



May 24, 2024 USA Judo Board Meeting Minutes 2024 Senior Nationals Weekend – Ontario, CA

Attendees: Joe Ragan, Chair
Colton Brown
Joon Chi
Ben Goodrich (Remote)
Shannon Hondl
David Johnson
Jeff LeForce
Marti Malloy
Ari Miller
Gerry Navarro (Remote)
Nicole Stout

Absent: James Webb

USA Judo Staff:

Keith Bryant, Executive Director/CEO
Robert Eriksson, US Performance Center Resident Judo Program Coach
Nicole Jomantas, Director of Communications, Marketing & Development
Melissa Jones, Director of Finance, Compliance & Office Operations
Ed Liddie, Director of High Performance

Guests:

Gary Berliner
Adam Blackburn
Richie Endow
Rhadi Ferguson
Joe Marchal
Ramon Hernandez
Barbara Shimizu
Representatives from Jason Morris Club

I. Opening Comments/Roll Call/Conflict of Interest

Quorum was confirmed and Board Chair, Mr. Ragan, made the conflict of interest announcement. Mr. Ragan declared a conflict with the matter of his independence. No additional conflicts were announced.

Mr. Ragan called the meeting to order at 8:00 am PT.

- II. Mr. LeForce raised the point of order regarding Mr. Ragan's independence from the previous meetings. Mr. Ragan disagrees with the point of order.

Mr. Ragan added a recommendation from the Ethics & Grievance Committee to the agenda.

- III. The Ethics & Grievance Committee received a complaint against Ms. Stout, who agreed to have this matter discussed in the public board meeting to fulfill the Committee's recommendation of a public reprimand denouncing Ms. Stout's violations of USA Judo's Code of Ethics, Code of Conduct and Bylaws, as well as a warning that future violations will result in further penalties. No action was taken by the Board.
- IV. After much discussion, Mr. LeForce agrees to withdraw his point of order. Mr. Ragan & Mr. LeForce agree that the nominating committee will look at the issue of Mr. Ragan holding a USA Judo coaching credential and JF membership while maintaining the status of an independent director.
- V. Mr. Eriksson provided the board with an update regarding the Resident Development Program at the U.S. Performance Center in Charlotte, NC.

VI. Items Requiring Board Action

1. Motion by Mr. Johnson, seconded by Ms. Malloy, to approve the ATJA contract. Motion passed. Other contracts presented were reviewed and required further exploration/negotiation or were declined by the Board.
2. Motion by Mr. LeForce, seconded by Mr. Johnson, to approve the Junior Athlete Refugee policy as modified. Motion passed.
3. Motion by Ms. Malloy, seconded by Ms. Stout, to approve updates to the USA Judo Transgender Policy (Appendix A) as recommended by the Medical Committee. Motion passed.
Board was informed that referee committee approved to "follow all IJF coaching rules for IJF Cadets, IJF Juniors and IJF Senior Divisions". This would apply to any event utilizing IJF categories. Mr. Miller was asked to discuss and clarify this further with Referee Committee Co-Chairs, Gary Berliner and Russ Scherer who were both on site for the Senior Nationals.
4. Ethics & Grievance Committee Recommendations

Mr. Bryant provided information on some of the challenges with the current process for claims/cases that are declined by the U.S. Center for SafeSport and then referred to the Ethics & Grievance Committee for review.

Motion by Ms. Stout, seconded by Mr. Johnson, to appoint Bobby Donaldson and Mark Hill as co-chairs of the Ethics & Grievance Committee. Mr. Canada will remain a member of the committee. Motion passed.

Mr. Bryant will provide updates to the board on the Ethics & Grievance Committee & Safe Sport claims/reports at each board meeting.

VII. CEO Evaluation

The board directed Ms. Jones to set up the CEO performance evaluation in Boardspan. Board members will have two weeks to complete the evaluation. Once complete, the evaluation will be presented to Mr. Bryant.

VIII. CEO Updates

Mr. Bryant, Ms. Jones and Mr. Liddie provided updates to the board on national office staffing, member numbers, Q1 2024 finances, Paris Olympic & Paralympic Games, World Veterans and Kata Championships and proposed locations for 2025 national events.

IX. Adjournment

The meeting was adjourned at 5:04 pm PT.



USA JUDO TRANSGENDER POLICY

(amended May 24, 2024)

I. Introduction

USA Judo is the National Governing Body for the sport of judo in the United States and is responsible for regulating the participation of persons as competitors in activities or events sanctioned by USA Judo. USA Judo is committed to increasing diversity and inclusion in the sport of judo within the United States and worldwide. It does not discriminate on the basis of race, color, national origin, gender, age, religion, gender identity or expression, disability, or sexual orientation or any other protected characteristic as outlined by federal and state laws.

