IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 1:24-cv-03155-SKC-MDB

BROOKE SLUSSER, *et al.*,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, *et al.*,

Defendants.

APPENDIX TO MOTION FOR PRELIMINARY INJUNCTION

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exhibitsticker.com

Mountain West Handbook 2024-25

United States Air Force Academy

Boise State University

California State University, Fresno

Colorado College *(Women's Soccer)*

Colorado State University

University of Hawai`i, Manoa (*Football*)

University of Nevada, Reno

University of New Mexico

San Diego State University

San José State University

University of Nevada, Las Vegas

Utah State University

University of Wyoming

Washington State University (*Baseball and Women's Swimming and Diving*)

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PHILOSOPHY OF THE MOUNTAIN WEST

The Mountain West is an association of universities dedicated to excellence in their primary missions in teaching, research and service to their publics. The Mountain West has identified with the following goals:

1. To foster intercollegiate athletics programs in a manner that will enhance the academic advancement, character development, athletics potential and well-being of student-athletes;
2. To commit to integrity and equity in intercollegiate athletics;
3. To contend for national championships in all conference-sanctioned sports;
4. To enhance the financial position of the Conference;
5. To strengthen the participation and commitment of fans and friends of Mountain West institutions;
6. To be a leading voice in national governance; and
7. To be innovative and visionary in the approach to intercollegiate athletics.

The Mountain West will actively monitor progress toward the stated goals, evaluating the Conference and its member institutions by using numerous categories of assessment and various measuring mechanisms. The results will shape the activities and direction of the Conference relative to its philosophy and goals. *(Revised June 2007)*

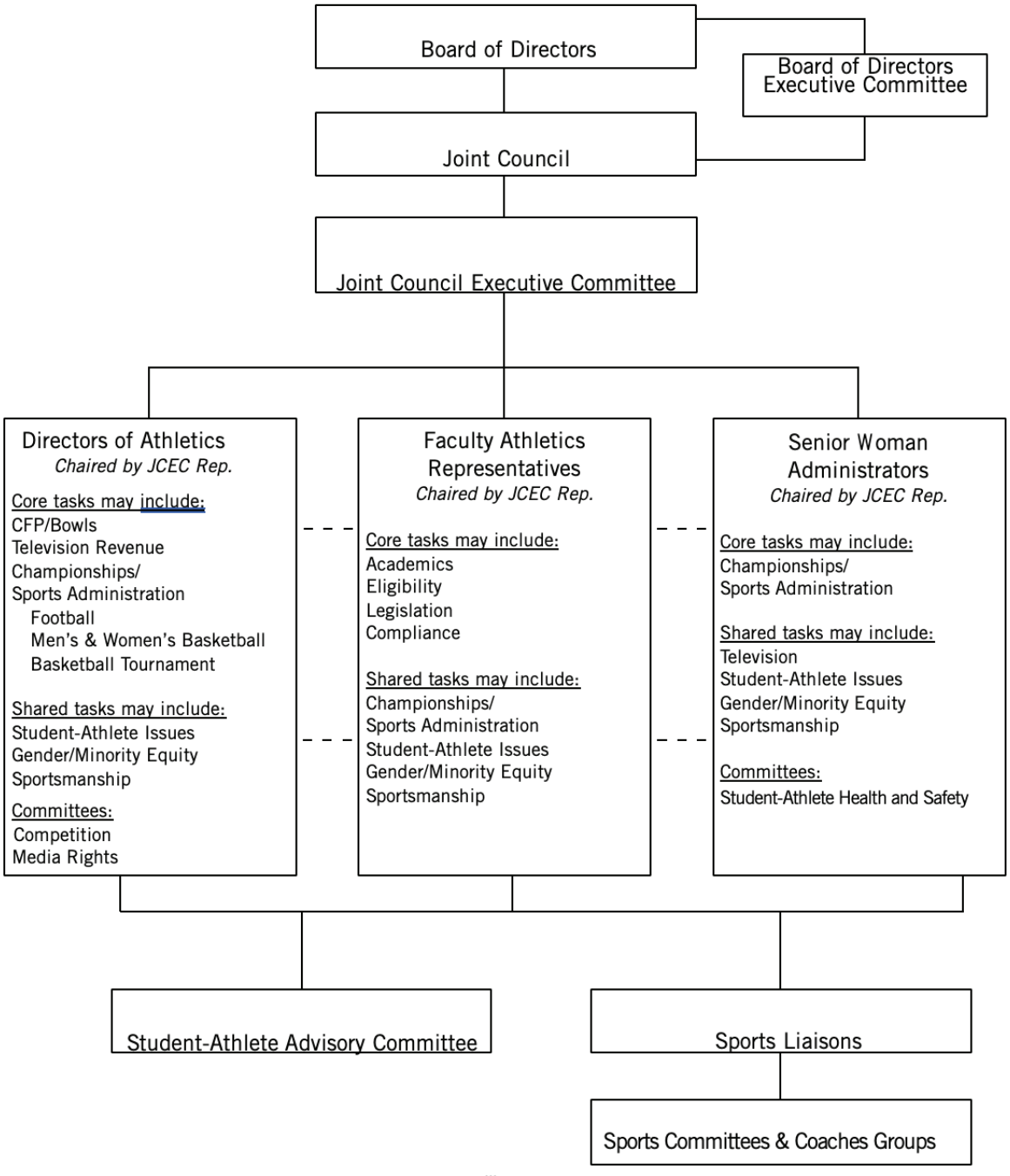
MOUNTAIN WEST GENDER EQUITY STATEMENT

The Mountain West affirms the value of gender equity in its intercollegiate athletics programs. Gender equity is the fair distribution of overall athletics opportunities, supported by equitable benefits and resources available to all men's and women's teams. *(Adopted April 2005, Editorial Revision, December 2023)*

MOUNTAIN WEST COMMITMENT TO DIVERSITY

In a sincere and committed effort to diversify the coaching and athletics departments leadership ranks, each institution's chief executive officer will annually certify that any head coach, director of athletics or senior athletics department leadership search processes that took place during the previous academic year were conducted with an intentional and deliberate effort to include a diverse pool of candidates. Diversity shall be defined by the institution's state law and in compliance with the federal definitions set forth by the Department of Education. Recognizing the importance of confidentiality, the demographics of candidates (gender, race, ethnicity) will be required to be retained and may be subject to review by the Conference. *(Adopted July 2021)*

Mountain West Conference Organizational Chart



Rule 1

CONFERENCE GOVERNANCE

1.1 Governance. The Mountain West has three governance components: The Board of Directors, the Joint Council and the Conference Commissioner.

1.2 Board of Directors.

1.2.1 Composition. The Board of Directors shall consist of fourteen representatives: one representative from each member institution and two non-voting, ex officio student-athlete representatives from the Mountain West Student-Athlete Advisory Committee. The Board of Directors representative of each member institution shall be the chief executive officer of the institution. *(Revised June 2014; Clarified September 2017)*

1.2.2 Duties. The authority and responsibility of managing the business and affairs of the Mountain West shall rest with the Board of Directors and it shall decide all policy.

1.2.3 Terms. A member of the Board of Directors shall hold office until such time that he or she no longer is the chief executive officer of the respective institution.

1.2.4 Board of Directors Executive Committee.

1.2.4.1 Composition. The Board of Directors Executive Committee shall consist of four members: the current chair, the incoming chair, the preceding year's chair and the Conference representative to the NCAA Board of Directors. *(Revised June 2003)*

1.2.4.2 Terms. Unless otherwise stated, three representatives shall rotate every two years in accordance with the rotation of the chair, while the fourth representative shall be determined by the term of the Conference representative to the NCAA Board of Directors. In the event a member's rotation onto the Executive Committee coincides with his or her term(s) on the NCAA Board of Directors, the next person in the chair rotation shall serve on the Executive Committee to ensure a four-person composition is maintained. *(Revised June 2003, Revised March 2022)*

1.2.4.3 Duties. Except for major policy issues, the Board of Directors Executive Committee shall act on behalf of the Board of Directors, in the interim between meetings of the Board of Directors, on issues normally addressed by the Board of Directors. The committee also shall hear appeals of Mountain West institutions related to penalties assessed following the violation of a Mountain West rule(s). The committee shall communicate throughout the year as appropriate and serve as frequent counsel to the Commissioner, particularly the current chair. *(Revised June 2003, January 2009)*

1.2.5 Chair of the Board of Directors and Board of Directors Executive Committee. The President of a Mountain West institution shall serve as the chair of the Board of Directors and Board of Directors Executive Committee each academic year and shall rotate as set forth in Appendix B. A president new to the Mountain West shall not serve as chair of the Board of Directors until his or her respective institution has been a member of the Mountain West for at least one academic year. A president newly appointed to their institution shall not serve as chair of the Board of Directors

until at least one academic year has passed since the beginning of his or her tenure at their institution. If a new president's tenure begins during a year in which the former president of that institution was scheduled to rotate onto the Board of Directors Executive Committee (and ultimately into the Board of Directors chair position), the Board of Directors shall adjust the rotation accordingly to allow the new president sufficient time to acclimate. In the event the current chair is unable to complete his or her term as chair, the incoming chair shall move into the chair position and the remainder of the rotation shall be moved upward for that academic year. At the conclusion of that academic year, the Board of Directors shall review the Board of Directors Executive Committee composition and the chair position to determine the Board of Directors Executive Committee and chair rotation for the next and subsequent academic years. (*Adopted June 2011, revised March 2022*)

1.2.6 Board of Directors Legal and Finance Committee.

1.2.6.1 Composition. The Board of Directors Legal and Finance Committee shall consist of four Board members. *(Adopted June 2014, Revised March 2022)*

1.2.6.2 Duties. The Board of Directors Legal and Finance Committee shall have direct oversight on all matters related to the evolving legal environment, lawsuits, Mountain West Operating Budget and Reserve Fund, and annual audits. The Committee also shall manage issues involving television contracts and the Mountain West Network. The Committee will report to the Board of Directors. *(Adopted September 2014)*

1.2.7 Board of Directors Strategic Vision Committee.

1.2.7.1 Composition. The Board of Directors Vision Committee shall consist of four Board members. *(Adopted March 2022)*

1.2.7.2 Duties. The Board of Directors Strategic Vision Committee shall develop strategic initiatives for the Conference in areas specified by the Board of Directors. The committee will report to the Board of Directors. *(Adopted March 2022)*

1.3 Joint Council. The Joint Council shall develop recommendations and policy initiatives that shall be presented to the Board of Directors for action.

1.3.1 Composition. The Joint Council shall consist of three representatives from each member institution: a director of athletics, senior woman administrator, and faculty athletics representative; and three student-athlete representatives from the Mountain West Student-Athlete Advisory Committee who shall serve in a nonvoting, ex officio capacity. *(Revised May 2015)*

1.3.2 Designation of Representatives. Representatives shall be named by the chief executive officer of each member institution. Each chief executive officer shall provide to the Conference office a written statement containing the names of the individuals who shall represent the institution.

1.3.3 Substitute Representatives. A chief executive officer may appoint substitutes for his or her representatives on the Joint Council without revoking the appointment of the representative. The chief executive office shall give written or telephonic notification of the substitution to the Commissioner prior to the Joint Council meeting. The substitute shall then act as the institutional representative only at the designated meeting.

1.3.4 Organization. The Joint Council shall conduct its business through four designated governance groups: the Joint Council Executive Committee, Faculty Athletics Representatives, Directors of Athletics and Senior Woman Administrators and, when necessary, ad hoc committees formed of members of the Joint Council. The chair of the Joint Council shall be a faculty athletics representative and the chair shall name a parliamentarian. *(Revised April 2006)*

1.3.5 Purpose and Functions. The primary function of the Joint Council shall be to consider matters of significance to the Conference and its members and to make recommendations as to the resolution of those matters to the Mountain West Board of Directors. The four designated governance groups and ad hoc committees shall have defined functions and shall bring recommendations to the Joint Council for its deliberation (a description of the designated governance groups and their functions is contained in Rule 1.3.7 – Designated Governance Groups). Questions within the purview of the groups shall constitute the business of the Joint Council. The membership of the ad hoc committees shall be recommended by the Joint Council Executive Committee and approved by the Joint Council. Conference staff and individuals who are not members of the Joint Council may be appointed as ex officio members of the standing and ad hoc committees as approved by the Joint Council Executive Committee. The Mountain West commitment to the principle of academic integrity in all of its activities, as stated in the Conference Statement of Philosophy, will be supported by its governance structure. *(Revised April 2006)*

1.3.6 Joint Council Meeting Protocol. Meetings of the Joint Council shall be conducted as follows:

1.3.6.1 Roberts Rules of Order. Conference meetings shall be conducted under the parliamentary rules contained in the current edition of Robert's Rules of Order, Newly Revised.

1.3.6.1.1 Conference Calls. To reconsider an issue determined on a conference call, six affirmative votes (including the institution seeking reconsideration) are required to present the issue for reconsideration. The institution seeking reconsideration shall obtain and present (in writing) to the Conference office the six affirmative votes. *(Adopted April 2007)*

1.3.6.2 Quorum. Seventy-five percent or more of the member institutions constitutes a quorum. If a quorum is not present, no official business shall be conducted.

1.3.6.3 Voting. Each member institution shall have one vote. The chief executive officer of each member institution shall determine the individual who casts the vote on behalf of the institution. If no institutional representatives are present, the institution forfeits its vote.

1.3.6.4 Regular Meeting. The Joint Council shall hold a minimum of one regular meeting each year. At each regular meeting, the Joint Council shall establish a time and place for the next regular meeting(s).

1.3.6.5 Notice of Meeting. Notice of a regular meeting shall be given to each member in writing at least forty-five days prior to the meeting. Notice of special meetings shall be given in writing at least ten days prior to the meeting or with forty-eight hours of notice by

telephone. Notice of any meeting, regular or special, may be waived by unanimous consent of the member institutions.

1.3.6.6 Special Meeting. Special meetings or telephone conferences may be called by the chair of the Joint Council or the Commissioner.

1.3.6.7 Agenda.

1.3.6.7.1 Date for Agenda Items. The chair of the Joint Council, in consultation with the Commissioner, shall set the agenda. All agenda items (with the appropriate rationale and intent) for a regular meeting shall be submitted to the Commissioner at least 30 days prior to the meeting.

1.3.6.7.2 Alteration of Agenda. Additions or changes to the meeting agenda shall be permitted at the beginning of meetings. If an objection to an addition or change is raised, a vote of 75 percent of the member institutions present is required to make the addition or change.

1.3.6.7.3 Classification of Agenda Items. Items forwarded to the Joint Council for action shall be classified into three groups: information items, consent package action items, and action items for separate consideration. Any Joint Council member may request that an item be removed from the consent package and placed on the agenda with items for separate consideration. No discussion of items remaining in the consent package shall be permitted. A single vote shall be taken on all items remaining in the consent package.

1.3.6.8 Changes to Conference Rules. Amended or newly adopted Conference rules shall remain in place for a minimum of two years. If new information becomes available or changes to NCAA rules impact the original determination on the issue, the rule could be changed prior to the two-year time period. *(Adopted April 2007)*

1.3.7 Designated Governance Groups. The Joint Council shall consist of four designated governance groups: Joint Council Executive Committee, Faculty Athletics Representatives, Directors of Athletics and Senior Woman Administrators. Each group shall have duties as specified below. *(Revised April 2006)*

1.3.7.1 Joint Council Executive Committee.

1.3.7.1.1 Composition. The Joint Council Executive Committee shall consist of five members: a faculty athletics representative (chair), director of athletics, senior woman administrator, and two non-voting, ex officio members – the incoming chair and the Conference Commissioner (or designee). (See Appendix C.)

1.3.7.1.2 Terms. Unless otherwise stated, the representative of each group shall rotate annually in alphabetical order of the member institutions (see Appendix C). The chair of the Joint Council also shall serve as chair of the Joint Council Executive Committee.

