



Transgender and Non-Binary Athlete Inclusion Policy

ADOPTED: DECEMBER 2023

AMENDED: APRIL 2024

Introduction

USA Archery (USAA) is committed to creating, sustaining, and supporting a culture of diversity, equity, inclusion and access. The well-being and safety of our athletes are of the utmost priority. Based on World Archery's research and recommendations, USAA has developed this policy in a proactive effort to help guide members of the USAA community, to establish and ensure a fair and level playing field for all participants, to create a clear pathway for the participation of both transgender and non-binary athletes who wish to participate and compete in accordance with their gender identity and to ensure the health, safety, and privacy of all athletes are protected and respected. This policy in no way constitutes a judgment or questioning to the gender identity or the dignity of any transgender or non-binary athlete.

1. Definitions

USAA recognizes that the below words have complex meanings, and for the purpose of this policy the following general, but operational definitions will be used:

- **Non-Binary** is a term used by some people who experience their gender identity and/or gender expression by falling between or outside the categories of male and female.
- **Transgender (Trans)** is an umbrella term for people whose gender identity differs from the sex they were assigned at birth (pre or post puberty and regardless of medical intervention).
- **Cisgender (Cis)** describes a person whose gender identity aligns with the sex they were assigned at birth.
- **Gender** is the socially constructed roles, behaviors, and attributes that society associates with one's sex assigned at birth
- **Gender Expression** is the way an individual represents or expresses gender to others through behavior, outward appearance, activities, mannerisms, etc.
- **Gender Identity** is an individual's deeply held sense or knowledge of their gender.
- **Sex Assigned at Birth** is the sex that is assigned to an infant at birth, usually by a doctor or medical staff, based on the infant's visible sex organs, including genitalia and other physical characteristics. Classifications made are most often male, female, or intersex.

2. Governance for Transgender and Non-Binary Athlete Participation

International participation [eligibility rules](#) for transgender and non-binary athletes have been established by [World Archery \(WA\)](#), the International Federation for the sport of archery recognized by the International Olympic Committee and International Paralympic Committee. The events for which WA policy will apply include Indoor World Series elite events, World Ranking and Para World Ranking Events, all championships organized by World Archery and its continental associations, Olympic and Paralympic Games, Pan American Games and Para Pan American Games, Youth Pan American Games, Youth Olympic Games and other international multi-sport events which include archery.

USAA's Transgender and Non-Binary Inclusion Policy reflects World Archery's rules and principles and provides for additional specific guidelines for transgender and non-binary athlete participation at USAA national, regional, collegiate and state level events and within USAA high performance programs.

USAA reserves the right to alter this policy subject to World Archery modifying their [Eligibility Rules for Transgender Athletes](#). It is the intent that USAA's medical eligibility conditions are consistent with World Archery's [Eligibility Rules for Transgender Athletes](#). If World Archery modifies their [Eligibility Rules for Transgender Athletes](#), World Archery's modified eligibility rules will be reviewed by USAA for consistent application within this policy.

3. What Events and Programs Does this Policy Apply to?

This policy is applicable to transgender and non-binary athletes regardless of age class who desire to participate in the following World Archery and USA Archery sanctioned events and USA Archery High Performance programs (hereafter, Events):

- U.S. Team Trials Events (International and National)
- United States Archery Team Qualifier Series Events
- Indoor Target Nationals
- Target Nationals and U.S. Open
- Field Nationals
- 3D Nationals
- Collegiate Target Nationals
- Collegiate 3D Nationals
- Collegiate Regionals
- JOAD Target National and JOAD U.S. Open
- State Championship Events (Indoor, Outdoor, 3D and Field)
- High Performance Programs: Regional Elite Program, National Elite Program U18, National Elite Program and Resident Athlete Program

4. Records

World, National, Collegiate and State Records can only be earned by athletes who meet all eligibility requirements set forth in this policy. Please note, World Records falls under World Archery jurisdiction for review and approval.

5. Eligibility Guidelines

- a. Transgender and non-binary athletes who wish to participate in USAA events agree:
 - i. To comply in full with this policy.
 - ii. To cooperate promptly and in good faith with USAA responsibilities under this policy, to include providing USAA with all the information and evidence they request to assess their compliance and/or monitor their continuing compliance with the eligibility conditions referred to in this policy.
 - iii. To the fullest extent permitted and required under applicable data protection laws to allow USAA to collect, process, disclose, and use the athlete's personal information (including their sensitive personal information and medical records and results) as required to implement and apply this policy effectively and efficiently.
 - iv. To follow the procedures set out in Section 11 to challenge this policy and/or to appeal decisions made under this policy. To provide written confirmation of their agreement with this Section 5. upon request by USAA.
 - v. To provide written confirmation of their agreement with this Section 5. upon request by USAA.

