



The USA Judo Board of Directors approved, via email vote, to increase the Judo in Schools & Communities Membership dues to \$30 annually.

USA Judo Board of Directors Meeting Minutes February 15, 2024 via Teleconference

Attendees:

Joe Ragan, Chair
Colton Brown, joined at 10:50 am
Ben Goodrich, left at 10:47 am
Shannon Hondl
David Johnson
Ari Miller
Gerry Navarro
Nicole Stout

Absent:

Joon Chi
Jeff LeForce
Marti Malloy
James Webb

USA Judo Staff:

Keith Bryant, Executive Director/CEO
Nicole Jomantas, Director of Communications, Marketing & Development
Melissa Jones, Director of Finance, Compliance & Office Operations
Ed Liddie, Director of High Performance

I. Roll Call/Call to Order/Conflicts of Interest

Quorum was established and Board Chair Mr. Ragan called the meeting to order at 10:19 am MT.

Ms. Jones communicated to the board that with a constituent-based board there will be real or perceived conflicts of interest that occur at the meetings throughout the year. No conflicts were announced.

II. Transgender Policy (**Appendix A**)

In response to a request from the board, the referee committee provided a few options regarding whether a rashguard/t-shirt could be worn under a judogi. The board discussed the options.

Motion by Mr. Hondl, seconded by Mr. Johnson, to update the rules to: A short-sleeved white t-shirt that is round-necked (no mock turtleneck or v-neck) may be worn under a gi for all genders and categories except in trials events or categories that qualify points which may result in competing internationally. IJF rules will be applied in these categories only allowing white, round-necked t-shirts to be worn by female competitors under their judogi as referenced in the IJF Sport Organizational Rules. Motion passed.

- III. The board discussed strategic planning and the best way to proceed with finalizing the plan. Mr. Johnson will pull some information together for the board on best practices when creating and updating strategic plans and will share them with the board.
- IV. The board discussed a proposed change from the national office to the event-only membership. No changes were approved/implemented.
- V. The meeting was adjourned at 11:06 am.

Appendix A



USA JUDO TRANSGENDER POLICY

(updated February 15, 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 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 advantages between genders before puberty are negligible, but 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 review records from the individual's treating physician to confirm testosterone levels less than 2.5nmol/L for 2 years and will make 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 health or

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).

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.

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.
- A short-sleeved white t-shirt that is round-necked (no mock turtleck or v-neck) may be worn under a gi for all genders and categories except in trials events or categories that qualify points which may result in competing internationally. IJF rules will be applied in these categories only allowing white, round-necked t-shirts to be worn by female competitors under their judogi as referenced in the IJF Sport Organizational Rules.
- 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.