1.3.7.1.3 Duties. The Joint Council Executive Committee voting members shall present the recommendations of the Joint Council to the Board of Directors at its annual

meeting. The Joint Council Executive Committee also shall recommend to the Joint Council individuals for membership on Joint Council ad hoc committees and task forces to address specific issues not assigned to one of the other designated governance groups. The Joint Council Executive Committee shall act on behalf of the Joint Council, in the interim between Joint Council meetings, on issues normally addressed by the Joint Council (the Joint Council retains authority to approve all actions of the Joint Council Executive Committee) and communicate throughout the year as appropriate. *(Revised April 2006)*

1.3.7.1.3.1 Mountain West Sportsmanship. The Joint Council Executive Committee shall recommend to the Joint Council a code of conduct for student-athletes, coaches and athletics department personnel. The committee shall pursue alleged violations and implement procedures and penalties. The committee also shall hear appeals of sportsmanship decisions. *(Revised April 2006)*

1.3.7.2 Faculty Athletics Representatives.

1.3.7.2.1 Composition. The faculty athletics representatives' designated governance group shall consist of each institution's faculty athletics representative and one student-athlete representative from the Mountain West Student-Athlete Advisory Committee who shall serve in a nonvoting, ex officio capacity. The chair of the Joint Council (and Joint Council Executive Committee) shall be the chair of the faculty athletics representatives' designated governance group. *(Revised April 2006, May 2015)*

1.3.7.2.2 Terms. A member of the faculty athletics representatives' designated governance group shall hold office until such time that he or she no longer is the faculty athletics representative of the respective institution. *(Revised April 2006)*

1.3.7.2.3 Core Tasks. The primary duties of the faculty athletics representatives are in the areas of academics, eligibility, Conference and NCAA legislation, compliance, coaches' certification (recruiting) examination and maintaining the Mountain West Handbook. *(Revised April 2006, April 2017)*

1.3.7.2.3.1 Academics and Eligibility. The faculty athletics representatives shall review all matters affecting the academic eligibility status of Conference student-athletes, including waivers of Mountain West eligibility rules and NCAA waivers administered by the Conference (e.g., hardship waivers, medical absence waivers and international competition waivers). *(Revised April 2006)*

1.3.7.2.3.2 Conference and NCAA Legislation. The faculty athletics representatives shall review proposed NCAA legislation and Conference rule changes and forward recommendations to the Joint Council. In the case of NCAA legislation, institutional legislative positions shall be forwarded to the Conference Division I governance representative(s). *(Revised April 2006)*

1.3.7.2.3.3 Compliance. The faculty athletics representatives shall monitor Conference and NCAA rules violations. Such violations shall be reviewed quarterly and findings shall be reported to the Joint Council. When necessary, the faculty

athletics representatives shall review requests for appeals to rulings on specified Handbook provisions. *(Revised April 2006)*

1.3.7.2.3.4 Mountain West Handbook. The faculty athletics representatives shall update and revise Conference rules consistent with Conference and NCAA actions. *(Revised April 2006)*

1.3.7.2.4 Shared Tasks. The faculty athletics representatives shall have shared tasks in the areas of championships and sports administration, gender/minority equity, sportsmanship and student-athlete well-being. *(Revised April 2006)*

1.3.7.2.4.1 Championships and Sports Administration. The faculty athletics representatives shall review recommendations on regular season and championship management when such recommendations affect a student-athlete's academic progress/eligibility. *(Revised April 2006)*

1.3.7.2.4.2 Gender/Minority Equity. All designated governance groups shall monitor and review matters pertaining to issues related to the gender and minority equity efforts of the Conference and the Conference office. These may include, but are not limited to, an annual review of access, diversity and inclusiveness of minorities and women at all levels of the athletics programs of member institutions. The designated governance groups also shall advocate processes and proposals to foster equity in the athletics programs of the Conference. *(Revised April 2006)*

1.3.7.2.4.3 Sportsmanship. All designated governance groups shall monitor sportsmanship issues that affect the Conference and the respective institutions.

1.3.7.2.4.4 Student-Athlete Well-Being. All designated governance groups shall examine problems and issues that affect the academic, athletics and campus life environments of all student-athletes. *(Revised April 2006)*

1.3.7.3 Directors of Athletics.

1.3.7.3.1 Composition. The directors of athletics' designated governance group shall consist of each institution's director of athletics and one student-athlete representative from the Mountain West Student-Athlete Advisory Committee who shall serve in a nonvoting, ex officio capacity. The directors of athletics representative to the Joint Council Executive Committee shall be the chair of the director of athletics' designated governance group. *(Revised April 2006, May 2015)*

1.3.7.3.2 Terms. A member of the directors of athletics' designated governance group shall hold office until such time that he or she no longer is the director of athletics of the respective institution. *(Revised April 2006)*

1.3.7.3.3 Core Tasks. The primary duties of the directors of athletics are in the areas of College Football Playoff (CFP) and postseason football bowl games, television, revenue and championships and sports administration. *(Revised April 2006)*

1.3.7.3.3.1 CFP/Postseason Football Bowl Games. The directors of athletics shall be responsible for all decisions related to the CFP and postseason football bowl games. *(Revised April 2006)*

1.3.7.3.3.2 Television. The directors of athletics shall evaluate Conference television contracts, policies and operations and provide leadership in the development of new television contracts and policies. *(Revised April 2006)*

1.3.7.3.3.3 Revenue. The directors of athletics shall be responsible for formulating revenue distribution formulas for review by the Board of Directors. *(Revised April 2006)*

1.3.7.3.3.4 Championships and Sports Administration. The directors of athletics shall review recommendations on regular season and championship management issues in the sports of football and men's and women's basketball. The directors of athletics also shall review proposals to amend Conference and/or NCAA legislation relative to the administration of regular season and championship competition in men's and women's basketball and regular season and postseason competition in football. *(Revised April 2006)*

1.3.7.3.4 Shared Tasks. The directors of athletics shall have shared responsibilities in the areas of student-athlete well-being, gender/minority equity and sportsmanship. *(Revised April 2006)*

1.3.7.3.4.1 Gender/Minority Equity. All designated governance groups shall monitor and review matters pertaining to issues related to the gender and minority equity efforts of the Conference and the Conference office. These may include, but are not limited to, an annual review of access, diversity and inclusiveness of minorities and women at all levels of the athletics programs of member institutions. The designated governance groups also shall advocate processes and proposals to foster equity in the athletics programs of the Conference. *(Revised April 2006)*

1.3.7.3.4.2 Sportsmanship. All designated governance groups shall monitor sportsmanship issues that affect the Conference and the respective institutions. *(Revised April 2006)*

1.3.7.3.4.3 Student-Athlete Well-Being. All designated governance groups shall examine problems and issues that affect the academic, athletics and campus life environments of all student-athletes. *(Revised April 2006)*

1.3.7.3.5 Directors of Athletics Competition Committee.

1.3.7.3.5.1 Composition. The Competition Committee shall consist of six directors of athletics. *(Adopted January 2014)*

1.3.7.3.5.2 Duties. The Competition Committee shall address competitive concerns of the Mountain West while focusing on maximizing postseason participation opportunities in all sports. *(Adopted January 2014)*

1.3.7.3.6 Directors of Athletics Media Rights Committee.

1.3.7.3.6.1 Composition. The Media Rights Committee shall consist of six directors of athletics. *(Adopted January 2014)*

1.3.7.3.6.2 Duties. The Media Rights Committee shall address all matters related to media rights for the Mountain West. The Committee shall function as a sounding board for the Commissioner, legal counsel and television consultants/partners, providing necessary feedback from the membership and generating recommendations on pertinent matters. The Committee also shall monitor contractual matters related to the Mountain West's media rights agreements with its national, regional and digital network partners. *(Adopted January 2014)*

1.3.7.4 Senior Woman Administrators.

1.3.7.4.1 Composition. The senior woman administrators' designated governance group shall consist of each institution's senior woman administrator and one student-athlete representative from the Mountain West Student-Athlete Advisory Committee who shall serve in a nonvoting, ex officio capacity. The senior woman administrator representative to the Joint Council Executive Committee shall be the chair of the senior woman administrators' designated governance group. *(Revised April 2006, May 2015)*

1.3.7.4.2 Terms. A member of the senior woman administrators' designated governance group shall hold office until such time that she no longer is the senior woman administrator of the respective institution. *(Revised April 2006)*

1.3.7.4.3 Core Tasks. The primary duties of the senior woman administrators are in the areas of championships and sports administration and television. *(Revised April 2006)*

1.3.7.4.3.1 Championships and Sports Administration. The senior woman administrators shall review recommendations on regular season and championship management issues for all sports except football and men's and women's basketball. The senior woman administrators also shall review proposals to amend Conference and/or NCAA legislation relative to the administration of regular season and championship competition in all sports except football and men's and women's basketball. *(Revised April 2006)*

1.3.7.4.3.2 Television. The senior woman administrators shall have responsibilities in matters related to the televising of sports other than football and men's and women's basketball. *(Revised April 2006)*

1.3.7.4.4 Shared Tasks. The senior woman administrators shall have shared responsibilities in the areas of student-athlete well-being, gender/minority equity and sportsmanship. *(Revised April 2006)*

1.3.7.4.4.1 Gender/Minority Equity. All designated governance groups shall monitor and review matters pertaining to issues related to the gender and

minority equity efforts of the Conference and the Conference office. These may include, but are not limited to, an annual review of access, diversity and inclusiveness of minorities and women at all levels of the athletics programs of member institutions. The designated governance groups also shall advocate processes and proposals to foster equity in the athletics programs of the Conference. *(Revised April 2006)*

1.3.7.4.4.2 Sportsmanship. All designated governance groups shall monitor sportsmanship issues that affect the Conference and the respective institutions. *(Revised April 2006)*

1.3.7.4.4.3 Student-Athlete Well-Being. All designated governance groups shall examine problems and issues that affect the academic, athletics and campus life environments of all student-athletes. *(Revised April 2006)*

1.3.7.5 Nomination Committee.

1.3.7.5.1 Composition. The Nominating Committee shall consist of six representatives: the current Joint Council Executive Committee (four members) and the incoming chair of the director of athletics and incoming chair of the senior woman administrators. (Adopted January 2019)

1.3.7.5.2 Duties. The Nominating Committee, in consultation with the Commissioner, shall recommend to the Joint Council the representatives to the Division I governance councils and cabinets, Division I sport committees and association-wide committees. (Adopted January 2019)

1.3.7.6 Recognition Committee.

1.3.7.6.1 Composition. The Recognition Committee shall consist of six representatives: two faculty athletics representatives, two directors of athletics and two senior woman administrators. (See Appendix E for committee terms and rotation.) *(Revised April 2006)*

1.3.7.6.2 Duties. The Recognition Committee shall review applications and recommend award recipients for the Albert C. Yates, Commissioner's, Scholar-Athlete of the Year, Sportsmanship and Student-Athlete of the Year awards. Additionally, the committee is charged with reviewing applications and recommending Conference nominees for the NCAA Woman of the Year and Sportsmanship awards. *(Revised April 2006)*

1.3.7.7 Student-Athlete Advisory Committee.

1.3.7.7.1 Composition. The Student-Athlete Advisory Committee shall consist of twenty-four members: two student-athlete representatives from each member institution, the Mountain West representative to the Division I National SAAC and one faculty athletics representative. *(Revised April 2006, May 2008; Clarified September 2017)*

1.3.7.7.2 Duties. The Student-Athlete Advisory Committee shall review and react to legislation and other topics referred to it from Conference governance groups or

committees related to the student-athlete experience. The recommendations of the committee shall be forwarded to the appropriate governance group. *(Revised April 2006)*

1.3.7.8 Student-Athlete Health and Safety Committee.

1.3.7.8.1 Composition. The Student-Athlete Health and Safety Committee shall consist of thirteen members: one athletic trainer from each member institution and one team physician (with a Sports Medicine Fellowship) who serves in an advisory capacity. *(Adopted May 2014)*

1.3.7.8.2 Duties. The Student-Athlete Health and Safety Committee shall research, compile data, and present data/recommendations on topics under the purview of institutional athletic training programs. The committee shall report to the senior woman administrators' designated governance group. If topics or recommendations involve the sports of football or men's or women's basketball, those items shall be forwarded to the directors of athletics' designated governance group. *(Adopted May 2014)*

1.3.7.9 Mountain West Committee Service. Mountain West members selected for service on Conference committees shall abide by Mountain West and NCAA rules and policies related to the Conference committee service. The Mountain West may require the resignation of Mountain West representatives to Conference committees for violations of Mountain West and/or NCAA rules/policies or when a Conference member provides notice to the Mountain West of its intent to resign from the Conference. An institution that delivers a notice of their intent to resign from the Conference shall forfeit all seats and representation on all Conference committees. (See Mountain West Bylaw 1.04, Appendix A.) *(Revised August 2012)*

1.4 Commissioner. The Commissioner is the chief administrative officer of the Conference and shall report directly to the Board of Directors. The Commissioner shall have the responsibility and authority to execute Conference policy, shall facilitate communication between the Joint Council, the Joint Council Executive Committee, Board of Directors and Board of Directors Executive Committee and shall serve as an ex officio member of the Joint Council Executive Committee.

1.5 Revenue Sharing. Revenue sharing documentation shall be retained in the Conference office.

Rule 2

NCAA GOVERNANCE

2.1 NCAA Governance Issues. The Mountain West shall adhere to the following principles related to the NCAA Division I Board of Directors, related NCAA governance committees and NCAA Association-Wide committees. Diversity shall be considered when selecting persons to nominate for NCAA positions.

2.1.1 Division I Board of Directors. The Mountain West Board of Directors will select the Conference representative to the Division I Board of Directors.

2.1.2 NCAA Committee Service. Select Mountain West Conference staff, in consultation with the Commissioner, shall submit nominations to the NCAA for consideration for vacancies on NCAA association-wide and Division I committees. Nominees may be a member of the Joint Council, other institutional or coaching staff members or Conference office staff members. *(Revised May 2008, January 2019, May 2022)*

2.1.2.1 Committee Service Requirements. Mountain West members selected for service on NCAA committees shall abide by Mountain West and NCAA rules and policies related to the NCAA committee service. The Mountain West may require the resignation of Mountain West representatives to NCAA committees for violations of Mountain West and/or NCAA rules/policies or when a Mountain West member provides notice to the Mountain West of its intent to resign from the Conference. [See Mountain West Rule 1.04, Appendix A.] *(Revised August 2012)*

2.1.3 Voting. Each institution shall determine a process to review and arrive at a position on NCAA legislation. Thereafter, each institution's president (or designee) shall submit to the Conference office, by a specified date, its position on legislation to be considered by the Division I Council. A majority vote of the institutions shall determine the Conference voting position by the Division I Council representative. In the case of a tie, the Commissioner shall cast the deciding vote. *(Revised April 2006, May 2008)*

2.1.4 Communication. Mountain West representatives to NCAA governance committees shall update the Conference office and the MW Joint Council on issues being discussed in the respective councils, cabinets and committees. *(Adopted May 2008)*

2.2 Legislative Review Process. The Conference shall review NCAA legislative proposals, Division I governance committee meeting material and Board of Directors meeting material as follows: *(Adopted April 2006; Revised April 2006, May 2008)*

a. Each institution's faculty athletics representative shall communicate with institutional personnel on NCAA legislative issues.

b. The Conference office shall inform each institution's faculty athletics representative of NCAA legislative mailings and, when necessary, forward NCAA legislative packages to the faculty athletics representative.

c. A series of conference calls shall be conducted to review NCAA legislative proposals prior to the legislative and Board of Directors meetings.

d. Prior to each Division I legislative/Board of Directors meeting, the Conference office shall provide the faculty athletics representative with electronic vote/comment forms to submit the institution's position on legislative/Board of Directors agenda items.

e. The faculty athletics representative shall review the legislative material and applicable governance meeting material with the appropriate individuals on campus (e.g., President, Director of Athletics, Senior Woman Administrator, compliance coordinator, coaches, etc.).

f. Each institution shall submit electronically its votes and comments to the Conference office by specified dates. The Conference staff shall compile the information and forward it to Mountain West representatives to NCAA governance committees.

g. In the event of close votes on certain legislative proposals/issues, a conference call shall be conducted to discuss the proposals/issues.

2.3 Mountain Pacific Sports Federation. Select Mountain West Conference staff, in consultation with the Commissioner, shall identify the MW liaison to the Mountain Pacific Sports Federation. The liaison may be a member of the Joint Council, a representative from an institution that participates in the Mountain Pacific Sports Federation or Conference office staff member. The costs associated with participation in Mountain Pacific Sports Federation meetings shall be incurred by the institution of the representative or, in the case of a Conference staff member, the Conference office. Diversity shall be considered when making the selection. The term shall be for one year and a representative may be re-appointed. (Revised January 2019, May 2022)

Rule 3

ELIGIBILITY

3.1 Student-Athlete. The term "student-athlete" is the same as defined by NCAA Bylaw 12.02.14.

3.2 Eligibility for Regular Season Competition and NCAA Championships. Except where this Handbook establishes additional requirements or standards, Mountain West rules governing financial aid, recruiting, and transfers are consistent with those of NCAA Bylaws 13-15.