- b. An athlete may revoke the consent they have granted in accordance with Section at any time for any reason. In such an event, the athlete will be deemed to have withdrawn any claim to satisfy the medical eligibility conditions for transgender or non-binary athletes set out in Section 5.
- c. In addition, transgender and non-binary athletes:
 - i. Are bound by and must comply in full with this policy, including in particular only providing true accurate and complete information, and not providing any information in bad faith or for any improper purpose; and
 - ii. Must cooperate promptly and in good faith with USAA in the discharge of their respective responsibilities under this policy.

6. Medical Eligibility Conditions

a. A transgender female or non-binary athlete (sex assigned male at birth) may compete in the female division under the following conditions:

- The athlete must submit a written and signed declaration that they intend to compete in the female category by submitting the USAA Gender Identity Declaration Form to medical@usarchery.org.
- The athlete must demonstrate that the concentration of testosterone in their serum has been less than 2.5 nmol/L continuously for a period of at least 24 months by providing a minimum of ten (10) tests at minimum six (6) weeks apart within a 24 month timeframe. The athlete must send the relevant blood test results and/or medical records as specified in this policy to USAA at least six (6) weeks in advance of the first event in which they wish to participate in the female category. USAA will review the information and if the requirement is fulfilled, provide the authorization to enter events.
- The athlete must provide a written and signed declaration that they have not competed within the last four (4) years in the male category in archery or other sport at an international level.
- The athlete must keep their serum testosterone concentration below 2.5 nmol/L for so long as they continue to compete in the female category of competition.
- Compliance with these conditions will be monitored by additional testosterone concentration testing at the athletes' expense bi-annually. In the event of non-compliance, the athlete's eligibility for female competition will be suspended until such time as they demonstrate that they have maintained their serum testosterone concentration below 2.5 nmol/L for a new continuous period of at least 24 months by providing test results every twelve (12) weeks within a 24 month timeframe.

b. A transgender male or non-binary athlete (sex assigned female at birth) may compete in the male division under the following conditions:

- The athlete must submit a written and signed declaration that they intend to compete in the male category by submitting the USAA Gender Identity Declaration Form to medical@usarchery.org.
- Athletes are eligible to compete in the male category without restriction (although athletes subject to doping control must still comply with applicable antidoping rules, including any requirement to obtain a Therapeutic Use Exemption (TUE) for the use of a substance on the WADA Prohibited List, such as testosterone (WADA TUE Physician Guidelines for Transgender Athletes).
- The athlete should provide the declaration to USAA at least six weeks in advance of the first event in which they wish to participate in the male category of competition.

7. Condition Applicable to all Transgender and Non-Binary Athletes

a. No athlete will be forced to undergo any medical assessment and/or treatment. It is the athlete's responsibility, in close consultation with their medical team, to decide on their medical plan.

b. The following are not required for a transgender or non-binary athlete to participate, in the category of competition that is consistent with their gender identity (because such requirements are not relevant to the imperatives identified above):

i. Legal recognition of the athlete's gender identity as the athlete's sex; or

ii. Surgical anatomical changes.

c. Once a transgender or non-binary athlete has satisfied the relevant eligibility requirements and have started participating in events in the category of competition consistent with their gender identity, they may not then switch back to participating in the other gender category unless and until:

i. At least two (2) years have passed since the last USA Archery or World Archery sanctioned competition referenced in Section 3, if applicable, in which the athlete participated in the category of competition consistent with the athlete's gender identity; and

ii. They satisfy all the conditions for eligibility to compete in the other gender category and where applicable, TUE's for use of testosterone should be discontinued.

d. For the avoidance of doubt, the eligibility conditions for transgender and non-binary athletes set out in this policy operate without prejudice to the other eligibility requirements that are applicable to all athletes (transgender, non-binary or otherwise) under the rules of USAA or WA, which must also be satisfied at all relevant times. Nothing in this policy is intended to undermine or affect in any way any of the requirements of the World Anti-Doping Code, of the WADA International Standards (including the International Standard for Therapeutic Use Exemptions (TUE's)), or of the WA clean sport rules. Nothing in this policy permits, excuses or justifies non-compliance with any of those requirements, including any requirement for an athlete to obtain a TUE for the use of substances on the WADA Prohibited List, such as testosterone, spironolactone, or GnRH agonists*. **

