and wetsuit rules for Open Water Swimming are not gender specific. There are no differences between what is expected to be worn regardless of eligibility category.

2.5.2 Swimwear must not give the effect of excessive nudity inappropriate for sport and must be dignified and suitable for competition.

2.6 – Records & Awards

2.6.1 There are no Scottish Swimming National or SASA District records for Open Water Swimming level 1 licensed events.

2.6.2 For unlicensed and level 2 licensed club competition, trans & non-binary competitors are eligible to achieve records for these levels of competition only in the “Male & Open” category, unless eligible for the Female category.

2.6.3 At all levels of competition, trans & non-binary competitors are eligible to achieve medals within the “Male & Open” category only, unless eligible for the Female category. Where events are swum as combined due to numbers taking part, medals will be split into the two categories.

2.6.4 At all levels of competition, trans and non-binary competitors are eligible to achieve trophies within the Male & Open category only, unless eligible for the Female category. Any existing trophies that are in place at any level of the sport should remain with the categories/information defined. Any new trophies should reflect the new “Male & Open” category where possible.

2.6.5 Nothing detailed in 2.6.3 or 2.6.4 shall prevent an overall trophy being awarded at an event.

2.7 - Membership Considerations

2.7.1 Membership is managed through the JustGo membership system. All memberships are currently listed as either male or female – these labels will be updated to “Female” or “Male & Open” category, with the data held in these fields currently remaining the same. For more information, please see the membership section within the “Training and Participation” guidance document.

2.7.2 The Scottish Swimming Services Team will be able to provide support with regards to membership, results, and data protection.

2.8 – Review Timeline

2.8.1 Research continues to evolve within this area and therefore a 12-month review period will be implemented. Should significant academic research, particularly related to aquatics be released, Scottish Swimming reserve the right to review at an earlier stage.

2.9 - Contact Details & Reporting

2.9.1 Scottish Swimming welcomes feedback on this policy and urges any person involved within aquatics who has experienced transphobic abuse to report it immediately. Please contact us via equalities@scottishswimming.com or where considered a serious level concern, refer to Police Scotland and Scottish Swimming.

2.9.2 Concerns regarding non-compliance or abuse of this policy can also be sent to equalities@scottishswimming.com. **Under no circumstances are competitors to be challenged at the venue.**

3.0 MASTERS SWIMMING

Within the sport of Masters Swimming many competitions submit their times into the Masters rankings system. Some Masters competitions are licensed by the Scottish National Masters Committee and submitting results to rankings is a requirement and those not licensed can not submit results to rankings.

3.1 - Unlicensed Competition (or events where Results Not Submitted to Rankings)

3.1.1 For unlicensed, non-contact competition or events where results are not submitted to rankings, the inclusion of trans and non-binary participants does not present an increased level of risk with regards to 'safety of competitors'.

3.1.2 'Fairness of competition' has been considered against the need for 'maximising participation' at this level. Maximising participation is therefore the priority at this level/type of competition. Subsequently trans or non-binary individuals are free to self-id and participate in the eligibility category aligned to their gender identity free from discrimination and exclusion.

3.1.3 Given the unlicensed nature of these competitions no formal verification procedure is required.

3.1.4 All competitors shall only enter and compete in one of the defined categories at a competition.

3.1.5 During Masters competitions it is possible for categories to be swum combined. Where this is required to happen, it is permissible for the "Female" and "Male & Open" categories to be swum combined.

3.1.5 Whilst clarification may be sought in the event of a genuine error, **under no circumstances are competitors to be challenged on the validity of their participation within the relevant category.**

3.2 – Licensed Competition (Results Submission to Rankings)

3.2.1 As competition with the potential to provide times for rankings, 'fairness of competition' must be prioritised. Licensed competition within the sport of Masters Swimming will therefore be required to provide "Female" and "Male & Open" categories. These are defined as follows:

- Female – athletes with a birth sex of female (see definitions list for full definition)
- Male & Open – Athletes with a birth sex of male, trans, or non-binary competitors

3.2.2 Within all event conditions there should be a reminder that the Female category is for birth sex females only as per 3.2.1. Any competitor intending to compete within the Female category will be required to provide confirmation that their birth sex is female when signing up to the meet conditions through entry. By entering the Female category, athletes are therefore confirming their birth sex is female.