3.2.1 Nonqualifiers. The provisions in this section shall apply to Mountain West and non-Mountain West sports. A nonqualifier, as defined by the NCAA, whose initial full-time enrollment occurs at a Mountain West institution shall be permanently ineligible for practice and competition at any Mountain West institution. Exceptions within NCAA Bylaw 14 regulations do not take precedent over Mountain West Rule 3 regulations. *(Adopted June 2002; Revised November 2002, June 2003, June 2019; Clarified September 2016)*

3.2.1.1 NCAA Academic Redshirts. A student-athlete who is classified as an academic redshirt in accordance with NCAA rules shall not be subject to the Mountain West nonqualifier rule. *(Adopted January 2013)*

3.2.1.2 Partial Approval of NCAA Initial-Eligibility Waivers. A student-athlete who is granted partial approval of an NCAA initial-eligibility waiver shall be permitted to compete for a Mountain West institution after all NCAA initial-eligibility waiver requirements and applicable progress-toward-degree requirements are met. *(Adopted October 2007)*

3.2.1.3 Male Practice Player Exception. Male students may engage in practice sessions with women's teams pursuant to NCAA Bylaw 12.7.5 (Eligibility Requirements for Male Students to Practice with Women's Teams) and are not subject to Rule 3.2.1 (Nonqualifiers). *(Adopted November 2016)*

3.3 Eligibility Forms and Procedures.

3.3.1 Historical Information. Historical information shall be prepared by each member institution for every first-time freshman, transfer or re-entering student-athlete prior to the time the student-athlete first reports for practice. The following information must be completed and on file: *(Revised April 2017)*

a. Educational history from ninth grade year of high school, or equivalent grade level for international student-athletes, to initial full-time enrollment at the certifying institution (including collegiate enrollment status of each collegiate semester or quarter);

b. Amateurism information since the date of final NCAA amateurism certification;

c. Athletics history since high school graduation date (as determined by the NCAA Eligibility Center);

d. Eligibility for athletics aid, practice and competition during each collegiate semester or quarter;

e. National Letter of Intent information;

f. All scholarship information;

g. Employment information at the time of initial full-time enrollment at the certifying institution; and

h. For transfers, transfer information used to determine satisfaction of transfer requirements.

Required information shall be retained by the member institution and shall be available to the Conference upon request.

3.3.2 Squad List. A squad list shall be compiled prior to the first date of competition for each team the member institution sponsors as a part of its intercollegiate athletics program and shall be signed by the director of athletics (or his or her designee, who may not be a coaching staff member) and the head coach of the applicable sport. Squad lists shall be revised to cover any changes made to a squad prior to the competition of any student-athlete whose eligibility status changed or any student-athlete added to the list and shall be signed by the aforementioned institutional officials. Squad lists shall be forwarded to the Conference office twice a year: once prior to a team's first competition and once at the end of the academic year or the completion of the season, whichever is later. *(Clarified September 2016, August 2017)*

3.4 Minimum Grade-Point Average for Competition. To be eligible for competition, a Mountain West student-athlete shall meet the grade-point average requirements set forth by the NCAA. *(Revised June 2005)*

3.4.1 Eligibility Between Terms. Certification of a student-athlete's eligibility between terms shall take place in accordance with applicable NCAA rules. Student-athletes participating in football bowl contests between terms must be certified in accordance with applicable NCAA rules prior to being permitted to compete on behalf of the institution in the football bowl contest. *(Revised July 2003, August 2003, June 2005)*

3.5 Medical Hardship Waivers. A student-athlete may request and be granted an additional season of competition by the Conference for injury or illness in accordance with NCAA Bylaw 12.8.4. The request for a medical hardship waiver shall be submitted to the Conference office by a staff member (i.e., faculty athletics representative, director of athletics, senior woman administrator, compliance administrator) of the member institution at which the illness or injury occurred. In the case of a transfer, if the member institution the student-athlete was attending at the time of the injury or illness refuses to pursue a medical hardship waiver, the institution to which the student-athlete transferred may submit the medical hardship waiver and all supporting documentation to the Conference office. The Conference office shall review the request and make a determination based on legislated NCAA criteria. The Conference office shall report to the faculty athletics representatives' designated governance group the outcome on all medical hardship waiver requests on a bi-annual basis. The faculty athletics representatives' designated governance group shall report the actions taken to the Joint Council on a bi-annual basis. *(Revised April 2006)*

3.5.1 Appeals. Appeals of Conference medical hardship waiver decisions shall be reviewed by the NCAA Committee on Student-Athlete Reinstatement. All such appeals shall be submitted by member institutions. A member institution that would like to submit an appeal of a medical hardship waiver decision to the NCAA shall submit such a request to the faculty athletics representatives' designated governance group. The faculty athletics representatives shall review the request and make a determination as to whether it should be submitted to the NCAA. *(Revised April 2006; Clarified August 2018)*

Rule 4

SPORTSMANSHIP

4.1 Conference Statement on Sportsmanship. All aspects of intercollegiate athletics contests shall be conducted in a sporting manner. It is the responsibility of each member institution in the Mountain West to ensure that all individuals associated with its athletics program conduct themselves in an appropriate fashion. All members of the Conference shall exhibit ethical behavior at all NCAA competition, Conference competition, and competition with institutions outside of the conference. Conference members shall conduct themselves in accordance with the rules of the NCAA and Conference and the playing rules of the respective sports. Each member institution shall create a healthy environment for competition. Administrators, coaches, student-athletes and spectators, as well as others involved in intercollegiate athletics in the Conference, share this responsibility. *(Revised October 2004, October 2006)*

4.1.1 Annual Institutional Meeting. Annually, each institution shall conduct a meeting at the beginning of the academic year to discuss ethics and sportsmanship. The meeting shall include all athletics administrators and staff, all coaches, all spirit group advisors, the band director and other appropriate individuals. The institution's president shall deliver a message outlining the Conference and institutional philosophy on ethics and sportsmanship. *(Revised October 2006)*

4.2 Acts in Violation of Sportsmanship Policy. Athletes, coaches and other institutional athletics personnel who act in an unsporting manner will be subject to sanction. Violations of the Conference sportsmanship policy shall include, but are not limited to, the following: *(Revised October 2006, August 2021)*

a. Striking, attempting to strike or otherwise physically abusing an official, coach, spectator or student-athlete;

b. Intentionally inciting participants or spectators to inappropriate action;

c. Using obscene gestures or unduly provocative language or action toward a game official, Conference personnel, another institution, a student-athlete or personnel of another institution, coach or spectator;

d. Ejection from a contest; and

e. Publicly criticizing or disparaging a game official, the Conference or its personnel, another institution, a student-athlete or personnel of another institution.

f. A student-athlete feigning injury in a football contest.

4.3 Processing Alleged Violations. Allegations of misconduct generally shall be reported to the Commissioner (or designee) within 24 hours of the incident. Within 72 hours of learning of an alleged violation of this section, the Commissioner (or designee), in consultation with the institution, shall establish a timetable and investigate the alleged violation. Within the same 72-hour period, unless extenuating circumstances exist and/or the involved parties agree to an adjusted timeframe, the Commissioner (or designee) shall determine an appropriate penalty, which may be the acceptance of the institution's action. *(Revised October 2006)*

The institution may appeal the Commissioner's (or designee)'s findings and decision to the Joint Council Executive Committee (JCEC). All decisions to appeal must have the written approval of the institution's president. The decision to appeal shall be made immediately and in no case shall the time to make such decision exceed 24 hours. The JCEC then shall hear the appeal as expeditiously as possible. Telephone conference calls are an acceptable means for the parties involved to process the alleged violations. The decision of the JCEC may be appealed to the full Joint Council. The decision of the full Joint Council may be appealed to the Board of Directors, which shall be the final authority on all such matters. All such appeals shall be processed as expeditiously as possible, and the enforcement of any penalties shall be held in abeyance until a final resolution to the case is achieved. *(Revised October 2006, May 2009)*

4.4 Penalties. Below are the penalties for acts in violation of the Mountain West sportsmanship policy. The Commissioner or their designee, at their discretion, may impose alternatives to the sanctions listed below if he deems it warranted. *(Revised October 2004, October 2006, April 2007)*

4.4.1 Physical Abuse. An individual who strikes, attempts to strike or otherwise physically abuses an official, coach, spectator or student-athlete shall be subject to the following penalties:

4.4.1.1 First Offense. Suspension for at least one contest and public announcement through standard Conference channels. The penalty shall not exceed one season of competition.

4.4.1.2 Subsequent Offenses. Suspension for at least two contests and public announcement through standard Conference channels. The penalty shall not exceed one season of competition.

4.4.1.3 Statute of Limitations. An individual penalized for physical abuse shall have that offense retained on the permanent record for the duration of their time in the Mountain West, thus subjecting that individual to cumulative penalties for future offenses.

4.4.2 Incitement to Inappropriate Action. An individual who intentionally incites participants or spectators to inappropriate action shall be subject to the following penalties:

4.4.2.1 First Offense. Suspension for at least one contest and public announcement through standard Conference channels. The penalty shall not exceed one season of competition.

4.4.2.2 Subsequent Offenses. Suspension for one season of competition and public announcement through standard Conference channels.

4.4.2.3 Statute of Limitations. An individual penalized for incitement to inappropriate action shall have that offense retained on the permanent record for the duration of their time in the Mountain West, thus subjecting that individual to cumulative penalties for future offenses.

4.4.3 Obscene Gestures and Language. An individual who uses obscene gestures or unduly provocative language or action toward a game official, Conference personnel, another institution, a student-athlete or personnel of another institution, coach or spectator shall be subject to the following penalties:

4.4.3.1 First Offense. Public reprimand.

4.4.3.2 Subsequent Offenses. Suspension for at least two contests and public announcement through standard Conference channels. The penalty shall not exceed one season of competition.

4.4.3.3 Statute of Limitations. An individual penalized for obscene gestures or language shall have their record expunged one calendar year from the date of the latest offense, provided that individual has no further offenses during that time period.

4.4.4 Ejection from a Contest. An individual who is ejected from a contest shall be subject to the following penalties: *(Adopted October 2006; Revised April 2007, June 2007)*

4.4.4.1 First Offense. Private reprimand, unless aggravating circumstances require a more stringent penalty. *(Adopted October 2006)*

4.4.4.2 Second Offense. Suspension for at least one contest and public announcement through standard Conference channels. The penalty shall not exceed one season of competition. *(Revised June 2007)*

4.4.4.3 Subsequent Offenses. Suspension for at least two contests and public announcement through standard Conference channels. The penalty shall not exceed one season of competition. *(Adopted October 2006; Revised April 2007, June 2007)*

4.4.4.4 Baseball and Softball Ejections. In baseball and softball, the Commissioner, or designee, has the sole discretion in determining if an offense is a standard or unsporting ejection, and shall consider the umpire's report, box score, video evidence, coach submission, and any other relevant information available when making that determination. Once the determination is made, the individual is subjected to the following penalties: *(Adopted November 2019)*

4.4.4.4.1 Standard Ejection. In standard ejections, the ejection will be recorded, but will not trigger a private reprimand, nor will the ejection start the individual's statute of limitations clock (as defined in 4.4.4.5 below). *(Adopted November 2019)*

4.4.4.4.2 Unsporting Ejection. In unsporting ejections, the ejection will generate a private reprimand and start the individual's statute of limitations clock (as defined in 4.4.4.5 below). If the individual is subjected to another standard or unsporting ejection before the statute of limitations has completely run, the individual may be suspended. *(Adopted November 2019)*

4.4.4.5 Statute of Limitations. An individual penalized for an ejection from a contest shall have their record expunged one calendar year from the date of the latest offense, provided that individual has no further offenses during that time period. *(Adopted October 2006; Revised June 2007)*

4.4.4.5.1 Exception – Baseball and Softball. In baseball and softball, a head coach penalized for an ejection from a contest shall have their record expunged at the end of the playing season. *(Adopted December 2018)*

4.4.4.5.2 Exception – Women's Soccer. In women's soccer, an individual ejected from a contest for a non-violent denial of goal-scoring opportunity (per NCAA Soccer Rules 12.7.4.4, 12.7.4.5 and 12.7.4.6) penalty will not be subject to the one calendar year statute of limitations. Similarly, ejections due to a second caution in a match shall not be subject to the one calendar year statute of limitations. *(Adopted December 2013; Revised December 2014, June 2018)*

4.4.5 Public Criticism. An individual affiliated with (e.g., over whom the institution and/or Conference has jurisdiction) a member institution or the Mountain West who publicly criticizes or disparages a game official, the Conference or its personnel, another institution, student-athlete or personnel of another institution shall be subject to the following penalties:

4.4.5.1 First Offense. Private reprimand for student-athletes and public reprimand for all others. *(Revised June 2018)*

4.4.5.2 Second Offense. Suspension for at least one contest and public announcement through standard Conference channels. The penalty shall not exceed one season of competition.

4.4.5.3 Subsequent Offenses. Suspension for at least two contests and public announcement through standard Conference channels. The penalty shall not exceed one season of competition.

4.4.5.4 Statute of Limitations. An individual penalized for public criticism shall have they record expunged one calendar year from the date of the latest offense, provided that individual has no further offenses during that time period.

4.4.6 Suspension from a Contest. Suspension from a contest(s) shall be imposed beginning with the next regular or postseason contest(s), shall be served in consecutive contests, and may be carried over from one season to the next, to include postseason competition. The individual suspended may be banned from attending a contest(s) during the period of the suspension. In the case of a student-athlete or coach, if the individual is permitted to attend a contest, he or she shall not be permitted to travel with the team to the contest and must make (and pay for) their own transportation and admission arrangements. A suspended coach or player may not be in the team bench area, may not participate in pre-game warm-ups or other game-related on-court/on-field activities and must stay at least 100 feet away from the team locker room. A suspended coach may participate in practice activities at home or on a road trip while suspended. A suspended student-athlete may participate in practice activities with the team for a home contest and while the team is at home prior to its departure for an away-from-home contest, but may not participate in practice activities on a road trip. In cases involving a multiple-contest road trip that exceeds the length of the suspension, parameters for the suspended individual's travel and activities shall be determined on a case-by-case basis, considering the unique circumstances involved and prior precedent (if applicable). *(Revised October 2006, February 2008)*

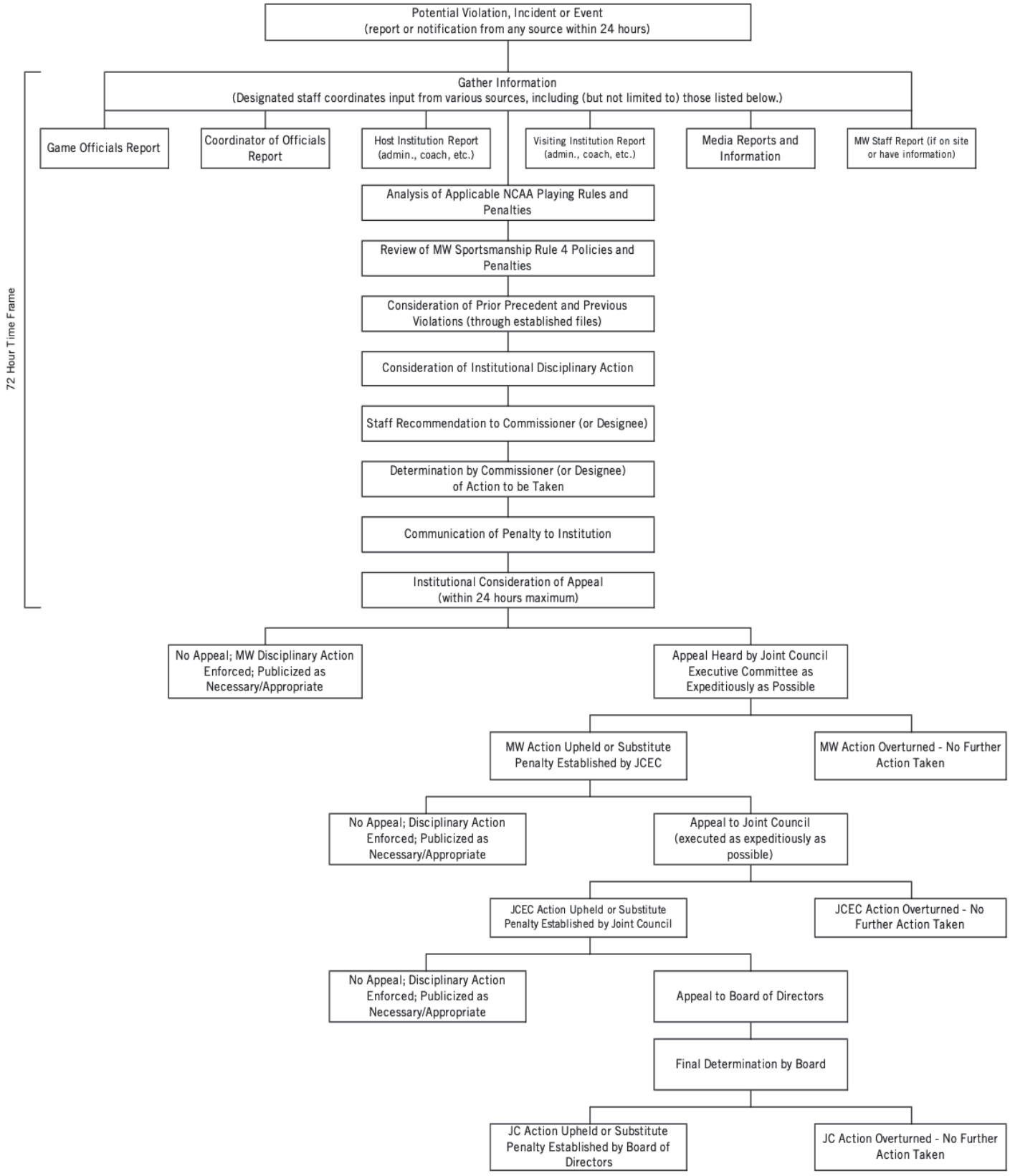
4.4.7 Feigning Injuries in a Football Contest. Following a review by the Conference office of all available evidence, should it be determined that an injury was feigned by a student-athlete during a football contest, the head football coach will be subject to the following penalties (Adopted August 2021):

4.4.7.1 First Offense. Public reprimand for the head football coach and football program.

4.4.7.2 Second Offense. Suspension for at least one contest and public announcement through standard Conference channels. The penalty shall not exceed one season of competition.