* For purposes of this policy, all measurements of serum testosterone must be conducted by means of liquid chromatography coupled with mass spectrometry. The level of testosterone circulating in ciswomen for the 95% confidence interval is 0,12-1,79 nmol/L (Handelsman et al, Circulating Testosterone as the Hormonal Basis of Sex Differences in Athletic Performance, Endocrine Reviews 2018, October 1;39 (5): 803-829; Bermon et al, Serum androgen level in elite female athletes, J Clin Endocrin Metab, 2014,99 (11): 4328-4335). Considering the 99,99% confidence interval the highest value of serum testosterone is 2.44 nmol/L, therefore the maximum serum testosterone concentration required is 2.5 nmol/L. The decision limit also takes into consideration that, for clinical purposes, the Endocrine Society Clinical Practice Guideline for Endocrine Treatment of Gender-Dysphoric/Gender Incongruent Persons recommends that transgender females should have serum testosterone levels of less than 50 ng/dL (i.e. approximately 1.7 nmol/L) (Hembree et al, Endocrine Treatment of Gender- Dysphoric/Gender-Incongruent Persons: An Endocrine Society Clinical Practice Guideline, J Clin Endocrinol Metab, November 2017, 102(11):1–35. doi: 10.1210/jc.2017-01658).

**See further in [WADA Transgender Athletes TUE Physician Guidelines](#)

8. Application Process

- a. Athletes must submit a USAA Gender Identity Declaration Form, (See Appendix A). The form must be submitted to USAA to medical@usarchery.org, along with documentation to satisfy Section 6. The athlete is responsible for ensuring that the information provided is true, accurate and complete, and that nothing relevant to USAA's assessment of the case is withheld. The athlete must also provide the appropriate consents and waivers to enable their physician(s) to disclose to USAA any information that USAA deems necessary to its assessment.
- b. Subject always to Section 8.f. of this policy, to ensure that approval is received in reasonable

- time, the athlete should (assuming that the 24-month period has already been complied with) provide the medical records and declaration to the USAA at least six (6) weeks in advance of the first event in which they wish to participate in the female category of competition.
- c. USAA will review the submission and, after communicating with the athlete and/or the athlete's physician to address any queries, will refer the file (in anonymized form) to the medical expert panel (hereafter, "panel") for assessment in accordance with the following provisions of this Section 8.
 - d. The panel will assess cases referred to it by USAA to determine whether the transgender female eligibility conditions have been met (or, if not, then what else the athlete must do to satisfy those conditions). It may make such inquiries or investigations as it considers necessary to carry out the required assessment effectively, including requesting further information from the athlete or the athlete's physician(s) and/or obtaining additional expert opinion(s).
 - e. In making its assessment, the panel will take into consider all relevant and reliable evidence, including:
 - i. Any reassignment surgeries the athlete has undertaken, including the date(s) of any such procedures and whether they took place before or after puberty.
 - ii. Any other relevant treatment the athlete has received (including any pre- or post- gender affirming treatment), including the dosage and frequency of such treatment.
 - iii. The levels of testosterone in the athlete's serum during the relevant 24-month period, as well as the current level of testosterone in the athlete's serum; and
 - iv. Compliance with Section 6, Medical Eligibility Conditions.
 - v. The results of any pre- or post-gender affirming monitoring.
 - f. If the panel has any concerns about the adequacy of the evidence provided by the athlete on any point, it must give the athlete a fair opportunity to try to address those concerns before it comes to its final decision.
 - g. The panel will complete its assessment as soon as is reasonably practicable. However, in no circumstance will USAA be liable for any detriment allegedly suffered by the athlete or anyone else because of the length of time taken by the panel to complete its assessment.
 - h. Once it has completed its assessment, the panel will send its decision in writing to the athlete and USAA.
 - i. If the panel decides that the transgender female eligibility conditions have not yet been met, it must explain in writing the reasons for its decision. Where applicable, it should also specify what else the athlete may do to satisfy those conditions (including, for example, maintaining the concentration of testosterone in her serum at less than 2.5 nmol/L for a longer period; monitoring; reporting; and further reviews).
 - ii. If the panel decides that the transgender female eligibility conditions have been met, then USAA will issue a written certification of that athlete's eligibility to compete in the female category of competition. That eligibility will be subject in every case to the athlete's continuing satisfaction of the transgender female eligibility conditions, including continuously maintaining their serum testosterone at a concentration of less than 2.5 nmol/L. USAA may specify means of demonstrating such continuing compliance. In any event, the athlete must produce, on request, evidence satisfactory to USAA of such continuing compliance.
 - i. The panel and USAA's decision will be final and binding on all parties. It may only be challenged by way of appeal in accordance with Section 11.
 - j. USAA staff will not disclose any information about a transgender or non-binary athletes sex assigned at birth or gender identity without the athletes explicit consent.