3.2.3 During Masters competitions it is possible for categories to be swum combined. Where this is required to happen, it is permissible for the Female and "Male & Open" categories to be swum combined.

3.2.3 All competitors shall only enter and compete in one of the defined categories at a competition.

3.2.4 For event qualification for licensed competitions, trans and non-binary athletes shall use the entry standards for the "Male & Open" category only, unless eligible for the Female category, in order to qualify/be considered for qualification for a competition.

3.2.5 Entries to competitions for trans and non-binary competitors that are not eligible for the female category will continue to be made through the entries system that their club uses and will be entered as male athletes until such time entry systems have been updated to include other entry

classifications. All meet documentation post entries shall show the categories as defined in 3.2.1 where possible.

3.2.6 In mixed relay events, team members will comprise of two from the “Female” category and two from the “Male & Open” category.

3.2.7 Any trans or non-binary competitors intending to compete within the “Male & Open” category should remain fully aware of the anti-doping criteria detailed in 3.3.

3.3 - Medication & Clean Sport

3.3.1 All athletes should be aware they may be subject to doping control testing as per the UK Anti-Doping Rules. Athletes are responsible for anything found in their system, including prescribed medication, supplements, and hormone regimes, regardless of how it got there or whether there is any intention to gain an advantage. All athletes and athlete support personnel should make themselves aware of the risks, so they do not face the prospect of being banned from the sport.

3.3.2 The use of hormones/steroids in most cases contravenes the “World Anti-Doping Agency Code” and therefore any trans or non-binary participants using this type of medication for the purpose of gender reassignment are encouraged to contact Scottish Swimming to discuss application for a Therapeutic Use Exemption (TUE) in the first instance.

3.3.3 Useful information for athletes regarding medications and TUE’s can be found on the [UKAD \(UK Anti-Doping\) website](#) and further information regarding clean sport can be found on the [Scottish Swimming website](#).

3.4 – Swimwear

3.4.1 Any trans and non-binary competitors who require to wear swimwear that is not as per World Aquatics rules must apply for exemption through the Scottish Swimming Swimwear Policy. This process is managed by the National Masters Committee and supported by Scottish Swimming.

3.4.2 Swimwear must not give the effect of excessive nudity inappropriate for sport and must be dignified and suitable for competition.

3.4.3 The wearing of technical swimsuits for trans and non-binary competitors will not be permitted where advantage may be gained within the “Male & Open” event category.

3.4.4 Any application through the Scottish Swimming Swimwear Policy must be completed with all required information and submitted to info@scottishswimming.com no later than 3 weeks prior to the date of competition.

3.4.5 Appropriate communication with the event promoter in advance of a competition will be required by the individual competitor where a Swimwear Policy application has been granted to ensure that any challenge on the day of competition can be avoided. Event promoters are required to ensure this information is managed sensitively and as confidentially as far as practicably possible.

3.5 – Records & Awards

3.5.1 For Scottish Swimming National & SASA District swimming Competitions, trans and non-binary athletes competing in the “Male & Open” category are currently not eligible to achieve National records at these levels of competitions.

3.5.2 For unlicensed club competition, trans and non-binary competitors are eligible to achieve records for this level of competition. For licensed club competitions, trans and non-binary competitors are eligible to achieve records for this level (Non-National) of competition but only for the “Male & Open” category, unless eligible for the Female category.

3.5.3 At all levels of competition, trans and non-binary competitors are eligible to achieve medals within the “Male & Open” category only, unless eligible for the Female category. Where events are swum as combined categories, medals will be split into the two categories defined in 3.2.1.