4.4.7.3 Subsequent Offenses. Suspension for at least two contests and public announcement through standard Conference channels. The penalty shall not exceed one season of competition.

Mountain West Sportsmanship Rule 4 Enforcement Procedures



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Rule 5

COMPLIANCE PROCEDURES

5.1 Institutional Responsibility. Each member institution shall enforce eligibility rules and regulations of the NCAA and the Conference. Each member institution shall inform student-athletes, coaches, staff, institutional personnel, fans, spectators and all other individuals associated with or working on behalf of the athletics program of current rules, regulations and policies. The institution shall have the primary responsibility for the conduct of its intercollegiate athletics program. This responsibility shall include institutional control, budget control, institutional staff-member control, student-athlete control, and control of representatives of the institution's athletics interests. Each member institution shall investigate, document and self-report any institutional infractions. Each institution shall act on inquiries and cooperate fully with the NCAA and the Conference on issues related to alleged rules infractions. Member institutions also shall follow compliance procedures and guarantee due process to those persons affected. Last, member institutions shall enforce the rulings imposed upon the institution by the NCAA or the Mountain West Board of Directors.

5.2 Administration of Conference Enforcement Procedures. The Commissioner shall be responsible for the administration of Conference enforcement procedures.

5.2.1 Infractions of Conference Rules. If a member institution fails to apply the provisions of the Conference Handbook, the institution is deemed to be in violation of the Conference rules and shall be subject to the Conference enforcement procedures.

5.2.1.1 Allegations of Infractions. The Commissioner (or designee) shall inform the institution of any information indicating alleged infractions of Conference rules. The institution shall investigate the matter and inform the Commissioner (or designee) of its findings.

5.2.1.2 Self-Reported Infractions of the Conference Handbook. An institution shall self-report any infraction of the Conference Handbook to the Commissioner (or designee). The self-report shall be in writing and shall specify the rule that was violated, the circumstances surrounding the infraction and the corrective action taken by the institution to ensure that such an infraction will not occur in the future. The Commissioner shall apply any pre-approved penalties. The Mountain West Board of Directors Executive Committee shall determine all other penalties.

5.2.1.3 Modified Decisions and Penalties. The Mountain West Board of Directors Executive Committee may, if it so chooses, modify the decision or penalty but may not increase the penalty.

5.2.2 Appeals. The decision of the Commissioner may be appealed to the Board of Directors Executive Committee. Such an appeal shall be made by the involved institution within 14 days after receiving the notice of the Commissioner's decision.

5.2.2.1 Scope of Appeal. The scope of an appeal shall be limited to a review of the record. The decision shall be rendered only after affording an institution an opportunity to present oral or written arguments concerning the record. All decisions on appeal are final and are not subject to further review except under the provisions of Rule 5.2.2.2.

5.2.2.2 New Evidence or Prejudicial Error. The Board of Directors Executive Committee shall consider a request to reopen a case upon receipt of new evidence of fact or of prejudicial error in the hearing or appeals procedure. A decision not to reopen a case is not subject to further appeal.

5.3 Infractions of NCAA Rules. The investigation of alleged infractions and the reporting of infractions are an institutional obligation. Once it has been determined that an infraction occurred, the institution shall be subject to NCAA enforcement procedures. The Commissioner (or designee) may assist the institution in processing infractions of NCAA rules by assisting the institution in:

a. Determining whether the infraction will be viewed as secondary or major by the NCAA Enforcement staff;

b. Identifying any mitigating circumstances;

c. Determining the appropriate institutional action that should be taken;

d. Determining appropriate penalties that would likely be accepted by the Enforcement staff, the NCAA Committee on Infractions, the NCAA Student-Athlete Reinstatement staff or the NCAA Student-Athlete Reinstatement Committee;

e. Processing major infractions through summary disposition or the Committee on Infractions; or

f. Processing any eligibility appeals through the NCAA Student-Athlete Reinstatement staff or the NCAA Student-Athlete Reinstatement Committee.

5.3.1 Self-Reported Infractions – Levels I-III. An institution shall report all Level I (severe breach of conduct), Level II (significant breach of conduct) and Level III (breach of conduct) infractions to the Commissioner (or designee). The self-report shall be in writing and shall specify the rule that was violated, the circumstances surrounding the infraction and the corrective action taken by the institution to ensure that such an infraction will not occur in the future. Once reviewed by the Conference office, the institution shall report the infraction(s) to the NCAA Enforcement staff via the NCAA's online self-reporting program. The institution shall list the Conference office as an additional contact so the Conference may receive follow-up correspondence from the NCAA on the infraction(s) reported to the Enforcement staff. *(Revised August 2013, August 2014)*

5.3.2 Level I or Level II Infractions. An institution involved in a Level I or Level II infractions case shall inform the Commissioner on the actions of the NCAA and shall provide the Commissioner with copies of all written correspondence forwarded to and received from the NCAA. *(Revised April 2006, August 2013)*

5.3.2.1 Reporting of Level I and Level II Infractions. The Commissioner shall inform the chair of the Board of Directors of all Level I and Level II infractions involving a member institution. *(Revised August 2013)*

5.3.3 Repeated Infractions. The Commissioner (or designee) shall receive copies of all self-reports to the NCAA. If there is a pattern of repeated infractions, the Commissioner shall inform the chair of the Board of Directors. (See NCAA Bylaw 19.1 for additional information on NCAA Level I-Level III infractions.) *(Revised August 2013)*

5.4 Communication and Correspondence. Communication with the Conference office by member institutions, or between member institutions, regarding possible infractions of the Conference Handbook or NCAA rules shall be initiated by the director of athletics or designated representative. In the event a Conference member discovers a potential infraction of the Handbook or NCAA rules and wishes to make allegations against that member to the Conference, the director of athletics must present such charges in a written statement to the Conference office with a copy to the President of his/her institution. This report must be accompanied by any letters or newspaper accounts, videotapes or other supporting documents. Any written charges of alleged infractions shall be stated with such particularity as the circumstances may permit. The Conference office shall forward the report to the director of athletics and the President of the institution accused of the infractions.

5.5 Annual Report – Commissioner. The Commissioner shall present an annual report to the Board of Directors during its spring meeting. The report shall include a summary, by institution, of all infractions of NCAA legislation and/or Conference rules and any action taken by the NCAA or the Commissioner (in Conference matters) as well as any other information relevant to compliance.

Rule 6

INTERPRETIVE POLICIES

6.1 Interpretations. Interpretations of any rule or provision of the Mountain West Handbook or the NCAA Manual may be requested by any member institution's chief executive officer, director of athletics, senior woman administrator, faculty athletics representative, compliance administrator or the Conference Commissioner. Interpretations shall include a determination of applicability of a rule to an actual or hypothetical situation. All authorized institutional representatives must seek interpretations in all cases for which they are in doubt.

6.1.1 Verbal Requests. The Commissioner (or designee) shall make verbal interpretations in response to verbal requests for interpretation. In response to a verbal request, the Commissioner (or designee) may require that the request be submitted in writing.

6.1.2 Written Requests. The following procedures must be followed when written requests are received by the Conference office.

6.1.2.1 Requests Initiated by the Commissioner. If the Commissioner (or designee) determines that a ruling or provision of the Handbook needs clarification, he or she may make written explanation for the need for the clarification on his or her own initiative. It will then be handled as any other written request.

6.1.2.2 Requests Initiated by an Institution. Written requests initiated by member institutions shall be signed by either the chief executive officer, director of athletics, senior woman administrator, faculty athletics representative or compliance administrator.

6.1.2.3 Responses to Written Requests. Within five working days of receipt of a written request, the Commissioner (or designee) shall issue a written response. A copy will be retained in the Conference office to be available upon request.

6.2 Appeals of Mountain West Handbook Interpretations and Rulings.

6.2.1 Appeal of the Commissioner's (or Designee's) Interpretation or Ruling. Appeals of interpretations or rulings made by the Commissioner (or designee) may be made in the following situations: *(Revised April 2006)*

a. For matters of student-athlete eligibility, the Commissioner's (or designee's) rulings and interpretations may be appealed. The appeal must be presented in writing to the faculty athletics representatives' designated governance group within five working days of receipt of the written interpretation or ruling. The appeal must include the original written request and the Commissioner's (or designee's) response and must be forwarded to the chair of the faculty athletics representatives' designated governance group. The committee shall meet either by telephone conference or in person and issue a written ruling on the appeal within 30 days;

b. For other rules and interpretations, the Commissioner's (or designee's) rulings and interpretations may be appealed in writing to the faculty athletics representatives' designated governance group within five working days of receipt of the written

interpretation or ruling. The appeal must include the original written request and the Commissioner's (or designee's) response and must be forwarded to the chair of the faculty athletics representatives' designated governance group. The group shall meet either by telephone conference or in person and issue a written ruling on the appeal within 30 days;

c. The ruling of the Commissioner (or designee) shall stand until such time as the faculty athletics representatives' designated governance group has ruled on the appeal; and

d. The decision of the faculty athletics representatives' designated governance group shall become effective immediately and shall not be retroactive. If, however, an institution appeals the decision of the group, the decision of the Commissioner (or designee) shall stand until such time as the Joint Council renders a decision on the matter under the provisions of Rule 6.2.2.

6.2.2 Appeal of Committee Decisions. The following procedures must be followed when appealing the decision of a designated governance group: *(Revised April 2006)*

a. An appeal of a governance group decision may be made to the Joint Council. The appeal must be in writing and received by the Joint Council within five working days of receipt of the governance group's decision. The appeal must include the original request, the Commissioner's (or designee's) response, the appeal to the governance group, and the group's decision. This information shall be forwarded to the chair of the Joint Council for consideration at its next meeting or conference call. All members of the Joint Council shall receive all information related to the appeal prior to the next meeting or conference call of the Joint Council.

b. No representative of an appellant institution may vote on the appeal.

c. Votes shall be by secret ballot. A majority vote of those present is required for each finding.

d. The decision of the Joint Council shall become effective immediately or at a time specified by the Joint Council. The decision shall not be retroactive.

Rule 7

AWARDS

7.1 Mountain West Scholar-Athlete Award. Student-athletes who participate in a Mountain West-sponsored sport shall be named Mountain West Scholar-Athletes provided they meet the following criteria:

a. Completed at least two semesters or three quarters at the certifying institution; and

b. Earned at least a 3.5 cumulative grade-point average at the certifying institution (including graduate and undergraduate work).

The institution's faculty athletics representative shall be responsible for informing the Conference office of the student-athletes who qualify for the award. Scholar-Athlete Award recipients shall receive an engraved award from the Conference office. Those who participate in multiple sports (e.g., cross country and track and field) shall receive a single award. *(Revised August 2022)*

7.2 Mountain West Academic All-Conference. Student-athletes who participate in a Mountain West-sponsored sport shall be named Mountain West Academic All-Conference provided they meet the following criteria:

a. Participated significantly in at least 50 percent of their team's contests (25 percent for baseball and softball pitchers); and

b. Earned a cumulative grade-point average of 3.0 at the certifying institution.

The institution's faculty athletics representative, after consultation with coaches to ascertain "significant" participation, shall be responsible for informing the Conference office of the students who qualify for the award. Academic All-Conference honorees shall receive a certificate from the Conference office. Those who participate in both indoor and outdoor track shall receive a single award. *(Revised May 2013)*

7.3 Mountain West Scholar-Athlete of the Year Award. Two awards shall be presented annually to the male and female student-athletes who best exemplify the term "scholar-athlete" by achieving excellence in academics, athletics and community/campus service over the course of their career. *(Revised May 2010)*

7.3.1 Criteria. The awards shall be presented to one male and one female student-athlete who meet the following criteria: *(Revised May 2013)*

a. Participated in a Mountain West-sponsored sport(s);

b. Exhausted athletics eligibility in all varsity sports in which they participated;

c. Academic Achievement: All nominees shall have earned at least a 3.5 cumulative GPA at the recommending institution (including undergraduate and graduate work);

d. Athletics Achievement: All nominees shall have demonstrated athletics achievement and brought recognition to his/her institution; and

e. Community/Campus Service: All nominees shall have demonstrated significant contributions to the campus or community through service opportunities.

7.3.2 Procedures. *(Revised April 2006, July 2011)*

a. The faculty athletics representative at each member institution shall serve as the point person for receiving and completing the nomination packets.

b. The nominee shall complete applicable forms.

c. The nominee shall submit an official academic transcript with his or her nomination form.

d. The Conference office shall distribute the nomination packet to the faculty athletics representative at each member institution in April of each year. Nominations shall be forwarded to the Conference office no later than June 30. *(Revised June 2023)*

e. The Recognition Committee shall review all nominations and select the award winners. Recognition Committee members may vote for their own student-athletes. The award shall be presented on campus the following fall. *(Revised July 2021)*

7.4 Mountain West Athlete of the Year Award. Two awards shall be presented annually to the male and female student-athletes who achieved athletics excellence during the current academic year. *(Adopted May 2010)*

7.4.1 Criteria. The awards shall be presented to one male and one female student-athlete who meet the following criteria: *(Revised July 2011, May 2013)*

a. Participated in a Mountain West-sponsored sport(s);

b. Athletics Achievement: All nominees shall have demonstrated superior athletics achievement and brought significant recognition to his/her team, institution and the Conference;

c. Academic Achievement: All nominees shall be in good academic standing with the nominating institution and meet all NCAA, Mountain West and institutional academic eligibility requirements through the completion of their season of competition; and

d. Character/Conduct: All nominees shall demonstrate good character and conduct on and off the playing field.

7.4.2 Procedures. *(Revised July 2011)*

a. The sports information director at each member institution shall serve as the point person for receiving and completing the nomination packets.

b. The nominee shall complete applicable forms.

c. The Conference office shall distribute the nomination packet to the sports information director at each member institution in April of each year. Nominations shall be forwarded to the Conference office no later than June 30. *(Revised June 2023)*

d. Award winners shall be selected by a majority vote of the member institutions. Each institution will submit one vote per award. Institutions shall not vote for their own school/nominee. The award shall be presented on campus the following fall. *(Revised July 2021)*

7.5 Mountain West Hal Rothman Sportsmanship Award. Two awards may be presented annually to the male and female student-athletes who best exemplify the term "sportsmanship" as defined in the nomination criteria for the annual NCAA Sportsmanship Award. *(Adopted April 2005)*

7.5.1 Procedures.

a. The faculty athletics representative at each member institution shall serve as the point person for receiving and completing the nomination packets.

b. Although the Committee on Sportsmanship and Ethical Conduct eliminated its requirement for a "demonstrative sportsmanship act," in order to maximize the recognition of student-athletes who are outstanding contributors to their sports, teams and institutions, such acts shall be weighted more heavily when evaluating candidates.

c. The Recognition Committee shall select one male and female winner from nominations submitted by the membership to represent the Conference among a national pool of candidates for the national and divisional awards, which are chosen by the Committee on Sportsmanship and Ethical Conduct. The award shall be presented on campus the following fall.

