



## Transgender Policy ID26798

(Updated September 2023)

### 1. Introduction and policy statement

Cycling New Zealand has developed a policy in respect of Trans people, inclusive of those who identify as transsexual and transgender, in all aspects of our Sport i.e. cyclists, employees, coaches, officials, volunteers and spectators.

Cycling New Zealand promotes a zero tolerance approach to transphobia. Transphobia includes discriminatory language or behaviour directed towards anyone who identifies as a Trans Person, anyone associated with someone who identifies themselves as a Trans person, or anyone that may be perceived to be a Trans person (whether they are a trans person or not). Discriminatory behaviour may include a reluctance or refusal to provide access to services to the same extent as that provided for a non-trans person. Cycling New Zealand, its member organisations, their clubs and their members will ensure that any discriminatory behaviour or language is addressed with appropriate sanctions and/or educational programmes implemented to ensure compliance with this policy and the creation of a safe, inclusive and welcoming environment for Trans people.

The following points are considered good practice for Cycling New Zealand, its member organisations, their clubs and members with regard to a Trans person's needs:

- Treat the individual with dignity and respect.
- Respect the private and confidential nature of the individual's situation.
- In general no information should be shared unless express permission is given by the Trans person.
- Encourage the individual to report any discriminatory language or behaviour from other individuals.
- Ensure a Code of Conduct is publicised indicating a zero-tolerance policy towards all bullying/harassment of Trans people.

Any reports of discriminatory language or behaviour should be directed to the Cycling New Zealand CEO.

### 2. Trans people competing:

Cycling New Zealand and its members must not restrict the participation of a Trans person in the sport unless this is strictly necessary to uphold fair or safe competition. Any other restriction would amount to direct discrimination.

Cycling New Zealand and its members should treat a Trans person as belonging to the sex in which they present (as opposed to the biological sex they were born with) unless this is deemed to give the Trans person an unfair advantage, or would be a risk to the safety of competitors. Any negative effect

of restricting the participation of Trans people must be mitigated as far as possible, to permit as much inclusion as is deemed fair and safe.

Cycling New Zealand recognises that consistency with UCI's position is appropriate for athletes to compete fairly in cycling events in New Zealand. UCI have adopted the "Guidelines on sex reassignment" adopted by the IOC in November 2015.

Cycling New Zealand will therefore adopt the UCI Policy with regards to Trans people and their status in **competition update effective July 17<sup>th</sup> 2023**. Attached to this policy.

### **3. Trans people as Cycling New Zealand employees:**

Any discrimination, unfair and/or unreasonable behaviour or treatment will be taken seriously and action taken in accordance with Cycling New Zealand's Constitution.

See: <http://www.employment.govt.nz/er/minimumrights> for further information.

### **4. Procedure for Licencing**

Cycling New Zealand's protocol and procedure for obtaining a licence and maintaining a licence is available through the CNZ Medical Advisor, the CNZ Membership coordinator and or the CNZ CEO.

### **5. Delegated Authority**

The designated point of contact at Cycling New Zealand for all enquiries relating to the participation of Trans people in cycling is the Cycling New Zealand Membership Coordinator who will advise the Cycling New Zealand CEO and liaise with Cycling New Zealand's Medical Advisor.

All decisions relating to the eligibility to gain and retain a CNZ race licence are solely at the discretion of the Cycling New Zealand CEO.

### **6. Review of Policy**

This policy will be reviewed regularly and updated if required to ensure it is aligned to international standards.

## APPENDIX 1:

### Definitions:

**Sex:** A person's biological and physical makeup, defined usually as either 'male' or 'female' and including indeterminate sex.

**Gender:** The social, and cultural construction of what it means to be a man or a woman, including roles, expectations and behaviour.

**Gender Identity:** A person's internal, deeply felt sense of being male or female (or wherever they find themselves on the gender continuum). A person's gender identity may or may not correspond with their sex.