USA Judo has invested significant time in reviewing current literature and discussing transgender participation in the sport of judo. Throughout this process, the core tenets of consideration have been the following:

- Athlete safety and prevention of harm
- Equal and fair competition
- Research-based evidence to support athlete safety and fair play
- Inclusion and non-discrimination
- Right to privacy
- Legal policies, rulings and judgements at the local, state and federal levels within the United States
- Established national and international sport governance guidelines pertaining to transgender athlete participation and policies

USA Judo acknowledges that the science and the legal framework regarding transgender participation in sports is constantly changing and developing. There are inherent difficulties in reconciling both inclusion and safety within judo and the participation of transgender athletes, which is inherently complex. USA Judo is not in a position to wait until such time that long-term research has been conducted before creating a policy. As such, this policy will be subject to regular review and change as new research and developments emerge.

Combat sports have unique challenges regarding transgender participation due to anatomy and physiology considering, “the physical strength, stamina or physique of average persons of one sex would put them at a disadvantage (or advantage) to average persons of the other sex, as competitors in an event of a gender affected sport”.

While studies about transgender combative sport participants are limited, numerous studies have shown that transgender women may have a competitive athletic advantage against otherwise matched cisgender women. The competitive advantages may persist despite hormonal suppression. Likewise, transgender men may have a competitive disadvantage against cisgender men.

II. Applicability

This policy shall apply to all athletes who wish to compete in a competition category (e.g., Male or Female) different than the biological gender assigned to the athlete at birth.

III. Policy

All USA Judo sanctioned events allow mixed gender participation up to and including 10 years of age. Current research suggests that a significant advantage can be gained from testosterone exposure during and after puberty.

Participants over the age of 10 must enter the gender category which reflects the sex assigned to that individual at birth.

Exceptions to this policy may be reviewed for individuals with Disorders of Sex Development (including Androgen sensitivity)¹. Requests to compete under this exception will be reviewed by the USA Judo Medical Committee and are required to be submitted no less than 12 weeks in advance of the event at which the participant wants to participate. USA Judo's Medical Committee will then review the request and consult records from the individual's treating physician before presenting a confidential recommendation to the USA Judo Board of Directors. The Board will then decide if the request is approved or denied.

IV. USA Judo Privacy Statement

All athlete information provided to USA Judo under this Policy, and the results of applications and assessments conducted under this Policy, will be dealt with in strict confidence and applicable privacy laws. Such information will not be used for any purpose not contemplated in this Policy and will not be disclosed to any third party unless that disclosure is necessary for the effective application and enforcement of this Policy or is required by law.

In accordance with the Health Insurance Portability and Accountability Act (HIPAA), USA Judo is legally required to protect the privacy of health information that may reveal your identity. This information is commonly referred to as "protected health information," or "PHI" for short. It includes information that can be used to identify you that we have received about your past, present or future

¹ Congenital Conditions affecting the reproductive system in which development of chromosomal, gonadal, or anatomical sex is atypical (Ex: 5- alpha-reductase deficiency, Primary amenorrhea, Androgen insensitivity syndrome, clitoromegaly, congenital adrenal hyperplasia, Drash Syndrome, Gonadal Dysgenesis), Turner Syndrome etc).

health or condition. We must provide you with this notice about our privacy practices that explains how, when and why we use and disclose your PHI.

With some exceptions, we may not use or disclose any more of your PHI than is necessary to accomplish the purpose of the use or disclosure. We are legally required to follow the privacy practices that are described in this notice.

USA Judo shall not publicly comment on individual requests, applications or decisions under this Policy except, in its discretion, it may do so in response to public comments attributed to the athlete or athlete's representatives and will not share private health information.

USA Judo reserves the right to change the terms of this notice and its privacy statement at any time. Any changes will apply to the PHI we already have. Before we make an important change to our policies, we will promptly change this notice and post a revised statement.

V. USA Judo's Approach to Inclusion

- Mandated acknowledgement and acceptance of USA Judo's Code of Conduct by all members which includes respecting the rights of all individuals to fair treatment and equal opportunity, free from discrimination or harassment of any type, including, without limitation discrimination on the basis of race, color, national origin, gender, age, religion, gender identity or expression, disability, or sexual orientation or any other characteristic protected under applicable federal, state or local law.
- Provide a welcoming environment for all participants at USA Judo events.
- Make safe and reasonable adjustments for everyone to take part in USA Judo activities.
- Use of pronouns and preferred names will be encouraged.
- Neutral restroom availability is encouraged as standard operating procedure at all USA Judo sanctioned events.

VI. Appeal Process

If an athlete wishes to challenge USA Judo's decision with respect to the athlete's application to compete in a category that is different from their sex assigned at birth the USA Judo Ethics & Grievance Committee's Policy and Procedures will be followed. Additionally, athletes may wish to contact the USOPC's Athlete Ombudsman Office for independent and confidential advice. The Athlete Ombudsman's office is available by email at athlete.ombudsman@usoc.org or by phone at 719-866-5000.

Please note this policy is a living document and is subject to review in light of any scientific or medical developments.