7.6 Albert C. Yates Distinguished Service Award. The Albert C. Yates Distinguished Service Award shall be presented to an individual who has performed significant service in support of the Mountain West.

7.6.1 Criteria. The award shall be presented in the spring to the individual who meets the following criteria:

a. The award recipient shall be a current or former athletics administrator, faculty athletics representative, other institutional staff member, or another individual who has supported and promoted the Mountain West; and

b. The award recipient shall be an individual who has served, supported, and promoted the goals and ideals of the Mountain West or member institution and who, through personal effort and dedication, has enhanced the ability of the Conference and/or its member institutions to provide a positive experience for the student-athletes enrolled at any member institution.

7.6.2 Procedures. *(Revised April 2006, June 2007)*

a. Each Joint Council member may nominate one individual each year with a maximum of three nominations per institution each year. Any individual who meets the criteria may be nominated regardless of their affiliation.

b. The Conference office shall send nomination forms to Joint Council members during the first week in February. Nominations shall be forwarded to the Conference office and postmarked no later than April 1.

c. Nomination forms shall be signed by the president/chancellor of the nominating institution BEFORE the nominees are submitted for consideration. In the event one or more nominees are presented by a Mountain West institution other than their own, the president/chancellor of the nominating institution(s) shall contact the president/chancellor of the nominees' institutions for their approval prior to submitting the application.

d. The Recognition Committee shall annually review the nominations and make the selection.

e. The award recipient shall be recognized at the spring meeting of the Joint Council.

f. In an effort to recognize only one award winner per academic year, nominees not selected for that year's award may be submitted in subsequent years, provided they continue to meet the criteria for selection.

g. The award recipient shall receive an appropriate award to recognize receipt of this award.

h. It shall not be mandatory that the award be presented each year.

7.7 Commissioner's Award. The Commissioner's Award shall be presented to an individual who achieved a singularly distinguished accomplishment that significantly enhanced the Mountain West or a member institution.

7.7.1 Criteria. The award shall be presented in the spring to the individual who meets the following criteria:

a. The award recipient may be any person associated with the Mountain West and may be a current or former athletics administrator, faculty athletics representative, coach, Conference office staff member or an individual not associated directly with any institution or the Conference office; and

b. The award recipient shall be an individual who, through dedicated effort and service, achieved a singularly distinguished accomplishment during the current academic year that significantly enhanced the Mountain West or a member institution.

7.7.2 Procedures. *(Revised April 2006)*

a. Each Joint Council member may nominate one individual each year with a maximum of three nominations per institution each year. Any individual who meets the criteria may be nominated regardless of their affiliation.

b. The Conference office shall send nomination forms to Joint Council members during the first week in February. Nominations shall be forwarded to the Conference office and postmarked no later than April 1.

c. The Recognition Committee shall annually review the nominations and make the selection.

d. The award recipient shall receive an appropriate award to recognize receipt of this award.

e. It shall not be mandatory that the award be presented each year.

f. This award shall not generally be given to coaches solely for achieving an outstanding record or having a very successful year since the "Coach-of-the-Year" award in each sport is designed to recognize these achievements. This award shall be given to a coach for achievements other than team success or in very unusual circumstances (i.e., a national championship) for team-related accomplishments.

7.8 Sport Awards. Official Conference awards shall be presented in all sports. The awards for each sport are set forth in the sport regulations section of this Handbook.

Rule 8

HANDBOOK AMENDMENT PROCESS

8.1 Amendment Process. A proposed amendment to the rules of the Handbook shall be submitted in writing to the faculty athletics representatives' designated governance group. All proposals shall be referred to the faculty athletics representatives' designated governance group to develop appropriate language. *(Revised April 2006)*

8.1.1 Amendment to Amendment. A proposed amendment to a provision of the Articles, Bylaws or Handbook may be amended at any annual or called meeting. A proposed amendment requires a 75 percent vote of Conference member institutions in good standing.

8.1.2 Effective Date. Amendments approved by the Board of Directors shall become effective immediately unless otherwise specified.

Rule 9

BROADCAST POLICIES

9.1 Broadcasts. Mountain West policies and procedures relative to the broadcasting of Conference championships or regular-season competition involving member institutions shall be under the jurisdiction of the director of athletics' designated governance group. The senior woman administrators' designated governance group shall have responsibilities in matters related to the broadcasting of sports it oversees. Actions of both groups shall be subject to the oversight of the Joint Council. Television policies adopted by the Joint Council shall be considered as regulations guiding the conduct of Conference broadcast operations. Significant policy issues and contract ratification decisions shall be forwarded to the Board of Directors as necessary and appropriate. *(Revised April 2006, October 2017)*

9.2 Conference Broadcast Contracts. Broadcast rights to all Conference championships and all institutional events involving sports sponsored by the Conference are the exclusive property of the Mountain West. Entities that have not purchased the rights to broadcast Mountain West content shall not air, either live or delayed, description of any game action. Broadcast rights encompass linear television, radio and digital rights. The Mountain West has contractual agreements with various linear and digital networks which grant these entities rights for Mountain West programming. The agreements are legally binding with regard to the rights and responsibilities of the parties. The policies and procedures for implementation of these agreements shall be coordinated by the Conference office in accordance with the respective contractual provisions. Conference members shall not enter into agreements that conflict with the contractual rights of the parties and/or existing Conference policies. *(Revised April 2006, August 2013, October 2017)*

9.3 Disputes Involving Broadcast Rights. Any disputes involving broadcast rights of member institutions and potential conflicts with the Mountain West contractual agreements shall be resolved through appropriate Conference channels. *(Revised April 2006, August 2013, October 2017)*

9.4 Non-Conference Game Contract Requirements. Conference institutions shall include a clause in non-conference game contracts which states that "the television, digital and radio rights shall reside with the host conference and institution in accordance with their contractual agreements in effect at the time." *(Revised August 2013, October 2017)*

9.5 Visiting Radio Broadcast Rights. Broadcasting rights shall be jointly granted by the directors of athletics of the host and visiting Conference institutions for Conference contests. Neither party shall permit its radio entity to broadcast into the home area of the other party without approval of the other party. This in no way precludes the broadcasting of events by stations in the same market or the overlapping of radio signals from different markets. Granting of broadcasting rights to a visiting non-conference institution shall be at the discretion of the host institution's director of athletics. *(Revised August 2013)*

9.5.1 Broadcast Facilities. A visiting Conference team shall be provided normal facilities for one official flagship radio outlet by the home institution at no charge. For Conference contests, member institutions may provide available press box space to a second official non-institution radio outlet, provided the outlet is a non-English speaking station. Provision of facilities for visiting non-

conference institutions shall be at the discretion of the host institution's director of athletics. *(Revised August 2013, October 2017)*

9.5.2 Rights Fees. The host Conference institution shall determine the rights fees to be charged to visiting broadcasting entities (both primary and secondary/unofficial), but the philosophy shall be not to charge a rights fee to the flagship station of a visiting Conference institution.

9.6 National Radio Broadcast Rights – All Sports. The following shall govern Mountain West national and satellite radio broadcasts in all sports: *(Revised April 2002, April 2006, August 2013)*

a. The Mountain West owns the exclusive rights (subject to existing contractual provisions with television rights holders) to distribute all Mountain West events via national and international over-the-air and satellite radio;

b. The Conference office shall serve as the contact for national radio broadcast arrangements. All agreements for national radio broadcasts shall be negotiated and coordinated through the Conference office. There shall be no agreements for national radio broadcasts in basketball and/or football entered into at the institutional level; and

c. Revenues generated from such agreements shall accrue to the Conference office.

Regulation 1

GENERAL REGULATIONS

1.1 General. The Administrative Sport Regulations shall become effective upon the adoption by an affirmative vote of three-fourths of the Board of Directors to become effective on the date provided in the vote adopting the amendment. A proposed amendment may be initiated and submitted in writing to the Board of Directors by any member of the Board of Directors or by action of the Joint Council. If action favorable to an amendment is taken by an affirmative vote of a majority of the members of the Joint Council, the same shall be adopted only after it has been confirmed at the following regular meeting of the Joint Council or approved by the Board of Directors. Unless otherwise stated, actions of governance groups and committees shall be determined by a majority vote. *(Clarified September 2017)*

1.1.1 Governing Playing Rules and Regulations. All regular-season competition and Conference championships shall be conducted under NCAA rules, regulations, and format except when specifically modified by Joint Council action. Any additional rules or regulations made by the Joint Council shall be more stringent than those of the NCAA.

1.2 Minimum Sports Sponsorship. Each full member institution shall field varsity teams in football, women's volleyball, men's and women's basketball, one women's team sport and additional men's and women's sports as prescribed by the NCAA to maintain Football Bowl Subdivision (FBS) membership.

1.3 Adding or Discontinuing a Conference Championship Sport. A member institution must notify the Commissioner no later than one year prior to the start of the applicable sports season if the institution intends to begin a Conference-sponsored sport during the ensuing academic year. A member institution must notify the Commissioner no later than February 1 if the institution intends to discontinue a Conference-sponsored sport. (*Revised January 2013, effective July 1, 2013, for institutions adding or discontinuing a Conference championship sport on or after July 1, 2013)*

1.4 Sport Committees. Each Conference sport shall have a sport committee consisting of the head coach from each Conference institution. Each sport committee shall have an administrative liaison who is a member of the Joint Council. Administrative liaisons shall attend the respective mandatory coaches meetings. The Conference office shall pay (in accordance with established policies) the travel expenses of the administrative liaison to travel to coaches meetings. *(Revised April 2006)*

1.4.1 Institutional Voting. Voting during coaches meetings is governed by the "one vote per sport per institution" premise. If an issue relates only to women's programs, those institutions with women's programs may vote. Conversely, if an issue relates only to men's programs, those institutions with men's programs may vote. If an issue impacts both the men's and women's programs, those institutions with both programs may cast two votes.

1.4.2 Reintroduction of Issues. Sport committees shall not reintroduce issues that previously have been resolved for a minimum of two years. If new information becomes available or if changes to NCAA rules impact the original decision, the issue may be reviewed prior to the end of the two-year period. *(Adopted April 2007)*

1.5 Artificial Noisemakers. Artificial noisemakers are prohibited during athletics competition in all sports (except women's soccer, which defers to NCAA always playing rules); this includes non-conference as well as Conference competition. An institution shall not distribute or cause to be distributed artificial

noisemakers. Reasonable efforts shall be made by the institution to confiscate artificial noisemakers brought into athletics competitions. Institutions shall submit to the Conference office for review items with noisemaking implications prior to purchasing or entering into an agreement for purchase of such items. An institution that violates this provision shall be subject to the following: *(Revised October 2003, April 2004, December 2012, August 2018)*

a. First offense: Warning from the Conference office.

b. Second and subsequent offenses: A financial penalty determined by the Conference Commissioner.

1.6 Meeting of Coaches. All head coaches in all Conference sports shall attend/participate in one annual mandatory Conference coaches meeting unless prior approval for being absent is granted by the Commissioner. A head coach who fails to attend a mandatory meeting/conference call shall have written notification sent to their director of athletics and institutional sport administrator. In the case of an excused absence, an assistant coach may represent the head coach as an approved substitute. Additional information regarding the meeting of coaches can be found in the respective sport-specific regulation and handbook. *(Revised April 2006, June 2017)*

1.6.1 Mandatory Participation in Pre-Championship Meetings/Conference Calls. A head coach who fails to attend a mandatory pre-championship meeting/conference call shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence at the meeting, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall attend the meeting. Additional information regarding mandatory participation in pre-championship meeting and conference calls can be found in the respective sport-specific regulation and handbook. *(Adopted October 2006; Revised June 2017)*

1.6.2 Institutional Votes from Members not in Attendance at Meetings or on Conference Calls. Coaches and administrators, or designees, must be present at the meeting or on the conference call when voting commences to be included in the recorded action. *(Adopted October 2006)*

1.7 Interrupted Contest Procedures. All personnel, including game officials, coaches, players, athletics directors, game management personnel and Conference office staff, are required to use their best efforts to see that each Conference regular-season or championship contest is played to its conclusion. The Conference recognizes, however, that emergencies may arise which make a contest's start or completion impossible or inadvisable. Such circumstances may include, but are not limited to, severely inclement weather, natural or man-made disasters, power failure and spectator interference. In all instances, only the Commissioner or their designee, has the sole authority to declare a game cancelled, postponed, rescheduled or terminated.

Subject to the applicable NCAA playing rules of the particular sport, the procedures shall be as follows:

1.7.1 Definitions.

1.7.1.1 Suspend. To suspend a contest is to temporarily halt play for a short duration or to delay the start of a contest temporarily.

1.7.1.2 Cancel. To cancel a contest is to nullify it either before or after it begins and to make no provision for rescheduling it or for including its score or other performance statistics in Conference records.

1.7.1.3 Postpone. To postpone a contest is to (a) defer it to a later date, or (b) suspend it after play has begun and make provision to resume it at a later date with all scores and other performance statistics up to the point of postponement added to those achieved in the resumed portion of the contest. *(Revised February 2005)*

1.7.1.4 Reschedule. To reschedule a contest is to start the contest on another date or time that is mutually agreed upon by the institutions or determined by the Commissioner or their designee.

1.7.1.5 Terminate. To terminate a contest is to end it short of completion, officially record it as a completed contest, and make no provision to resume it later.

1.7.2 Suspension, Cancellation, Postponement, Reschedule or Termination. Contests should be suspended, cancelled, postponed, rescheduled or terminated when circumstances exist such that commencement or continuation of play would pose a threat to the safety of the constituent groups involved with the contest (e.g., student-athletes, coaches, officials, trainers, managers, facility personnel, staff, band, cheerleaders, mascots and fans). In the event a contest is suspended, the athletics directors of both participating institutions, game management personnel and the Conference office representative shall consult with the head official. The Conference office representative shall be responsible for communicating with the Commissioner or their designee, who has the sole authority to declare a contest cancelled, postponed, rescheduled or terminated. If a Conference office representative is not on-site, the host institution's athletics director (or designee) shall communicate with the Commissioner or their designee prior to any final decisions. The home team game management, in consultation with the Conference office representative, shall be responsible for disseminating information regarding such a decision to the teams, media and general public. *(Revised November 2003 and February 2005)*

1.7.3 Authority. The authority to cancel, postpone or terminate a contest is vested only in the Commissioner or their designee. Authority to suspend a contest is vested in the head official.

1.7.4 Guidelines.

1.7.4.1 Contest Suspended Prior to Start. If a contest is suspended prior to its start for any reason, every effort shall be made to begin and complete the contest within the existing circumstances and in accordance with the guidelines of this section. *(Revised February 2005)*

1.7.4.2 Contest Suspended After Play Has Begun. If a contest is suspended for any reason after play has begun, it should be resumed as soon as conditions are deemed safe by the head official (referee) in consultation with the home team game management personnel, the Conference office and the athletics directors from the participating institutions (as prescribed above). *(Revised February 2005)*

1.7.4.3 Contest Suspended Prior to Start – Resumed. A contest that is suspended prior to the start shall not be resumed after midnight local time. A contest that is suspended after play has begun shall not be resumed beyond two hours following the point of suspension and no

later than midnight local time, unless otherwise deemed necessary by the Commissioner, in consultation with the two participating institutions. *(Revised February 2005)*

1.7.4.4 Contest Suspended Prior to Start – Not Resumed. If a contest is suspended prior to the start for any reason and cannot resume under the applicable guidelines, the participating institutions, in consultation with the Commissioner or their designee, shall attempt to declare the contest postponed and reschedule the contest at a later date. If the Commissioner determines the game cannot be rescheduled, it will be considered a cancelled game. *(Revised February 2005)*

1.7.4.5 Contest Suspended After Play Has Begun – Resumed. If a contest is suspended after play has begun and cannot resume under applicable guidelines, the two institutions, in consultation with the Commissioner or their designee, shall attempt to declare the contest postponed and resume it at a later date. *(Revised February 2005)*

1.7.4.6 Rescheduling. If a game needs to be rescheduled, the institutions involved should attempt to determine the next available, mutually-agreeable date and time. If a decision cannot be reached between the participating institutions, the Commissioner or their designee shall be empowered to designate a new competition date and communicate that to the participating institutions.