3.5.4 At all levels of competition, trans and non-binary competitors are eligible to achieve trophies within the “Male & Open” category only, unless eligible for the Female category. Any existing trophies that are in place at any level of the sport should remain with the categories/information defined. Any new trophies should reflect the new “Male & Open” category where possible.

3.6 - Membership & Rankings Considerations

3.6.1 Membership is managed through the JustGo membership system. All memberships are currently listed as either male or female – these labels will be updated to “Female” or “Male & Open” category, with the data held in these fields currently remaining the same. For more information, please see the membership section within “Training and Participation” guidance document.

3.6.2 The Swim England Rankings system will continue to be used for recording results from all licensed competitions. The rankings system will continue to accept data in two categories, and the front facing category of Male will be updated to reflect the “Male & Open” category.

3.6.3 The Scottish Swimming Services Team will be able to provide support with regards to membership, rankings, and data protection.

3.7 – Review Timeline

3.7.1 Research continues to evolve within this area and therefore a 12-month review period will be implemented. Should significant academic research, particularly related to aquatics be released, Scottish Swimming reserve the right to review at an earlier stage.

3.8 - Contact Details & Reporting

3.8.1 Scottish Swimming welcomes feedback on this policy and urges any person involved within aquatics who has experienced transphobic abuse to report it immediately. Please contact us via equalities@scottishswimming.com or where considered a serious level concern, refer to Police Scotland and Scottish Swimming.

3.8.2 Concerns regarding non-compliance or abuse of this policy can also be sent to equalities@scottishswimming.com. **Under no circumstances are competitors to be challenged at poolside.**

4.0 ARTISTIC SWIMMING

4.1 Safety of Participants

4.1.1 As a non-contact sport, trans or non-binary participants do not present an increased level of risk with regards to 'safety of competitors'.

4.1.2 Furthermore, as per existing competition regulations, Artistic Swimming is not divided by gender in any of the following categories of competition: Solo, Duet, Team & Artistic Combination. The only category where gender is considered is the Mixed Duet.

4.2 - Solo, Duet, Team & Artistic Combination

4.2.1 All competitors are free to self-id and participate within their gender identity free from discrimination and exclusion.

4.2.2 No formal verification procedure is required.

4.3 - Mixed Duet

4.3.1 Fairness of competition must be prioritised in competitions offering Mixed Duet events, therefore, to be eligible for the Mixed Duet a pairing must consist of one competitor from each of the following eligibility categories:

- Female – Athletes with a birth sex of female (see definitions list for full definition)
- Male & Open – Athletes with a birth sex of male, trans, or non-binary competitors

4.3.2 Within all event conditions there should be a reminder that the Female category is for birth sex females only as per 4.3.1. Any competitor intending to compete within the Female category will be required to provide confirmation that their birth sex is female when signing up to the event conditions through entry. By entering the Female category, athletes are therefore confirming their birth sex is female.

4.3.3 All competitors shall only enter and compete in one of the defined categories at a competition.

4.3.4 Any trans and non-binary competitors intending to compete within the "Male & Open" category should remain fully aware of the anti-doping criteria detailed in 4.4.

4.4 - Medication & Clean Sport

4.4.1 All athletes should be aware they may be subject to doping control testing as per the UK Anti-Doping Rules. Athletes are responsible for anything found in their system, including prescribed medication, supplements, and hormone regimes, regardless of how it got there or whether there is any intention to gain an advantage. All athletes and athlete support personnel should make themselves aware of the risks, so they do not face the prospect of being banned from the sport.

4.4.2 The use of hormones/steroids in most cases contravenes the "World Anti-Doping Agency Code" and therefore any trans or non-binary participants using this type of medication for the purpose of gender reassignment are encouraged to contact Scottish Swimming to discuss application for a Therapeutic Use Exemption (TUE) in the first instance.

4.4.3 Useful information for athletes regarding medications and TUE's can be found on the [UKAD \(UK Anti-Doping\) website](#) and further information regarding clean sport can be found on the [Scottish Swimming website](#).

