

## Clarion University Campus Recreation Transgender Inclusion Policy

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Issued by: The Center for Wellness

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### Introduction

Campus Recreation is dedicated to providing inclusive recreational programming to all students, faculty and staff regardless of gender identity. If an individual or team is unsure of how to participate in any league, tournament or sport, please contact the Director of Campus Recreation.

### Intramurals

All students, faculty and staff are encouraged to participate in the gender-specific league/tournament that affirms each participant's personal gender identity. The participant's personal gender identity will also be applied when there are gender-specific rules or player ratio requirements in Co-Rec leagues. Please contact the Director of Campus Recreation with questions to help determine which division would most appropriately fit the participant's needs.

### Club Sports

Students may participate on any Club Sport team that affirms each participant's personal gender identity, regardless of any medical treatment, under University policy. Please note, each clubs league may have individual policy set forth by its National Governing Body. Please contact the Director of Campus Recreation with questions about individual league policy.

### Clarion University Non-Discrimination Statement

*It is the policy of Clarion University of Pennsylvania that there shall be equal opportunity in all of its educational programs, services, and benefits, and there shall be no discrimination with regard to a student's or prospective student's gender, gender identity, race or color, ethnicity, national origin or ancestry, age, mental or physical disability, religion or creed, genetic information, affectional or sexual orientation, veteran status, or other classifications that are protected under Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and other pertinent state and federal laws and regulations.*

*The policy is in accordance with state and federal laws including Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and the Civil Rights Act of 1991 as well as applicable federal and state executive orders. The policy extends to disabled veterans and veterans of the Vietnam era.*

## **Training and Enforcement**

- All policies regarding reporting and compliance with University Diversity and Inclusion policies can be found on the University's Diversity and Inclusion website.
- Campus Recreation staff members and participants who violate this Policy by threatening to withhold intramural or club sports opportunities, harassing staff or participants, or otherwise acting in violation of this or other University's policies and procedures will be subject to University disciplinary measures.
- Retaliation is specifically forbidden against anyone who files a complaint about discrimination based on gender identity or expression.

## **Additional Resources**

- Clarion University Non-Discrimination Policy and Procedures/Office of Social Equity: <https://www.clarion.edu/about-clarion/offices-and-administration/university-support-and-business/office-of-social-equity/>