



TRANSGENDER PARTICIPATION POLICY

In compliance with the HHSAA policy on trans gender participation the following policy is the ISLAND PACIFIC ACADEMY trans gender participation policy.

The following definitions apply to this policy:

1. "Transgender" means having a gender identity or gender expression that differs from societal expectations based on gender assigned at birth.
 - a. Female-to-Male (FTM) transgender person means one who was born with a female body but who identifies as a boy or man.
 - b. Male-to-Female (MTF) transgender person means one who was born with a male body but who identifies as a girl or woman.
2. "Gender identity" means an innate sense of one's own gender.
3. "Gender expression" means external appearance, characteristics or behaviors typically associated with a specific gender.

PRIVACY STATEMENT:

Protecting the privacy of transgender student athletes must be a priority for all athletic department and affiliated school personnel. All medical information shall be kept confidential in accordance with applicable state, local and federal privacy laws. All discussions and documentation in each level of the process by ISLAND PACIFIC ACADEMY, appeals panel, and HHSAA shall be kept confidential unless the student and family make a specific request otherwise.

Procedures:

1. ISLAND PACIFIC ACADEMY will be responsible for determining the student's eligibility to participate in HHSAA sponsored interscholastic athletics. The student and parent(s)/guardian(s) must notify the school in writing that the student is a transgender individual, having a consistent gender identity different than the gender of the student's birth certificate, and list the HHSAA sport(s) in which the student would like to participate. The following information and criteria shall be used by IPA to determine which gender the student will participate on the school's teams:
 - a. Current school registration information;
 - b. A written statement from the student and parent(s)/guardian(s) affirming the consistent gender identity and expression to which the student self-relates;
 - c. Documentation from individuals such as, but not limited to, parents, friends, and/or teachers, which affirm the actions, attitudes, dress and manner and demonstrate the student's consistent gender identification and expression;
 - d. Written verification from an appropriate health-care professional (physician, psychologist) of the student's consistent gender identification and expression; and
 - e. Medical documentation (hormonal therapy, sexual re-assignment surgery, counseling, etc.).



2. Notwithstanding the forgoing, the following information and criteria shall be used by IPA to determine which gender the student will participate on the IPA's teams:
 - a. A FTM student who has started hormone therapy (example: testosterone) is only eligible for male teams.
 - i. A FTM student who has NOT started hormone therapy may participate on female teams if desired by the student, as there would be no concern about safety or competitive equity without biological interventions having been implemented.
 - b. A MTF student must have one calendar year of medically documented testosterone suppression therapy to be eligible to participate on a female team or a change of birth certificate pursuant to HRS 338-17.7(a)(4).
 - i. MTF student who has NOT started testosterone suppression therapy may participate on male teams if desired by the student, as there would be no concern about safety or competitive equity without biological interventions having been implemented.
3. Once IPA has rendered a decision, a school administrator shall communicate with the HHSAA office in writing of the decision. IPA will list the student's classified gender and HHSAA sport(s) in which the student-participant intends to participate if he/she meets all HHSAA eligibility requirements and is selected through the team try-out process.
4. If IPA approves participation as a transgender student athlete in HHSAA sport(s), the student may not return to his/her previous gender for athletics participation purposes unless another evaluation is undertaken by the member school because of a change in circumstances.
5. If a IPA denies participation as a transgender student athlete in HHSAA sport(s), the student's eligibility remains with the school's teams as determined by birth gender.

APPEAL:

If denied participation as a transgender student athlete in HHSAA sport(s), the student and/or parent(s)/guardian(s), may file an appeal in writing with the ILH to participate in regular season contests and/or the HHSAA to participate in HHSAA sanctioned events.

It is recommended that any convened appeals panel should include a licensed physician or psychologist, and/or members that are familiar with transgender, gender identity and gender expression issues. The student-participant with his/her parent(s)/guardian(s) should be provided the opportunity to address the appeals panel(s). The appeals panel(s) must send a written decision to participants in the appeal process within three business days.