4.5 - International Selection & National Squad Selection Considerations

4.5.1 The eligibility policy of World Aquatics, and/or any major national or international games organisation regarding trans or non-binary competitors will supersede the eligibility policy as outlined in this policy.

4.5.2 As such, any trans or non-binary person seeking selection to any part of the Scottish National Artistic Swimming Squad Pathway shall be required to be compliant with the eligibility criteria detailed in the World Aquatics Policy on eligibility for the Men's and Women's Competition Categories prior to being eligible for selection. This is to ensure that selected competitors are eligible to compete at the respective national/ international competition(s).

4.5.3 Any trans or non-binary athlete seeking selection onto the Scottish National Artistic Swimming Squad Pathway will be selected upon achieving the appropriate selection criteria in the "Male & Open" category, unless eligible for the Female category.

4.6 – Swimwear

4.6.1 Any trans and non-binary competitors who require to wear swimwear that is not as per World Aquatics rules must apply for exemption through the Scottish Swimming Swimwear Policy. This process is managed by the National Artistic Swimming Committee and supported by Scottish Swimming.

4.6.2 Swimwear must not give the effect of excessive nudity inappropriate for sport and must be dignified and suitable for competition.

4.6.3 Any application through the Swimwear Policy must be complete with all required information and submitted to info@scottishswimming.com no later than 3 weeks prior to the date of competition.

4.6.4 Appropriate communication with the event promoter in advance of a competition will be required by the individual competitor where a Swimwear Policy application has been granted, to ensure that any challenge on the day of competition can be avoided. Event promoters are required to ensure this information is managed sensitively and as confidentially as far as practicably possible.

4.7 – Awards (Mixed Duet)

4.7.1 At all levels of competition for Mixed Duet events, trans & non-binary competitors are eligible to achieve medals as part of the pairing.

4.7.2 At all levels of competition for Mixed Duet events, trans & non-binary competitors are eligible to achieve trophies as part of the pairing.

4.8 - Membership Considerations

4.8.1 Membership is managed through the JustGo membership system. All memberships are currently listed as either male or female – these labels will be updated to "Female" or "Male & Open" category, with the data held in these fields currently remaining the same. For more information, please see the membership section within "Training and Participation" guidance document.

4.8.2 The Scottish Swimming Services Team will be able to provide support with regards to membership, results and data protection.

4.9 – Review Timeline

4.9.1 Research continues to evolve within this area and therefore a 12-month review period will be implemented. Should significant academic research, particularly related to aquatics be released, Scottish Swimming reserve the right to review at an earlier stage.

4.10 - Contact Details & Reporting

4.10.1 Scottish Swimming welcomes feedback on this policy and urges any person involved within aquatics who has experienced transphobic abuse to report it immediately. Please contact us via equalities@scottishswimming.com or where considered a serious level concern, refer to Police Scotland and Scottish Swimming.

4.10.2 Concerns regarding non-compliance or abuse of this policy can also be sent to equalities@scottishswimming.com. **Under no circumstances are competitors to be challenged at poolside.**

5.0 DIVING

5.1 - Club Levels Competitions or Equivalent Level Club Event

5.1.1 The inclusion of trans or non-binary participants does not present an increased level of risk with regards to 'safety of competitors'.

5.1.2 'Fairness of competition' is considered against the need for maximising participation at this level. Maximising participation is therefore the priority at this level of competition. Subsequently trans or non-binary people are free to self-id and participate in the eligibility category aligned to their gender identity free from discrimination and exclusion.

5.1.3 No formal verification procedure is required for this level of competition.

5.1.4 All competitors shall only enter and compete in one of the defined categories at a competition.

5.1.5 Whilst clarification may be sought in the event of a genuine error, **under no circumstances are athletes to be challenged on the validity of their participation within the relevant category.**

5.2 - Scottish Swimming National Level or Pathway Competitions

5.2.1 For pathway competitions, 'fairness of competition' must be prioritised. Therefore, competitions will be required to provide Female and "Male & Open" categories. These are defined as follows:

- Female – Athletes with a birth sex of female (see definitions list for full definition)
- Male & Open – Athletes with a birth sex of male, trans, or non-binary competitors

5.2.2 Within all event conditions there should be a reminder that the Female category is for birth sex females only as per 5.2.1. Any competitor intending to compete within the Female category will be required to provide confirmation that their birth sex is female when signing up to the event conditions through entry. By entering the female category, athletes are therefore confirming their birth sex is female.