9. Monitoring and Investigating Compliance

- a. USADA or WADA may monitor athlete's in the Clean Athlete Program (CAP) and Random Testing Pool's (RTP) compliance with the transgender female eligibility conditions at any time, with or without

notice, by testing of the athlete's serum testosterone levels (and the athlete agrees to provide whereabouts information and blood samples for this purpose, and also agrees that any samples or whereabouts information that they provide for antidoping purposes and/or any antidoping data relating to them may also be used for this purpose) or by any other appropriate means. Likewise, USAA may also monitor non CAP and RTP athlete's compliance with transgender female eligibility conditions at any time, with or without notice.

b. In addition to the general power to monitor continuing compliance with the transgender female eligibility conditions, USAA may investigate, at any time:

- i. Whether an athlete who has not filed a declaration under this policy is a transgender athlete who needs to establish his/her eligibility to compete in a particular competition category in accordance with this policy.
- ii. Whether (because of a subsequent change in circumstances, subsequent learning or experience, or otherwise) it is necessary to require a transgender athlete who has previously been determined to satisfy the transgender female eligibility conditions to undergo further assessment by the expert panel to determine whether they still satisfy those conditions; and/or
- iii. Any circumstances that indicate potential non-compliance with this policy.

c. In such cases, the athlete in question must cooperate fully and in good faith with that investigation, including by providing blood samples upon request. Only the USAA may initiate an investigation under Section 10. A., and should only do so in good faith and on reasonable grounds based on information derived from reliable sources, such as (for example) information from the affected athlete themselves, results from a routine pre-participation health examination, or data as to serum testosterone levels and/or other data obtained from analysis of samples collected for antidoping purposes.

e. The dignity of every individual must be respected. All forms of abuse and/or harassment are prohibited. In particular (but without limitation):

- i. Any person or entity (including, without limitation, any USAA member) that provides information to USAA for consideration under this policy is under a strict obligation:
 - a. To ensure that the information is true, accurate and complete; and
 - b. Not to provide any information in bad faith, to harass, stigmatize or otherwise injure an athlete, or for any other improper purpose.
- ii. No stigmatization or improper discrimination on grounds of gender identity will be tolerated. In particular (but without limitation), harassment or retaliation against athletes simply on the basis that their appearance does not conform to gender stereotypes are unacceptable. Any such conduct will be considered a breach of this policy.

f. Where USAA determines that a transgender female athlete who has previously been declared eligible to compete in the female category has failed to maintain their serum testosterone level at a concentration of less than 2.5 nmol/L, they may not compete in the female category of competition until such time as they demonstrate to the satisfaction of the panel that they have maintained their serum testosterone below 2.5 nmol/L for a new continuous period of at least 24 months.

g. If it is determined at any time that a transgender female athlete has competed in the female category of competition while having serum testosterone levels of 2.5 nmol/L or more, then USAA, as per USAA and WA competition rules, may in its absolute discretion disqualify the individual results obtained by the

athlete at that competition, with all resulting consequences, including forfeiture of any medals, ranking points, prize money, or other rewards awarded to the athlete based on those results.

h. In cases arising under 9. f. and 9. g., the athlete will be given an opportunity to provide any explanations or comments they see fit before any action is taken. If the USAA is satisfied that the athlete's failure to maintain their circulating levels of blood testosterone below 2.5 nmol/L was temporary and inadvertent, the USAA will not impose any period of ineligibility pursuant to article Section 9.f. or disqualify any results pursuant to article Section 9.g.