**Gender Expression:** How someone expresses their sense of masculinity and/or femininity externally.

**Trans People:** People who refer to themselves, among other terms, as transsexual, male-to-female, female-to-male, transgender, whakawahine, fa'afafine or tangata ira tane.

**Transgender:** A person whose gender identity is different from their physical sex at birth.

**Transsexual:** A person who has changed, or is in the process of changing, their physical sex to conform to their gender identity.

**Transitioning:** Steps taken by trans people to live in their gender identity. These often involve medical treatment to change one's sex through hormone therapy and may involve gender reassignment/realignment surgeries.

**FtM/trans man:** Female to Male – someone born with a female body who has a male gender identity.

**MtF/trans woman** Male to Female – someone born with a male body who has a female gender identity.

In this document the description 'transsexual person' is used in respect of those who transition permanently.

# The UCI adapts its rules on the participation of transgender athletes in international competitions

[UCI](#)

14 JUL 2023

At an extraordinary meeting held on 5 July, the Management Committee of the Union Cycliste Internationale (UCI) decided to adapt the current UCI rules on the right of female transgender athletes to take part in competitions on the UCI International Calendar.

The meeting of the UCI Management Committee was held following a seminar on the conditions for the participation of transgender athletes in women's cycling events, organised by the UCI on 21 June, at which the various stakeholders – transgender and cisgender athletes, experts from the scientific, legal and human rights fields, and sporting institutions – were able to present their respective positions.

From now on, female transgender athletes who have transitioned after (male) puberty will be prohibited from participating in women's events on the UCI International Calendar – in all categories – in the various disciplines.

For international Masters events – races on the UCI Cycling for All International Calendar and UCI events (UCI Gran Fondo World Series, UCI Gran Fondo World Championships, UCI Gravel World Series, UCI Gravel World Championships and UCI Masters World Championships) –, the Men's category will be renamed Men/Open, and any athlete who does not meet the conditions for participation in women's events will be admitted without restriction.

The UCI Management Committee has taken note of the state of scientific knowledge, which does not confirm that at least two years of gender-affirming hormone therapy with a target plasma testosterone concentration of 2.5 nmol/L is sufficient to completely eliminate the benefits of testosterone during puberty in men. In addition, there is considerable inter-individual variability in response to gender-confirming hormone therapy, which makes it even more difficult to draw precise conclusions about the effects of such treatment. Given the current state of scientific knowledge, it is also impossible to rule out the possibility that biomechanical factors such as the shape and arrangement of the bones in their limbs may constitute a lasting advantage for female transgender athletes.

Taking these findings into account, the UCI Management Committee considered the interests of transgender athletes in being able to take part in sporting competitions against those of athletes in the female category, which is considered a protected class. In this context, the UCI Management Committee concluded, considering the

remaining scientific uncertainties, that it was necessary to take this measure to protect the female class and ensure equal opportunities.

For more information on the current state of scientific knowledge on the effects of gender-affirming treatment on performance markers in transgender female cyclists: [Prof. Xavier Bigard, "The current knowledge on the effects of gender-affirming treatment on markers of performance in transgender female cyclists", updated May 2023.](#)

The new rules will come into force on 17 July 2023. They may change in the future as scientific knowledge evolves. With this in mind, the UCI will begin discussions with other members of the international sporting movement on the co-financing of a research programme aimed at studying changes in the physical performance of highly-trained athletes undergoing transitional hormone treatment.

**UCI President David Lappartient** said: "First of all, the UCI would like to reaffirm that cycling – as a competitive sport, leisure activity or means of transport – is open to everyone, including transgender people, whom we encourage like everyone else to take part in our sport. I would also like to reaffirm that the UCI fully respects and supports the right of individuals to choose the sex that corresponds to their gender identity, whatever sex they were assigned at birth. However, it has a duty to guarantee, above all, equal opportunities for all competitors in cycling competitions. It is this imperative that led the UCI to conclude that, given the current state of scientific knowledge does not guarantee such equality of opportunity between transgender female athletes and cisgender female participants, it was not possible, as a precautionary measure, to authorise the former to race in the female categories." • Share