5.2.3 All competitors shall only enter and compete in one of the defined categories at a competition.

5.2.4 For event qualification for pathway competitions, trans and non-binary athletes shall use the entry standards for the "Male & Open" category in order to qualify/be considered for qualification for a competition.

5.2.5 Entries to competitions for trans and non-binary competitors will continue to be made through the entries system that their club uses and will be entered as male athletes, unless eligible for the Female category until such time entry systems have been updated to include other entry classifications. All competition documentation post entries shall show the categories as defined in 5.2.1 where possible.

5.2.6 Any trans or non-binary competitors intending to compete within the "Male & Open" category should remain fully aware of the anti-doping criteria detailed in 5.3.

5.3 - Medication & Clean Sport

5.3.1 All Athletes should be aware they may be subject to doping control testing as per the UK Anti-Doping Rules. Athletes are responsible for anything found in their system, including prescribed medication, supplements, and hormone regimes, regardless of how it got there or whether there is any intention to gain an advantage. All athletes and athlete support personnel should make themselves aware of the risks, so they do not face the prospect of being banned from the sport.

5.3.2 The use of hormones/steroids in most cases contravenes the “World Anti-Doping Agency Code” and therefore any trans or non-binary participants using this type of medication for the purpose of gender reassignment are encouraged to contact Scottish Swimming to discuss application for a Therapeutic Use Exemption (TUE) in the first instance.

5.3.3 Useful information for athletes regarding medications and TUE’s can be found on the [UKAD \(UK Anti-Doping\) website](#) and further information regarding clean sport can be found on the [Scottish Swimming website](#).

5.4 - International Selection & National Programme Selection Considerations

5.4.1 The eligibility policy of World Aquatics, and/or any major national or international games organisation regarding trans or non-binary competitors will supersede the eligibility policy as outlined in this Policy.

5.4.2 As such, any trans or non-binary person seeking selection to any part of the Scottish Swimming National Aquatics Programme shall be required to be compliant with the eligibility criteria detailed in the World Aquatics Policy on eligibility for the Men’s and Women’s Competition Categories prior to being eligible for selection. This is to ensure that selected competitors are eligible to compete at the respective national/ international competition(s).

5.4.3 Any trans or non-binary athlete seeking selection onto the Scottish Swimming National Aquatics Programme currently will be selected upon achieving the appropriate selection criteria in the Male category only, unless eligible for the Female category.

5.5 – Swimwear

5.5.1 All National and Pathway level competitions shall be held under World Aquatics rules. World Aquatics Swimwear rules for Diving are not gender specific. There are no differences between what is expected to be worn regardless of eligibility category.

5.5.2 Swimwear must not give the effect of excessive nudity inappropriate for sport and must be dignified and suitable for competition.

5.6 – Awards

5.6.1 At all levels of competition, trans and non-binary competitors are eligible to achieve medals within the “Male & Open” category only, unless eligible for the Female category.

5.6.2 At all levels of competition, trans and non-binary competitors are eligible to achieve trophies within the “Male & Open” category only, unless eligible for the Female category. Any existing trophies that are in place at any level of the sport should remain with the categories/information defined. Any new trophies should reflect the new “Male & Open” category where possible.

5.7 - Membership Considerations

5.7.1 Membership is managed through the JustGo membership system. All memberships are currently listed as either male or female – these labels will be updated to Female or “Male & Open” category, with the data held in these fields currently remaining the same. For more information, please see the membership section within “Training and Participation” guidance document.

5.7.2 The Scottish Swimming Services Team will be able to provide support with regards to membership, results and data protection.