1.8 Inclement Weather. All weather-related decisions during a game shall be made by the head official. The host institution shall be responsible for tracking lightning and other weather-related factors and communicating those to the head game official (Referee). *(Revised February 2005)*

a. The officials shall inform both teams that ALL constituent groups involved with the contest (e.g., student-athletes, coaches, officials, trainers, managers, facility personnel, staff, band, cheerleaders, mascots and fans) will go immediately to the designated safe structure or location.

b. Play will be resumed only when the head official has been notified that at least 30 minutes have passed after the last flash of lightning or sound of thunder.

c. Suspended play beyond this point is covered by NCAA and Conference rules.

1.8.1 Lightning Safety – NCAA Guidelines. In collaboration with its television partners and other FBS conferences, the Mountain West has adopted a common threshold for the stoppage of play and the implementation of fan safety measures. Immediate action should be taken when lightning is determined to be eight miles away (or greater depending on institutional protocol). All personnel should be in a safe shelter when the lightning is six miles away or less. The primary detection mechanism for contest controlled by the Mountain West shall be Weather Sentry/DTN which is the official weather tracking service of the Conference. Each institution has been provided licenses and logins that must be utilized on game day to monitor atmospheric conditions. Institutions shall communicate with the televising entity to confirm detection and communication protocols before and during the contest.

When lightning strikes are not detected for a 30-minute continuous period within this range, the "all clear" notification can be given. Additional information regarding lightning safety can be found on the NCAA website: www.ncaa.org

1.8.2 Air Quality Thresholds for Mountain West Competition – Recommended Guidelines. Information regarding air quality thresholds for competition in Mountain West venues can be found in the respective sport-specific game management handbook and real-time Air Quality Index site-specific data at PurpleAir.com. *(Adopted July 2016, Revised July 2019)*

1.9 Conference Championship Sports. Conference championships shall be held in the following varsity sports. *(Revised March 2007, June 2008, December 2010, January 2013, July 2021, December 2021)*

WOMEN'S TEAM SPORTS	MEN'S TEAM SPORTS
Basketball	Baseball
Soccer	Basketball
Volleyball	Football
Softball	
WOMEN'S INDIVIDUAL SPORTS	**MEN'S INDIVIDUAL SPORTS**
Cross Country	Cross Country
Golf	Golf
Swimming & Diving	Tennis
Gymnastics	
Tennis	Indoor Track & Field
Indoor Track & Field	Outdoor Track & Field
Outdoor Track & Field	

1.10 Championship Regulations.

1.10.1 Teams Subject to Postseason Competition Restrictions. Teams subject to postseason competition restrictions (NCAA or Conference) shall not be eligible to participate in Conference championship competition until the restriction expires. In sports where the automatic qualifier is determined by regular-season Conference competition, if the regular-season champion is subject to postseason competition restrictions, the second-place team in the regular-season Conference standings will be the league's automatic qualifier. If tie-breaking is necessary to determine the second-place team, existing procedures will be applied. The Board of Directors will determine the revenue distribution formula for all member institutions in all sports, including those with teams subject to postseason restrictions. *(Codified March 2012)*

1.10.2 Awards Selection. Awards shall be selected and purchased by the Conference office. Awards shall be shipped by the awards supplier directly to the host institution or championship site. Only official Conference awards may be presented at the site of the championship.

1.10.3 Broadcast Rights. All radio, television and digital media broadcast rights to championships shall be negotiated by the Conference office. Radio rights are to be on a non-exclusive, stated fee basis. Television and digital media broadcast rights are to be on a competitive bid basis.

1.10.4 Budgeting to Host a Conference Championship. Expenses for hosting a Conference championship shall be funded through the Conference office budget. The host institution shall

prepare a proposed budget for approval, and once approved, the expenses shall be paid by the Conference office.

1.10.5 Dates and Sites. Dates and sites for championships shall be determined by the Joint Council. In the event an institution has inadequate facilities to properly conduct a championship, or for other acceptable reasons, it may pass its scheduled turn in the rotation. In that event, the institution next in the rotation shall be the host institution. *(Revised July 2021)*

1.10.6 Championship Participation. Member institutions participating in a recognized sport during the regular season must compete in the Conference championship and take the minimum number of participants to the respective championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the championship site. The Conference office shall determine the cost of traveling to the championship site. If failure of the member institution to bring the minimum number of participants to the Conference championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If the failure to bring the minimum number of participants to the Conference championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum numbers of participants rule may be granted by the Commissioner.

1.10.7 Championship Sponsorship. The Conference shall initiate a championship only when at least fifty percent of the member institutions participate in a sport.

1.10.8 Championship Management. The director of athletics, senior woman administrator or the designated representative of the host institution shall be the championship manager. This individual shall be responsible for conducting the business details according to the adopted administrative policies and any additional directions provided by the Conference office.

1.10.9 Championship Meeting. A meeting of the institutional representatives and officials shall be held to review championship procedures, local rules and policies.

1.10.10 Equipment. The host institution shall be responsible for providing all necessary equipment for the championship. Equipment shall follow all NCAA regulations.

1.10.11 Game Management. The championship shall be properly staffed with appropriate officials, administration, timers, scorers, ticket managers, maintenance and security personnel.

1.10.12 Hospitality. A hospitality room for contest administration and selected officials and judges shall be provided as appropriate.

1.10.13 Media Relations/Promotions. Media relations staff, trained statistical crews and sports information services shall be provided. Results are to be distributed to the Conference office and each participating institution.

1.10.14 Medical, Physician, Certified Athletics Trainer. Adequate medical and training facilities shall be provided. A certified athletics trainer shall be available at all championship competitions. Training facilities shall be made available to visiting teams. Each competing institution shall be informed as to the availability of training equipment and responsible for its own training supplies. There shall be planned access to a physician and a medical facility, including communication and

transportation between the championship site and the medical facility, so that prompt medical service shall be available.

1.10.15 Practice. Participants shall be allowed to practice at the championship site, if possible.

1.10.16 Pre-Championship Information. Prior to the championship, each competing institution shall be provided with information on location and times of meetings, publicity needs, key contacts, deadline for entries, practice areas and parking availability.

1.10.17 Photographers. All photographers in the competition area must be approved by the host institution and/or the Conference office.

1.10.18 Public Address System. A public address system shall be provided for each championship.

1.10.19 Records. Records for championships shall be kept on file in the Conference office.

1.10.20 Starting Times. Starting times for each championship shall be determined by the Conference office.

1.10.21 Travel Arrangements. All teams are responsible for their own reservations for hotel and air and ground transportation, using the Conference travel service where appropriate.

1.11 Regular-Season Regulations.

1.11.1 Crowd Control. Officials in team sports shall use all the rules and authority vested in them and enforce the following crowd control procedures in the event of stadium or arena disorder:

1.11.1.1 Football. When the referee calls a time out due to any disruptive activity, the public address announcer shall read a prepared statement requesting that the disruptive activity cease immediately. While the public address announcement is being made, the head coach and team captains shall provide visual sideline support for the announcement.

1.11.1.2 Basketball. When the referee calls a time out due to any disruptive activity, the head coach and/or director of athletics and/or captain shall appeal to the crowd for the activity to cease.

1.11.1.3 Special Notes. Once the contest is under way, the referee/head official has the responsibility to determine if the situation is too detrimental to continue play and has the authority to stop the contest. If a contest has been terminated by the referee, the decision to continue the contest is solely the authority of the director of athletics or his/her designee.

1.12 Refusal to Play. At no time is either the home or visiting coach vested with the authority to stop or discontinue play. A coach unilaterally taking his/her team from the playing area or refusing to play may be subject to Conference sanctions and possible forfeiture of the contest.

1.13 Game Contracts. Game contracts shall not be exchanged for any Conference contest in any sport. Changes to a regularly scheduled contest date, time or location shall be submitted to the Conference office for approval by the Commissioner or their designee via the Master Schedule Change Form (more information can be found in sport-specific game management handbooks).

1.14 Competition Rosters. (Revised, August 2023)

1.14.1 Regular Season Competition Rosters – Home Teams. There shall be no competition roster-size limit on the home team and no limit on the number of student-athletes who may sit in the bench area.

1.14.1.1 Baseball. In baseball home team competition rosters shall consist of 27 eligible student-athletes for a Conference series and shall remain the same for the duration of the series regardless of the number of games played. See MW Baseball Game Management Handbook for rule implementation.

1.14.2 Regular Season Competition Roster – Visiting Teams. A competition roster shall be defined as the maximum number of student-athletes who shall be allowed to participate in regular season Conference competition.

Sport	Regular Season
Baseball	27
Men's Basketball	15
Women's Basketball	15
Football	74
Women's Soccer	22
Softball	22
Men's Tennis	9
Women's Tennis	9
Volleyball	16

1.14.2.1 Eligibility. Only eligible (pursuant to applicable NCAA, Conference, and institutional rules) student-athletes designated as a part of an institution's competition roster (home and visiting team) shall be permitted to compete in Conference competition.

1.14.3 Nonconference Competition. There shall be no competition roster limitations for nonconference competition.

1.14.4 Championship Competition Roster and Travel Party. Championship competition rosters shall be applicable to championship competition. Sports shall adhere to Travel Party Size Limitations at MW championships, but there shall be no limit on the number of student-athletes that make up the travel party list.

Sport	Competition Roster	Travel Party
Baseball	27	38
Men's Basketball	15	25
Women's Basketball	15	25
Cross Country	10	15
Football	74	130
Men's Golf	6	10
Women's Golf	6	10

Women's Gymnastics	15	25
Women's Soccer	22	30
Softball	22	30
Swimming & Diving	Maximum 30 24 competitors (divers count ½)	35
Men's Tennis	9	15
Women's Tennis	9	15
Indoor Track and Field	28	42 for single gender programs 38 per gender for dual programs (76 max per institution)
Outdoor Track and Field	30	44 for single gender programs 40 per gender for dual programs (80 max per institution)
Volleyball	16	26

1.14.4.1 Eligibility. Only eligible (pursuant to applicable NCAA, Conference, and institutional rules) student-athletes shall be permitted to travel to a Conference Championship.

1.14.4.2 Travel Party Size. A travel party size shall be defined as the total number of individuals, including student-athletes, coaches and administrators, who receive credentials for a Conference championship event. Credentials shall not be provided to boosters or donors.

1.14.4.2.1 Travel Party Size – Football, Men's Basketball and Women's Basketball. See Mountain West championships handbooks for travel party size regulations for football, men's basketball and women's basketball.

1.14.4.3 Process. Institutions shall submit their competition roster and travel part list to the Conference office by the designated deadline (dates varies per sport). Sports with separate entry deadlines or final declarations (e.g., cross country, indoor and outdoor track and field, swimming and diving) shall use those dates as the deadlines to submit competition rosters. Once the championship begins, no changes shall be made to the competition roster for any reason.

1.14.4.4 Non-Participating Student-Athletes. See Mountain West championships handbooks for sport-specific regulations for non-participating student-athletes.

1.14.4.5 Host Institution. There shall be no limit to the travel party size for the host institution. However, the host institutions shall follow the competition roster limits.

1.14.4.6 Championships Awards. Institutions shall be provided championships awards equal to the maximum number of student-athletes permitted on a competition roster. Additional awards may be purchased by institutions.

1.15 Ticket Policy.

1.15.1 Conference Championships. Complimentary tickets shall not be issued for championship events. Admission prices for championship events shall be set by the Conference office. Students shall be admitted at no less than one-half the general admission price.

1.15.2 Regular Season. The number of complimentary tickets for visiting teams for regular-season contests is as follows: *(Revised January 2012; June 2023)*

SPORT	COMPLIMENTARY TICKETS
Baseball	50
Men's and Women's Basketball	75 (24 of which are located directly behind the visiting team bench)
Football	300
Women's Soccer	44
Softball	36
Men's and Women's Tennis	20
Volleyball	24
Women's Gymnastics	60

1.15.3 Game Officials. Institutions shall provide officials with two complimentary tickets to the contest he or she is working, provided the tickets are available.

Regulation 2

BASEBALL

2.1 General Rules. Baseball Conference competition shall be conducted in accordance with the rules of the NCAA, the Mountain West Handbook, and the Mountain West Baseball Game Management Handbook.

2.2 Format. The Conference regular-season champion shall be determined by a modified double-round-robin schedule (double round robin against three Conference opponents plus a single round-robin against four Conference opponents). *(Revised February 2013, November 2018, March 2021; August 2024)*

2.3 Non-Conference Schedule. In order to continue to improve the institutional and Conference Rating Percentage Index (RPI), each team shall schedule and play no more than four regular season non-Division I contests per season. *(Revised September 2014)*

2.3.1 Penalty – Exceeding Maximum Number of Non-Conference Opponents. If a team schedules and plays more than four regular-season, non-Division I contests (defined as opponents that count in the determination of NCAA RPI) in a given year, the institution shall be assessed a penalty of $50,000 per occurrence. *(Revised April 2003, October 2003)*

2.4 Regular-Season Champion. The regular-season champion shall be determined based on Conference winning percentage. In the event of a tie between two or more teams, such teams shall be considered co-champions. However, the tie shall be broken for purposes of determining the seeding for the Championship. *(Revised October 2016, February 2018)*

2.5 Playing Rules. All Conference baseball contests shall be conducted according to NCAA Baseball Rules except as modified by Conference regulations.

2.6 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

2.7 Video/Scouting Report Exchange. A coach shall not send film, video, or give a written or verbal scouting report on a Conference team to any institution outside the Conference.

2.7.1 Violations of Video/Scouting Report Exchange Policy. A member institution that exchanges video or scouting reports in the sport of baseball with institutions outside the Conference shall be subject to the following:

a. **First Offense.** Private reprimand of the head coach and the individual who sent the video/report to the institution outside the Conference.

b. **Second Offense.** Written notice to the Conference of the second offense. A copy of the notice shall be kept in the personnel file of the individual in the office of the institution's director of athletics.

c. **Third Offense.** The Commissioner shall suspend the head coach for one contest. Such suspension shall occur immediately following receipt of notice by the Commissioner.

2.8 Championship Tournament. A six-team, modified double-elimination Conference tournament shall be conducted to determine the automatic representative to the NCAA Division I Baseball Championship. *(Revised October 2016; August 2024)*

2.8.1 Minimum Number of Participants. Member institutions that sponsor the sport of baseball shall take a minimum of nine participants to the Conference Baseball Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Baseball Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Baseball Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

2.9 Automatic Qualifier. The Conference tournament champion shall be the automatic representative to the NCAA Division I Men's Baseball Championship. Other Conference teams may accept invitations to participate in postseason tournaments only when conducted or approved by the NCAA.

2.10 Tournament Date. The Conference Baseball Championship shall be held the Wednesday through Saturday of the week immediately preceding the day of selection for the NCAA Division I Baseball Championship. *(Revised August 2024)*

2.11 Tournament Seeding. The tournament seeding shall be based on regular-season winning percentage in Conference competition with the top six teams advancing to the Championship. *(Revised August 2024)*

2.11.1 Two-Way Ties. In the case of a two-way tie in the final standings, seeding in the tournament bracket shall be determined in the following order: *(Revised September 2005)*

a. Comparison of head-to-head competition in regular season Conference play.

b. Evaluation of results from contests of those teams tied during regular season Conference play against those teams finishing ahead of the tied position (utilizing winning percentage, if necessary, when evaluating results against those teams), beginning at first place and working down the standings to the tied position or until the tie is broken (when comparing tied teams against positions higher in the standings that are also tied, those tied positions shall be considered a single position for the purposes of comparison).

c. Evaluation of results from contests of those teams tied during regular season Conference play against those teams finishing below the tied position (utilizing winning percentage, if necessary, when evaluating results against those teams), beginning at the tied position and working through last place, until the tie is broken (when comparing tied teams against positions lower in the standings that are also tied, those tied positions shall be considered a single position for the purposes of comparison).

d. A drawing by the Commissioner.

2.11.2 Multiple-Team Ties. In the case of a multiple-team tie in the final standings, position in the tournament bracket shall be determined in the following order: *(Revised September 2005)*

a. Comparison of head-to-head competition in regular season Conference play.

b. If a tie still exists between three or more teams, evaluation of results from contests of those teams tied during regular season Conference play against those teams finishing ahead of the tied position (utilizing winning percentage, if necessary, when evaluating results against those teams), beginning at first place and working down the standings to the tied position or until the tie is broken (when comparing tied teams against positions higher in the standings that are also tied, those tied positions shall be considered a single position for the purposes of comparison).

c. Evaluation of results from contests of those teams tied during regular season Conference play against those teams finishing below the tied position (utilizing winning percentage, if necessary, when evaluating results against those teams), beginning at the tied position and working through last place, until the tie is broken (when comparing tied teams against positions lower in the standings that are also tied, those tied positions shall be considered a single position for the purposes of comparison).

d. A drawing by the Commissioner.

