

Recommendations for Gender Inclusivity

1. In all cases, teammates, coaches, and all others should refer to an athlete by the name and pronoun they go by.
2. At all times, teammates, coaches, and all others should respect the confidentiality of an athlete. Discussion or disclosure of an individual's gender identity should only take place after expressed permission is given by the individual or the individual's parent or another designee.
3. An athlete should be permitted to dress consistently with his/her/their gender identity, including warm-ups and team gear.
4. An athlete should be able to use the locker rooms, changing facility, and restroom that is consistent with his/her/their gender identity. When requested and/or where available, an athlete should be provided access to a gender-neutral bathroom or changing facility (i.e., family restroom, gender neutral bathroom).

Please note that while MCDL does not have the capacity to provide legal advice, all pools and teams must recognize that Maryland State law also protects diversity and inclusion (Fairness for All Marylanders Act of 2014).

What follows is some guidance from pools/ teams that have already had positive experiences with gender diverse athletes in summer youth sports:

- The teams who have had athletes in this category did not make a big deal about it, but they did let opposing team reps know of the situation in advance.
- Team reps and the athlete/athlete's parents/guardians may want to speak with the athlete's head coach in advance to discuss how to facilitate and communicate the transition to/within the team.