5.8 – Review Timeline

5.8.1 Research continues to evolve within this area and therefore a 12-month review period will be implemented. Should significant academic research, particularly related to aquatics be released, Scottish Swimming reserve the right to review at an earlier stage.

5.9 - Contact Details & Reporting

5.9.1 Scottish Swimming welcomes feedback on this policy and urges any person involved within aquatics who has experienced transphobic abuse to report it immediately. Please contact us via equalities@scottishswimming.com or where considered a serious level concern, refer to Police Scotland and Scottish Swimming.

5.9.2 Concerns regarding non-compliance or abuse of this policy can also be sent to equalities@scottishswimming.com. **Under no circumstances are competitors to be challenged at poolside.**

6.0 WATER POLO

6.1 - Safety of Competitors

6.1.1 It is understood that contact sports present an increased risk to the safety of competitors. Scottish Swimming governs a single contact discipline, Water Polo.

6.1.2 Trans women (post-puberty) can present an increased risk to safety as a result of physical advantage. Similarly, trans men are at greater risk when playing against cisgender opposition. We do, however, recognise that mixed gender competition is commonplace within U14 competition as a result of lower participation levels and the structure of the Scottish Water Polo leagues.

6.1.3 Safety of competitors is the priority for all levels of competition.

6.1.4 A risk assessment should be in place for all club training and competition environments to ensure the safety of all participants taking part in the activity is considered.

6.2 - U14 Competition

6.2.1 For the secondary priority, 'fairness of competition' is considered against the need for 'maximising participation' at this age group/level. Maximising participation is therefore the priority at this level of competition.

6.2.2 Subsequently trans or non-binary individuals are free to self-id and participate in the eligibility category aligned to their gender identity within U14 competition, free from discrimination and exclusion.

6.3 - 14+ Competition

6.3.1 'Fairness of competition' is considered against the need for 'maximising participation' at this age group/level. Fairness of competition is therefore the priority at this level of competition.

6.3.2 All competition will be required to provide "Female" and "Male & Open" categories. These are defined as follows:

- Female – Athletes with a birth sex of female (see definitions list for full definition)
- Male & Open – Athletes with a birth sex of male, trans and non-binary competitors

6.3.3 Within all event conditions there should be a reminder that the Female category is for birth sex females only as per 6.3.2. Any competitor intending to compete within the Female category will be required to provide confirmation that their birth sex is female when signing up to event conditions through entry. By entering the Female category, athletes are therefore confirming their birth sex is female.

6.3.4 All competitors shall only enter and compete in a team in one of the defined categories at a competition.

6.3.5 For qualification for teams, trans and non-binary athletes shall use the entry standards for the "Male & Open" category, unless eligible for the Female category in order to qualify/be consider for qualification for a squad.

6.3.6 Any trans or non-binary competitors intending to compete within the "Male & Open" category should remain fully aware of the anti-doping criteria detailed in 6.4.

6.4 - Medication & Clean Sport

6.4.1 All athletes should be aware they may be subject to doping control testing as per the UK Anti-Doping Rules. Athletes are responsible for anything found in their system, including prescribed medication, supplements, and hormone regimes, regardless of how it got there or whether there is any intention to gain an advantage. All athletes and athlete support personnel should make themselves aware of the risks, so they do not face the prospect of being banned from the sport.

6.4.2 The use of hormones/steroids in most cases contravenes the “World Anti-Doping Agency Code” and therefore any trans or non-binary participants using this type of medication for the purpose of gender reassignment are encouraged to contact Scottish Swimming to discuss application for a Therapeutic Use Exemption (TUE) in the first instance.

6.4.3 Useful information for athletes regarding medications and TUE’s can be found on the [UKAD \(UK Anti-Doping\) website](#) and further information regarding clean sport can be found on the [Scottish Swimming website](#).

6.5 - International Selection & National Programme Selection Considerations

6.5.1 The eligibility policy of World Aquatics, and/or any major national or international games organisation regarding trans or non-binary competitors will supersede the eligibility policy as outlined in this policy.