10. Disciplinary Proceedings

a. Disciplinary proceedings, following the Disciplinary Proceedings and Grievance Policy, may be brought by USAA in the following instance of non-compliance of this Policy:

- i. An athlete competes in an event for which they have not satisfied the eligibility conditions set out in this policy.
- ii. A transgender athlete who has been determined to be eligible to compete in the female category of an event, has not renounced that eligibility, fails to cooperate fully and in good faith with the efforts of the USAA to determine their continuing compliance with the transgender female eligibility conditions.
- iii. A person failed to declare that they are transgender and there is proof that they changed gender and is subject to this policy.
- iv. A coach, official, agent or other person or entity has been complicit in a breach of or non-compliance with this policy by an athlete.
- v. A person or entity breaches Section 9.c., 9.d or 9.3.; and/or
- vi. There has been any other breach of or non-compliance with this policy.

11. Dispute Resolution

Any alleged violation of or grievance concerning this policy must be filed and handled pursuant to USA Archery's Disciplinary Proceedings and Grievance Policy.

12. Anti-Retaliation Statement and Definition

USAA prohibits retaliation against anyone who reports misconduct or provides information about misconduct as more fully detailed in USAA's Whistleblower Policy located at www.usarchery.org. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging or participating in the complaint processes when the action is reasonably related to the report or engagement with the process. Retaliation may be present even where there is a finding that no violation occurred.

Retaliation is defined by, but not limited to, Section 220501(b)(11) of the Sports Act. The Act states:

Any adverse or discriminatory action, or the threat of an adverse or discriminatory action, including removal from a training facility, reduced coaching or training, reduced meals or housing, and removal from competition carried out against a Protected Individual as a result of any communication, including the filing of a formal complaint, by the Protected Individual or a parent or legal guardian of the Protected Individual relating to the allegation of physical abuse, sexual harassment, or emotional abuse, with the U.S. Center for SafeSport (USCSS); a coach, trainer, manager, administrator, or official associated with the USOPC; the United States Attorney General; a federal or state law enforcement authority; the Equal Opportunity Employment Commission; or Congress.

13. Athlete Ombuds

The Office of the Athlete Ombuds offers independent, confidential advice to elite athletes regarding their rights and responsibilities in the Olympic and Paralympic Movement, and assists athletes with a broad range of questions, disputes, complaints and concerns.

Phone: 719-866-5000

Website: usathlete.org

Email: ombudsman@usathlete.org

14. Confidentiality

a. All cases arising under this policy, and in particular all athlete information provided to USAA under this policy, and all results of examinations and assessments conducted under this policy, will be dealt with in strict confidence. All medical information and data relating to an athlete will be treated as sensitive personal information and USAA will always ensure that it is processed as such in accordance with applicable data protection and 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 except (i.) as is strictly necessary for the effective application and enforcement of this policy; or (ii.) as is required by law.

b. USAA will not comment publicly on the specific facts of any (pending or resolved) case (as opposed to general descriptions of the process and science involved) except in response to public comments attributed to the athlete or the athlete's representatives.

15. Costs

The costs of any medical assessment, examination, treatment, monitoring, reporting, and any other costs involved in complying with the regulations set forth in this policy will be the responsibility of the relevant athlete.

16. Limitation of Liability

In no circumstances will USAA, or any of USAA's employees, officers, agents, representatives and other persons involved in the administration of this policy be liable in any way in relation to acts done or omitted to be done in good faith in connection with the administration of this policy.

17. Limitations

Nothing in this policy supersedes any local, state, or federal laws.

APPENDIX A

GENDER IDENTITY DECLARATION FORM

TRANSGENDER FEMALE OR NON-BINARY ATHLETE (SEX ASSIGNED MALE AT BIRTH)

Name: _____

Member Number: _____

Sex Assigned at Birth: _____

Gender Identity and/or Gender Expression: _____

By submitting this form, I am declaring that I intend to compete in the female category.

MEDICAL ELIGIBILITY CONDITIONS CHECKLIST- Please attach the applicable information:

1. Demonstrate that the concentration of testosterone in your serum has been less than 2.5 nmol/L continuously for a period of at least 24 months by providing a minimum of ten (10) tests at minimum six (6) weeks apart within a 24-month timeframe.
2. Provide a written and signed declaration that you have not competed within the last four (4) years in the male category in archery or other sport at an international level.
3. Provide up to date contact information for the physician(s) listed in your information.
4. Please list the event name and date for the first USA Archery sanctioned event in which you will participate.

Event Name:

Event Date:

- a. Please note your medical eligibility checklist and supporting materials must be received by USA Archery at least six (6) weeks in advance of the first event in which you wish to participate in the female category.