2.11.3 Guidelines. If at any time during this analysis, any team(s) should have an advantage over the other team(s) tied at that position, the team(s) holding the advantage shall assume a position higher than the other team(s). If it is reduced to a two-team tie at any point, the process shall then revert to the beginning of the tie-breaking procedures and shall be applied (in order) until the two-team tie is broken.

2.12 Cancellation of Championship. In the event any contest of the Conference championship is postponed as a result of inclement weather, it shall be made up or completed on the following day in addition to the regularly-scheduled contest(s). A day-night doubleheader may be scheduled, if possible. Additional information and exceptions regarding the cancellation of the Championship can be found in the Mountain West Baseball Championship Handbook. *(Revised October 2015, October 2016)*

2.13 Championship Game Ball. The official game ball for all Championship contests shall be determined by the Conference office.

2.14 Pre-Championship Meeting. A pre-championship meeting shall be held the day prior to the start of the Championship. The head coaches of all participating institutions shall attend the meeting. A head coach who fails to attend the mandatory pre-championship meeting shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence at the meeting, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall be in attendance at the meeting. *(Adopted October 2006; Revised February 2018)*

2.15 Awards. The Conference baseball head coaches shall select recipients for all awards. Head coaches shall not vote for themselves or for their own student-athletes for any of the awards. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an

award. Policies and procedures governing awards selection are outlined in the Mountain West Baseball Championship Handbook.

2.15.1 All-Conference Team. The All-Conference team shall consist of 26 players: 13 first-team and 13 second-team members. All positions should be represented with the following minimums: *(Revised October 2015, October 2016)*

- Nine by Position
- Four pitchers

Note: The head coaches will discuss the composition and select the All-Conference team at their in-person meeting at the Mountain West Baseball Championship and make sure deserving student-athletes are represented. The three (3) head coaches not participating in the Championship are welcome to attend the meeting in person or shall participate in the selection process via phone.

2.15.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, Tony Gwynn Player of the Year, Freshman of the Year and Pitcher of the Year. Head coaches shall be the only viable coach of the year candidates. There may not be a tie for MW Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there must not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients. To be considered for the Tony Gwynn Player of the Year and the Pitcher of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for the Freshman of the Year, the recipient shall have been the highest-ranking freshman on any All-Conference team. *(Revised October 2006; Clarified August 2017)*

2.15.3 All-Tournament Team. The All-Tournament team shall consist of 11 players regardless of position. *(Revised October 2015)*

2.15.4 Individual Tournament Award. An individual award shall be provided to the Most Valuable Player. To be considered for Most Valuable Player, the recipient shall have been a member of the All-Tournament team.

2.16 Meeting of Coaches. There shall be an annual meeting of the baseball coaches to be held each year. Any changes shall be subject to approval by the Joint Council. Attendance by each head coach is mandatory.

Regulation 3

MEN'S BASKETBALL

3.1 General Rules. Men's basketball Conference competition shall be conducted in accordance with the rules of the NCAA, the Mountain West Handbook, the Mountain West Basketball Game Management Handbook and the Mountain West Basketball Championship Handbook.

3.2 Format. A regular-season champion shall be determined through a 20-game conference schedule in which each team plays 10 Conference opponents twice (one home, one away). *(Revised May 2013, April 2024)*

3.3 Regular-Season Champion. The regular-season champion shall be determined based on Conference winning percentage. In the event of a tie between two or more teams, such teams shall be considered co-champions.

3.4 Championship Tournament. An 11 team, single-elimination Conference tournament shall be conducted to determine the automatic representative to the NCAA Division I Men's Basketball Championship. *(Revised 2011, 2012, May 2013)*

3.4.1 Minimum Number of Participants. Member institutions that sponsor the sport of men's basketball shall take a minimum of five participants to the Conference Men's Basketball Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Men's Basketball Championship results in a loss to the Conference, the fine shall be used to cover the expenses incurred by the Conference. If failure to bring the minimum number of participants to the Conference Men's Basketball Championship does not result in a loss to the Conference, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

3.4.2 Open Practice/Media Session. Institutions participating in the Men's Basketball Conference Championship may participate in the open practice session and the media session that occurs prior to the Championship. The Conference office shall determine the time and location of the open practice and media session.

3.4.3 Arrival at Championship Site. Time of arrival for institutions participating in the Men's Basketball Conference Championship shall be left to the discretion of the institution. However, a team shall arrive no earlier than after classes two days prior to the team's first contest (i.e., Tuesday evening for a Thursday contest). Institutional oversight shall be provided by each director of athletics, senior woman administrator and faculty athletics representative. The intent is for all student-athletes to complete classes on the day prior to departure to the Championship site. *(Revised April 2004, May 2006)*

3.5 Automatic Qualifier. The Conference tournament champion shall be the automatic representative to the NCAA Division I Men's Basketball Championship. Other Conference teams may accept invitations to participate in postseason tournaments only when conducted or approved by the NCAA.

3.6 Cancellation of Championship. In the event the Conference championship cannot be started or, if started, cannot be completed, the Conference regular-season champion shall represent the Conference as the automatic bid representative to the NCAA Division I Men's Basketball Championship. In the event two or more teams tied for the regular-season championship, Tournament Seeding will be used to determine the Conference's automatic bid representative to the NCAA Division I Men's Basketball Championship. *(Revised October 2001)*

3.7 Tournament Seeding. Tournament Seeding shall be based on regular-season winning percentage in Conference competition. Additional information regarding seeding policies can be found in the Mountain West Basketball Championship Handbook.

3.8 Arrival at Contest Site - Conference Competition. The visiting team shall arrive at the contest site prepared to compete at the scheduled start time. A visiting team that does not arrive at the contest site prepared to compete at the scheduled time shall incur the following penalties: *(Revised October 2002, October 2003)*

a. Forfeiture of the contest at the moment the scheduled start time is reached, subject to the approval of the Conference office.

b. A financial penalty equal to the amount of documented losses incurred by the host institution and the Conference, including but not limited to, ticket refunds, concession losses, facility rental, personnel expenses, television contract rebates, officiating fees and game operations costs.

3.9 Scheduling.

3.9.1 Conference Schedules. Scheduling of regular-season Conference contests shall begin no later than May 1. The Conference office shall determine the date on which the schedule is released to the institutions and media. *(Revised April 2006, July 2013, July 2021, May 2022)*

3.9.2 Non-Conference Schedule. Each team shall schedule and play no more than one regular season non-Division I contest per season. *(Revised May 2017, July 2021)*

3.9.2.1 Penalty – Exceeding Maximum Number of Non-Conference Opponents. If a team schedules and plays more than one regular-season non-Division I contest (defined as opponents that count in the determination of the NET ranking) in a given year, the institution shall be assessed a penalty of $50,000 per occurrence. *(Revised October 2003, May 2017, July 2021)*

3.9.3 Guarantee Games. Institutions shall commit sufficient resources to enable teams to secure at least four Division I regular-season home guarantee games annually. At a minimum one of the four guarantee games shall be against a team with a three-year NET average of at least 250. Teams shall share their schedules with the Conference office which will serve as schedule clearinghouse. Institutions should consult with the Conference office during the development of their non-conference schedules. This legislation will serve as a recommendation for the 2023-24 season but will become mandatory for the 2024-25 season and beyond. *(Adopted, June 2023)*

3.10 Starting Times for Contests. Host institutions shall determine start times for all contests, except those selected for television, and report the times to the Conference office no less than three weeks prior to the first game date of the basketball season. (Revised September 2023)

3.10.1 Contest Time for Doubleheaders – Broadcast. The first contest of a doubleheader shall begin three hours prior to the second contest if the second contest is to be broadcast. If the second contest is not broadcast, the first contest shall begin no less than two and one-half hours prior to the second contest. If the first contest is broadcast, the second contest may begin immediately thereafter at the discretion of the institution. Institutions shall work with broadcast entities to allow for unobtrusive setup of broadcast requirements during the first contest of a doubleheader, should the second contest be the contest being broadcast.

3.11 Playing Rules. All Conference men's basketball contests shall be conducted according to the NCAA Men's Basketball Rules except as modified by Conference regulations.

3.12 Scouting Reports. A basketball coach shall not send film, video, or give a written or verbal scouting report on a Conference member to any institution outside the Conference.

3.13 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

3.14 Tickets.

3.14.1 Complimentary Tickets. The visiting institution shall be provided 75 complimentary tickets by the host institution, 24 of which shall be located in the area directly behind the visiting team bench. *(Revised June 2023)*

3.14.2 Student Ticket Exchange. There shall be no student exchange ticket arrangement between institutions in the Conference.

3.15 Video/Scouting Report Exchange. The dissemination of game video and/or scouting information on member institutions to non-conference institutions is prohibited. Video, film, or motion pictures shall not be taken for scouting purposes unless the team recording is one of the competing teams. Exchanging video among Conference teams shall be governed by the policies outlined in the Mountain West Basketball Game Management Handbook.

3.15.1 Violations of Video/Scouting Report Exchange Policy. A member institution that exchanges video or scouting reports in the sport of men's basketball with institutions outside the Conference shall be subject to the following:

a. **First Offense.** Private reprimand of the head coach and the individual who sent the video/report to the institution outside the Conference.

b. **Second Offense.** Written notice from the Conference of the second offense. A copy of the notice shall be kept in the personnel file of the individual in the office of the institution's director of athletics.

c. **Third Offense.** The Commissioner shall suspend the head coach for one contest. Such suspension shall occur immediately following receipt of notice by the Commissioner.

3.16 Video. Video, film, or motion pictures shall not be taken for scouting purposes unless the team recording is one of the competing teams. Recording shall occur from a center perspective and shall follow the policies outlined in the Mountain West Basketball Game Management Handbook.

3.17 Awards. The Mountain West will recognize two separate postseason All-Conference teams and individual selections. Recipients for the postseason All-Conference teams and individual awards shall be selected by two separate groups – the Conference head men's basketball coaches and a select media panel. Honorees of both groups will be recognized publicly by the Conference; however, plaques and certificates will only be presented to the individuals selected by the coaches. The Conference office will manage the coaches' selection process, while the media selections will be managed by members of the media who cover the league.

Coaches shall not vote for themselves or for their own student-athletes. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Complete policies and procedures governing selection of the All-Conference and All-Defensive teams, as well as the individual awards, are outlined in the Mountain West Basketball Game Management Handbook. Policies and procedures governing selection of the All-Tournament team are outlined in the Mountain West Basketball Championship Handbook. *(Revised May 2015)*

3.17.1 All-Conference Team. The All-Conference team shall consist of five first-team, five second-team, five third-team student-athletes and select honorable mention. A five-member All-Defensive team is also recognized. Each individual selected by the coaches' panel shall be provided an award from the Conference except honorable mention. *(Revised May 2008, May 2015, June 2017)*

3.17.2 Individual Awards. Individual awards shall be provided to the Steve Fisher Coach of the Year, Player of the Year, Newcomer of the Year, Freshman of the Year, Defensive Player of the Year and Sixth Man of the Year. *(Revised December 2001, May 2008, June 2017)*

Only head coaches are viable coach of the year candidates. There shall not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there shall not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Player of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for the Defensive Player of the Year, the recipient shall have been a first-team All-Defensive team selection. To be considered for Freshman and/or Newcomer of the Year, the recipient shall have been the highest-ranking freshman and/or newcomer on any All-Conference team. Additionally, to be considered for Freshman of the Year, the recipient shall be on the All-Freshman team. *(Clarified August 2015)*

3.17.3 Tournament Awards. An All-Tournament team shall consist of five student-athletes. A tournament Most Valuable Player shall be chosen from among the five individuals named to the All-Tournament team.

3.18 Meeting of Coaches. There shall be an annual meeting of the men's basketball coaches on a date to be determined. Attendance by each head coach at the meeting as well as media day is mandatory. *(Revised July 2021)*

Regulation 4

WOMEN'S BASKETBALL

4.1 General Rules. Women's basketball Conference competition shall be conducted in accordance with the rules of the NCAA, the Mountain West Handbook, the Mountain West Basketball Game Management Handbook and the Mountain West Basketball Championship Handbook.

4.2 Format. A regular season champion shall be determined through a 20-game conference schedule in which each team plays 10 Conference opponents twice (one home, one away). *(Revised May 2013, April 2024)*

4.3 Regular-Season Champion. The regular-season champion shall be determined based on Conference winning percentage. In the event of a tie between two or more teams, such teams shall be considered co-champions.

4.4 Championship Tournament. An 11 team single elimination Conference tournament shall be conducted to determine the automatic representative to the NCAA Division I Women's Basketball Championship. *(Revised, 2011, 2012, May 2013)*

4.4.1 Minimum Number of Participants. Member institutions that sponsor the sport of women's basketball shall take a minimum of five participants to the Conference Women's Basketball Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Women's Basketball Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Women's Basketball Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

4.4.2 Open Practice/Media Session. Institutions participating in the Women's Basketball Conference Championship may participate in the open practice session and the media session that occurs prior to the Championship. The Conference office shall determine the time and location of the open practice and media session.

4.4.3 Arrival at Championship Site. Time of arrival for institutions participating in the Women's Basketball Conference Championship shall be left to the discretion of the institution. However, a team shall arrive no earlier than after classes two days prior to the team's first contest (i.e., Tuesday evening for a Thursday contest). Institutional oversight shall be provided by each director of athletics, senior woman administrator and faculty athletics representative. The intent is for all student-athletes to complete classes on the day prior to departure to the Championship site. *(Revised April 2004, May 2006)*

4.5 Automatic Qualifier. The Conference tournament champion shall be the automatic representative to the NCAA Division I Women's Basketball Championship. Other Conference teams may accept invitations to participate in postseason tournaments only when conducted or approved by the NCAA.

4.6 Cancellation of Championship. In the event the Conference championship cannot be started or, if started, cannot be completed, the Conference regular season champion shall represent the Conference as the automatic bid representative to the NCAA Division I Women's Basketball Championship. In the event two or more teams tied for the regular-season championship, Tournament Seeding will be used to determine the Conference's automatic bid representative to the NCAA Division I Women's Basketball Championship. *(Revised October 2001)*

4.7 Tournament Seeding. Tournament Seeding shall be based on regular season winning percentage in Conference competition. Additional information regarding seeding policies can be found in the Mountain West Basketball Championship Handbook.

4.8 Arrival at Contest Site - Conference Competition. The visiting team shall arrive at the contest site prepared to compete at the scheduled start time. A visiting team that does not arrive at the contest site prepared to compete at the scheduled time shall incur the following penalties: *(Revised October 2002, October 2003)*

a. Forfeiture of the contest at the moment the scheduled start time is reached, subject to the approval of the Conference office.

b. A financial penalty equal to the amount of documented losses incurred by the host institution and the Conference, including but not limited to, ticket refunds, concession losses, facility rental, personnel expenses, television contract rebates, officiating fees and game operations costs.

4.9 Scheduling.

4.9.1 Conference Schedules. Scheduling of regular season Conference contests shall begin no later than May 1. The Conference office shall determine the date on which the schedule is released to the institutions and media. *(Revised April 2006, July 2013, May 2022)*

4.9.2 Non-Conference Schedule. In order to continue to improve institutional and Conference NET rankings, each team shall schedule and play no more than one regular season non-Division I contest per season. *(Revised July 2021, April 2024)*

4.9.2.1 Penalty – Exceeding Maximum Number of Non-Conference Opponents. If a team schedules and plays more than one regular-season non-Division I contest (defined as opponents that count in the determination of the NET rankings) in a given year, the institution shall be assessed a penalty of $50,000 per occurrence. *(Revised October 2003, July 2021, April 2024)*

4.9.2.3 Non-Conference Scheduling Parameters. Head Coaches and Athletics Directors will meet with the Conference by August 1st of each year to review the upcoming season's non-conference schedule, align on postseason goals using the nonconference scheduling parameters, and collaborate on the development of the schedule. Subsequent sections to be renumbered.]

Tier 1 Resume (Two-year average NET 1-75)
Teams competing for an at-large NCAA Tournament Bid:
Schedule 4-6 games in the Top 50 of the NET.
Schedule 3-4 games in the Top 51-100 of the NET.

