

Sportsmanship



2024-2025



SPORTSMANSHIP IS BEHAVIOR



- We know when students/adults know they are being observed and will be held accountable, they typically meet expectations..
 - Examples:
 - Speeding
 - Classroom management
 - Cameras on officials

WHAT DO WE KNOW?



- What best practices do we know of that help prevent bad behavior?
 - Participants
 - Coaches
 - Fans
- How do we motivate students, coaches and fans to meet our behavior expectations?

WHAT CAN WE COMMIT TO?



- What should be required:
 - Pregame meeting with game manager
 - Response plan for bad behavior
 - Training plan to be proactive
 - Recognize best practices

Gender Identity



WE FOLLOW THE LAW



- There are arguments on either side of this issue
 - WIAA represents membership on both sides
 - We must keep children FIRST
 - We cannot enact a rule that knowingly violates the law
 - Insurance concerns about coverage
 - Punitive damages typically not covered
 - WIAA doesn't advocate for legislation that our membership doesn't support throughout the Association
 - WASA has a 90% threshold
 - The WIAA is examining possible options:
 - We have explored three...



WE FOLLOW THE LAW



- WASHINGTON LAW AGAINST DISCRIMINATION
 - WLAD recognizes “[t]he right to be free from discrimination because of race, creed, color, national origin, citizenship or immigration status.....sexual orientation, or the presence of any sensory, mental, or physical disabilityis recognized as and declared to be a civil right.” RCW 49.60.030(1) (emphasis added). Also see laws directed to public schools: RCW 28A.642.010 and WAC 392-190-005; 392-190-025.
 - Sexual orientation means: “heterosexuality, homosexuality, bisexuality, and gender expression or identity. As used in this definition, “gender expression or identity” means having or being perceived as having a gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth.” RCW 49.60.040(29). (emphasis added). RCW 28A.642.010 incorporates definitions of WLAD.



OPTION #1



- **Students only allowed to compete in the category of the gender they were assigned at birth.**
 - This policy is likely a violation of the Equal Protection Clause, WLAD, and relevant public school statutes and codes. It restricts participation based on sexual orientation or gender identity.
 - The WIAA should avoid implementing rigid policies that exclude particular groups based on sex or gender identity.

OPTION #2



- **Students who identify with a gender other than the gender they were assigned at birth compete in a “transgender competition group.”**
 - This policy suggestion is similar to the growingly popular “nonbinary” category seen in running competitions throughout the country and internationally. To satisfy WLAD and laws applicable to public schools, this policy would likely require (1) allowing transgender students to compete consistent with their gender identity and (2) adding a non-binary competition group. It is likely that a single large transgender competition group encompassing all students who have a gender identity different from the gender they were assigned at birth would not comply with WLAD—and laws applicable to public schools.

OPTION #2 CONTINUED



- For example, requiring non-binary students to participate in a transgender category is discrimination based on gender identity.
- If the purpose behind a policy is to restrict transgender students from participating in the “female” and “male” categories because of their sexual orientation and gender identity, then it likely would not be compliant with WLAD and laws applicable to public schools..

OPTION #3



- **Students born female may only compete in the female category. Transgender students and students born male may compete in an “other” or “open” category.**
 - This policy is likely noncompliant with WLAD and laws applicable to public schools because it restricts transgender girls from participating consistent with their gender identity, An “open” or “other” category creates a distinction between girls and cisgendered girls.
 - The current gender identity policy is compliant with WLAD and laws applicable to public schools. It does not restrict participation or differentiate students based on sexual orientation or gender identity.

CURRENT POLICY



18.16.0 GENDER IDENTITY PARTICIPATION - All students have the opportunity to participate in WIAA athletics and/or activities in a manner that is consistent with their gender identity. Currently, most athletic programs are offered separately for boys and girls as outlined in Appendix 1. Athletes will participate in programs consistent with their gender identity or the gender most consistently expressed. School personnel responsible for student eligibility will work collaboratively with the student-athlete to determine eligibility. Once the student has been granted eligibility to participate in the sport consistent with their gender identity, the eligibility is granted for the duration of the student's participation and does not need to be renewed every sports season or school year. The WIAA staff is willing to collaborate with any member school seeking assistance regarding gender equity.

- **The policy allows students to participate in activities consistent with their gender identity.**
- **School personnel responsible for student eligibility work collaboratively with the student-athlete to determine eligibility.**