ADDITIONAL REQUIREMENTS:

1. You must keep your serum testosterone concentration below 2.5 nmol/L for so long as you continue to compete in the female category of competition.
2. Your compliance with these conditions will be monitored by additional testosterone concentration testing at your expense bi-annually.
3. In the event of non-compliance, your eligibility for female competition will be suspended until such time as you demonstrate that you have maintained your serum testosterone concentration below 2.5 nmol/L for a new continuous period of at least 24 months by providing test results every twelve (12) weeks within a 24 month timeframe.

AGREEMENT:

I agree to:

1. Abide by and adhere to the USAA Transgender and Non-Binary Athlete Inclusion Policy and the requirements in this form;
2. Cooperate promptly and in good faith with USAA as set forth under this policy, to include providing USAA with all the information and evidence USAA requests to assess my compliance and/or monitor my continuing compliance with the eligibility conditions referred to in this policy;
3. To the fullest extent permitted and required under applicable data protection laws to allow USAA to collect, process, disclose, and use my personal information (including your sensitive personal information and medical records and results) as required to implement and apply this policy effectively and efficiently; and
4. To follow the procedures set out in the USAA Transgender and Non-Binary Athlete Inclusion Policy, Section 11, to challenge USAA as it relates to this form or its policy and/or to appeal decisions made under this policy.

CONSENT:

I understand that I may revoke the consent granted in accordance with this form at any time for any reason. In such an event, I understand that I will be deemed to have withdrawn my desire to compete as a female. I agree that the information provided is true, accurate information, and am not providing any information in bad faith or for any improper purpose.

Athlete Printed Name: _____

Athlete Signature: _____

Date: _____

Printed Name of Parent or Legal Guardian (For Minor Athletes Under Age 18): _____

Parent or Guardian Signature: _____

Please submit this signed USAA Gender Identity Declaration Form to highperformance@usarchery.org.

Please note that this form **must be received** at least six (6) weeks in advance of the first event in which you wish to participate.

GENDER IDENTITY DECLARATION FORM

TRANSGENDER MALE OR NON-BINARY ATHLETE (SEX ASSIGNED FEMALE AT BIRTH)

Name: _____

Member Number: _____

Sex Assigned at Birth: _____

Gender Identity and/or Gender Expression: _____

By submitting this form, I am declaring that I intend to compete in the following male category.

MEDICAL ELIGIBILITY CONDITIONS CHECKLIST- Please attach the applicable information:

Athletes are eligible to compete in the male category without restriction (although athletes subject to doping control must still comply with applicable antidoping rules, including any requirement to obtain a Therapeutic Use Exemption (TUE) for the use of a substance on the WADA Prohibited List, such as testosterone (WADA TUE Physician Guidelines for Transgender Athletes).

1. Are you currently taking Testosterone? Yes No
If yes, provide a USADA and/or WADA approved TUE.

2. Provide up to date contact information for the physician(s) listed in your information.

3. Please list the event name and date for the first USA Archery sanctioned event in which you will participate.

Event Name:

Event Date:

- a. Please note your medical eligibility checklist and supporting materials must be received by USA Archery at least six (6) weeks in advance of the first event in which you wish to participate in the male category.

AGREEMENT

I agree to:

1. Abide by and adhere to the USAA Transgender and Non-Binary Athlete Inclusion Policy and the requirements in this form;
2. Cooperate promptly and in good faith with USAA as set forth under this policy, to include providing USAA with all the information and evidence USAA requests to assess my compliance and/or monitor my continuing compliance with the eligibility conditions referred to in this policy;
3. To the fullest extent permitted and required under applicable data protection laws to allow USAA to collect, process, disclose, and use my personal information (including your

sensitive personal information and medical records and results) as required to implement and apply this policy effectively and efficiently; and

4. To follow the procedures set out in the USAA Transgender and Non-Binary Athlete Inclusion Policy, Section 11, to challenge USAA as it relates to this form or its policy and/or to appeal decisions made under this policy.

CONSENT:

I understand that I may revoke the consent granted in accordance with this form at any time for any reason. In such an event, I understand that I will be deemed to have withdrawn my desire to compete as a male. I agree that the information provided is true, accurate information, and am not providing any information in bad faith or for any improper purpose.

Printed Athlete Name: _____

Athlete Signature: _____

Date: _____

Printed Name of Parent or Legal Guardian (For Minor Athletes Under Age 18): _____

Parent or Guardian Signature: _____

Please submit this signed USAA Gender Identity Declaration Form to highperformance@usarchery.org.

Please note that this form **must be received** at least six (6) weeks in advance of the first event in which you wish to participate.