6.5.2 As such, any trans or non-binary person seeking selection to any part of the Scottish Water Polo National Squads Programme shall be required to be compliant with the eligibility criteria detailed in the World Aquatics Policy on eligibility for the Men’s and Women’s Competition Categories prior to being eligible for selection. This is to ensure that selected competitors are eligible to compete at the respective national/ international competition(s).

6.5.3 Any trans or non-binary athlete seeking selection onto the Scottish Water Polo National Squads Programme currently will be selected upon achieving the appropriate selection criteria in the “Male & Open” category only, unless eligible for the Female category.

6.6 – Swimwear

6.6.1 Any trans & non-binary competitors who require to wear swimwear that is not as per World Aquatics rules must apply for exemption through the Scottish Swimming Swimwear Policy. This process is managed by the National Water Polo Committee and supported by Scottish Swimming.

6.6.2 Players are not permitted to wear a costume with an additional undergarment and will remove any articles likely to cause injury before taking part in a game.

6.6.3 Swimwear must not give the effect of excessive nudity inappropriate for sport and must be dignified and suitable for competition.

6.6.4 Any application through the Scottish Swimming Swimwear Policy must be complete with all required information and submitted to info@scottishswimming.com no later than 3 weeks prior to the date of competition.

6.6.5 Appropriate communication with the event promoter in advance of a competition will be required by the individual competitor where a Swimwear Policy application has been granted, to ensure that any challenge on the day of competition can be avoided. Event promoters are required to ensure this information is managed sensitively and as confidentially as far as practicably possible.

6.7 – Awards

6.7.1 At all levels of competition, trans & non-binary competitors are eligible to achieve medals within the “Male & Open” category only, unless eligible for the Female category.

6.7.2 At all levels of competition, trans & non-binary competitors are eligible to achieve trophies within the “Male & Open” category only, unless eligible for the Female category. Any existing trophies that are in place at any level of the sport should remain with the categories/information defined. Any new trophies should reflect the new Male & Open category where possible.

6.8 - Membership Considerations

6.8.1 Membership is managed through the JustGo membership system. All memberships are currently listed as either male or female – these labels will be updated to Female or “Male & Open” category, with the data held in these fields currently remaining the same. For more information, please see the membership section of “Training and Participation” guidance document.

6.8.2 The Scottish Swimming Services Team will be able to provide support with regards to membership, results, and data protection.

6.9 – Review Timeline

6.9.1 Research continues to evolve within this area and therefore a 12-month review period will be implemented. Should significant academic research, particularly related to aquatics be released, Scottish Swimming reserve the right to review at an earlier stage.

6.10 - Contact Details & Reporting

6.10.1 Scottish Swimming welcomes feedback on this policy and urges any person involved within aquatics who has experienced transphobic abuse to report it immediately. Please contact us via equalities@scottishswimming.com or where considered a serious level concern, refer to Police Scotland and Scottish Swimming.

6.10.2 Concerns regarding non-compliance or abuse of this policy can also be sent to equalities@scottishswimming.com. **Under no circumstances are competitors to be challenged at poolside.**

7.0 SIGNPOSTING

7.1 SIGNPOSTING FOR ADDITIONAL READING, INFORMATION AND SUPPORT

While Scottish Swimming can provide some level of support and guidance, there is a lot of agencies and documents available which can provide additional information and resource.

<u>Engender</u>	<u>Equality in Sport Resources</u>	<u>LEAP Sports Scotland</u>	<u>LGBT Youth Scotland</u>
<u>LGBT Health & Wellbeing</u>	<u>Scottish Trans</u>	<u>Scottish Government LGBTI and gender recognition Policy</u>	<u>See Me Scotland</u>
<u>Stonewall Scotland</u>	<u>Supporting Transgender Pupils in Schools</u>	<u>Swim England Transgender & Non-binary competition policy</u>	
<u>UK Sport - guidance for transgender inclusion in domestic sport</u>		<u>World Aquatics</u>	<u>Transactual</u>