Schedule 3-5 games in NET 101+
Tier 2 Resume (Two-year average NET 76-150)
Teams competing for WBIT postseason play:
Schedule 1-3 games in the Top 50 of the NET.
Schedule 3-5 games in the Top 51-100 of the NET.
Schedule 4-6 games in NET 101+

Tier 3 Resume (Two-year average NET 151+)
Teams competing for other postseason play:
Schedule 0-2 games in the Top 50 of the NET.
Schedule 2-4 games in the Top 51-100 of the NET.
Schedule 6-8 games in NET 101+

It is advised that each team play in a quality MTE and/or neutral site games annually.
Each team should schedule quality home and home series'.

*Tier assignments are subject to change due to roster changes and other factors.

4.10 Starting Times for Contests. Host institutions shall determine starting times for all contests, except those selected for television, and report the times to the Conference office no less than three weeks prior to the first game date of the basketball season. *(Revised September 2023)*

4.10.1 Contest Time for Doubleheaders – Broadcast. The first contest of a doubleheader shall begin three hours prior to the second contest if the second contest is to be broadcast. If the second contest is not broadcast, the first contest shall begin no less than two and one-half hours prior to the second contest. If the first contest is broadcast, the second contest may begin immediately thereafter at the discretion of the institution. Institutions shall work with media entities to allow for unobtrusive setup of broadcast requirements during the first contest of a doubleheader, should the second contest be the contest being broadcast.

4.11 Playing Rules. All Conference women's basketball contests shall be conducted according to the NCAA Women's Basketball Rules except as modified by Conference regulations.

4.12 Scouting Reports. A basketball coaching staff member shall not send film, video, or give a written or verbal scouting report on a Conference team to any institution outside the Conference.

4.13 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

4.14 Tickets.

4.14.1 Complimentary Tickets. The visiting institution shall be provided 75 complimentary tickets by the host institution, 24 of which shall be in the area directly behind the visiting team bench. *(Revised June 2023)*

4.14.2 Student Ticket Exchange. There shall be no student exchange ticket arrangement between institutions in the Conference.

4.15 Video/Scouting Report Exchange. The dissemination of game video and/or scouting information on member institutions to non-conference institutions is prohibited. Video, film, or motion pictures shall not

be taken for scouting purposes unless the team recording is one of the competing teams. Exchanging video among Conference teams shall be governed by the policies outlined in the Mountain West Basketball Game Management Handbook.

4.15.1 Violations of Video/Scouting Report Exchange Policy. A member institution that exchanges video or scouting reports in the sport of women's basketball with institutions outside the Conference shall be subject to the following:

a. First Offense. Private reprimand of the head coach and the individual who sent the video/report to the institution outside the Conference.

b. Second Offense. Written notice from the Conference of the second offense. A copy of the notice shall be kept in the personnel file of the individual in the office of the institution's director of athletics.

c. Third Offense. The Commissioner shall suspend the head coach for one contest. Such suspension shall occur immediately following receipt of notice by the Commissioner.

4.16 Video. Video, film, or motion pictures shall not be taken for scouting purposes unless the team recording is one of the competing teams. Recording shall occur from a center perspective and shall follow the policies outlined in the Mountain West Basketball Game Management Handbook.

4.17 Awards. The Conference women's basketball coaches shall select recipients for all regular-season awards. Coaches shall not vote for themselves or for their own student-athletes. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Policies and procedures governing selection of the All-Conference and All-Defensive teams, as well as the individual awards, are outlined in the Mountain West Basketball Game Management Handbook. Policies and procedures governing selection of the All-Tournament team are also outlined in the Mountain West Basketball Championship Handbook.

4.17.1 All-Conference Team. The All-Conference team shall consist of 10 first team student-athletes and select honorable mention. A five-member All-Freshman team and a five-member All-Defensive team also are recognized. Each shall be provided an award from the Conference except honorable mention. *(Revised May 2008, April 2013, June 2017)*

4.17.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, Player of the Year, Newcomer of the Year, Freshman of the Year, Defensive Player of the Year and Sixth Player of the Year. *(Revised May 2008)*

Head coaches shall be the only viable coach of the year candidates. There shall not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there shall not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Player of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for the Defensive Player of the Year, the recipient shall have been a first-team All-Defensive team selection. To be considered for Freshman and/or Newcomer of the Year, the recipient shall have been the highest-ranking freshman and/or newcomer on any All-

Conference team. Additionally, to be considered for Freshman of the Year, the recipient shall be on the All-Freshman team. *(Clarified August 2017)*

4.17.3 Tournament Awards. An All-Tournament team shall consist of five players. A tournament Most Valuable Player shall be chosen from among the five individuals named to the All-Tournament team.

4.18 Meeting of Coaches. There shall be an annual in-person or virtual meeting of the women's basketball coaches on a date to be determined. Attendance by each head coach at the meeting as well as media day is mandatory. *(Revised November 2003, July 2021)*

Regulation 5

MEN'S AND WOMEN'S CROSS COUNTRY

5.1 General Rules. Cross country Conference competition shall be conducted in accordance with the rules of the NCAA, the Mountain West Handbook and the Mountain West Cross Country Championships Handbook.

5.2 Championship Determination. The team and individual Conference champions in men's and women's cross country shall be determined at a Conference championship meet.

5.3 Conference Schedule. There shall be no required regular-season Conference schedule in the sport of cross country. Mountain West institutions shall be responsible for scheduling their own regular season competitions.

5.4 Cross Country Conference Championships.

5.4.1 Date and Site. The Mountain West Cross Country Championships shall be conducted the Friday two weeks prior to the NCAA regional meets. Host institutions are allowed to change the date to the Friday before the originally scheduled date, should there be a conflict with a home football contest. *(Revised April 2010, January 2013)*

5.4.2 Championships Site. The Mountain West Cross Country Championships shall be conducted either at a golf course, a permanently dedicated cross country course, or a course that is run on a regular basis at a high level of competition. The site shall rotate among member institutions with facilities of sufficient quality to host the Conference championships as outlined in the Men's and Women's Cross Country Hosting Guidelines. *(Revised January 2013)*

5.4.3 Minimum Number of Participants. Member institutions that sponsor the sport of cross country shall take a minimum of five participants to the Conference Cross Country Championships. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championships site. The Conference office shall determine the cost of traveling to the Championships site. If failure of the member institution to bring the minimum number of participants to the Conference Cross Country Championships results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Cross Country Championships does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

5.4.4 Pre-Championships Meeting. A pre-championships meeting shall be held the day prior to the Championships in conjunction with final declarations. The head coaches of all participating institutions are required to attend the meeting. A head coach who fails to attend the mandatory pre-championships meeting shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence at the meeting, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall attend the meeting. *(Adopted October 2006; Revised December 2008, May 2017)*

5.5 Playing Rules. The Conference championships shall be conducted according to the NCAA Men's and Women's Track & Field/Cross Country Rules except as modified by Conference regulations.

5.6 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

5.7 Awards.

5.7.1 All-Conference Team. The All-Conference first team shall be the top seven finishers per gender at the Conference championships. The All-Conference second team shall be finishers 8-14 per gender at the Conference championships.

5.7.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, Athlete of the Year and Freshman of the Year. The Athlete and Freshman of the Year shall be awarded to the top finisher and top freshman finisher, respectively, per gender at the Championships. For the Freshman of the Year award, a freshman shall be a student-athlete competing in their first year (12 calendar months) after the completion of high school. The Coach of the Year shall be voted on by the coaches at the conclusion of the Championships and a coach shall not vote for himself or herself. *(Revised December 2006, January 2010)*

Only head coaches are viable coach of the year candidates. There may not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. *(Clarified August 2017)*

5.8 Voting Procedure. Each institution that sponsors both men's and women's teams shall have two votes, one each for the men's and women's programs. Institutions sponsoring either men's or women's but not both shall have one vote.

5.9 Meeting of Coaches. There shall be an annual conference call of the men's and women's cross country coaches conducted in December of each year. Participation by each head coach is mandatory. *(Revised December 2008)*

Regulation 6

FOOTBALL

6.1 General Rules. Football Conference competition shall be conducted in accordance with the rules of the NCAA, the Mountain West Handbook, the Mountain West Football Game Management Handbook, and the Mountain West Football Championship Game Manual.

6.2 Championship Game Participants & Hosts Determination. The two teams that complete the Conference season with the highest winning percentages will be the Mountain West Football Championship Game participants. The team with the highest winning percentage outright shall be declared the host for the Championship Game. The host site shall be determined no later than the Sunday following the conclusion of the regular season. Additional information regarding host determination and host tie-breaking procedures can be found in the Mountain West Football Championship Game Manual. (Adopted January 2013; Revised October 2014, April 2018; August 2023)

6.2.1 Incomplete Championship Policy. In the event the Football Championship Game cannot be started or cannot be completed as a result of inclement weather, COVID-19 or other unforeseen circumstances, the championship game participant with the highest College Football Playoff (CFP) Ranking (or a composite average of selected computer rankings if no MW teams are ranked in the final CFP Top 25) between the two participants shall be declared the Conference champion for CFP purposes only. Otherwise, the two teams will be recognized as co-champions. *(Adopted January 2013; Modified November 2020)*

6.3 Scheduling. Each institution shall play eight Conference games (total of four home and four road opponents annually) using an approved three-year rotation. Over the course of a three-year schedule rotation, all teams face nine (9) of 11 opponents twice (one home/one away). All teams face two (2) of 11 opponents three times *(Adopted June 2022)*

6.3.1 Scheduling Parameters. Specific football scheduling parameters are distributed to the membership on an annual basis as the schedule is being constructed.

6.4 Arrival at Contest Site – Conference Competition. The visiting team shall arrive at the contest site prepared to compete at the scheduled start time. A visiting team that does not arrive at the contest site prepared to compete at the scheduled time shall incur the following penalties: *(Revised October 2002, October 2003, July 2021)*

a. Forfeiture of the contest at the moment the scheduled start time is reached, subject to the approval of the Conference office. (**Note:** Approval by the Conference office shall consider extenuating circumstances beyond the control of a visiting team that has made an appropriate effort to arrive at the game site at the scheduled start time. Involved institutions should try to communicate as early as possible any concerns in this regard. "Extenuating circumstances" could be affected by whether or not contracted television is involved.)

b. A financial penalty equal to the amount of documented losses incurred by the host institution and the Conference, including, but not limited to, ticket refunds, concession losses, facility rental, personnel expenses, television contract rebates, officiating fees, and game operations costs.

c. Inability by a team/teams to compete, or cancellations due to COVID-19, will not be considered extenuating circumstances. *(Adopted July 2021)*

6.5 Artificial Noisemakers. The use of artificial noisemakers or other similar devices is prohibited during game action, particularly at a time that could disrupt the performance of a player. More detailed information regarding the definition and elimination of artificial noisemakers can be found in the Mountain West Football Championship Game Management Handbook.

The prohibition against artificial noisemakers does not preclude the use of institutionally-controlled traditions (e.g., cannons, train whistle). Such items, however, must not be activated during game action or at a time that could disrupt the performance of a team or player. For example, it would be permissible to fire a cannon as the ball was kicked off, but not permissible to fire a cannon as the receiver was attempting to receive the kick.

Cheerleader megaphones and amplified sound systems are also permissible, provided they are utilized in a positive and sporting fashion. Cheerleaders are not permitted to direct amplified sound toward the field and are required to discontinue use of the system when the team(s) breaks the huddle for the next play. Amplified sound may not be utilized during game action or at any time that is disruptive to the competitors.

6.6 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

6.7 Complimentary Tickets. The host institution shall provide 400 complimentary, maximum-priced tickets to the visiting institution. *(Revised June 2022)*

6.8 Video Exchange Policies and Procedures. Each Conference game shall be recorded and exchanged electronically according to Mountain West standards and procedures and the National Football Open Video Exchange program. The video crews from visiting institutions (especially those in the Mountain West) shall be afforded every possible courtesy and professional assistance with regard to moving equipment, camera positions, etc.

Each institution will be responsible for uploading the TV copy of their home game each week for scouting purposes. The home institution/video coordinator will need to capture, mark and upload the TV copy to the open exchange platform by NO LATER than 10 p.m. local time the day after your game as outlined in the Co-Op rules. If the home team fails to upload the copy, your institution's access to all other TV copies in the system will be disabled, and the visitor will be responsible for uploading the game.

For specifics on the video exchange process, please refer to Appendix D of the Mountain West Football Game Management Handbook. *(Revised April 2007; August 2022)*

6.8.1 Video/Scouting Report Exchange. An athletics department representative shall not send a film, video, or scouting report or give a written scouting report on a Conference team to any non-conference institution.

6.8.2 Violations of Exchange Policy. A member institution that exchanges video or scouting reports in the sport of football with institutions outside the Conference shall be subject to the following:

a. First Offense. Private reprimand of the head coach and the individual who sent the items to the institution outside the Conference.

b. **Second Offense.** Written notice from the Conference of the second offense. A copy of the notice shall be kept in the personnel file of the individual in the office of the institution's director of athletics.

c. **Third Offense.** The Commissioner shall suspend the head coach for one contest. Such suspension shall occur immediately following receipt of notice by the Commissioner.

6.9 Visiting Bands and Spirit Squads. A visiting band and/or spirit squad (e.g., cheerleaders) shall notify its opponent no later than July 1 of its intent to perform at the football contest. Upon timely receipt of such notice, the band/spirit squad shall be admitted to the contest at no cost and shall be permitted to perform. The tickets for the band/spirit squad shall come from the visiting team's allotment of 400 complimentary tickets. Performance on the playing field shall be determined by the home team's game management. The host institution should endeavor to provide adequate seating for visiting band members, including flag and dance lines.

6.9.1 Homecoming. Visiting bands and spirit squads shall be permitted to perform at halftime of an opponent's Homecoming contest, only if the visiting team was invited by its opponent to participate in the Homecoming activities. A visiting band shall not participate in Homecoming activities if it was not invited to do so.

6.10 Band Performances. Bands are prohibited from playing during game action or at any time that is disruptive to the competitors. Pregame, postgame, timeouts, halftime, between quarters, or other breaks in the action are permissible times for band activities. In the sport of football, bands must discontinue playing when the team with the ball breaks the huddle until the completion of the play. If a team plays a no-huddle offense, the band shall not play at any time during the offensive possession.

6.11 Public Address Announcers. Public address announcers shall NOT be cheerleaders for the home team, exhorting the crowd, or engaging in activities outside their responsibilities in reporting the pertinent facts of the game. Traditional inflections are permissible, but the PA announcers (as outlined in the Mountain West Championship Game Management Handbook) must be cognizant of not "crossing the line." Sound from the public address system must cease when the team with the ball breaks the huddle. If a team plays a no-huddle offense, the public address announcer shall ensure his/her announcements are not disruptive to the offensive team.

6.12 Coaches Television Shows – Video Reciprocity. Institutions may use highlight footage from Conference contests for their respective coaches shows, subject to the provisions agreed upon with the Conference broadcast partners. Institutions shall be responsible for making such arrangements with non-conference opponents.

6.13 Selection/Placement Procedures for Bowl Games. The Conference office shall coordinate the process for the selection and placement of bowl-eligible institutions in bowl games – either those with which the Mountain West is contracted or for at-large opportunities. The parameters for a member institution's participation in a bowl shall be negotiated and confirmed by the Conference (in accordance with existing agreements for those games with which the Mountain West is contracted).

6.13.1 Bowl Promotions. The Conference should not promote one institution over another. Institutions are responsible for promoting themselves and exchanges of telephone calls, emails, written materials, promotional items, videos, etc., between bowl officials and Mountain West

institutional representatives are not limited. However, in-person, on-site (site of bowl officials) meetings by institutional staff members with officials of bowl games with which the Conference has a guaranteed relationship is prohibited. This does not preclude visits by the bowls to the institutions or to contests involving the institutions. Member institutions may also interact with bowl representatives away from their campus if they happen to be in the bowl's location for a regular-season contest or are involved in a function at some location in which a bowl representative is also in attendance.

6.13.1.1 Restrictions. Mountain West institutions shall not attempt to "outbid" fellow Conference members for potential bowl slots by offering financial bonuses, ticket guarantees, or other incentives to bowl officials. *(Revised April 2000, November 2005, and April 2006)*

6.13.2 Bowl Partners Selection. Mountain West institutions shall be required to compete in the post-season if selected. The Mountain West bowl partners are not bound by the final standings and may select participants at their discretion, except as specified in the contractual agreements, in consultation with the Conference office. Every effort shall be made to protect the league champion(s) in the bowl selection process. Co-champions and other ties in the standings shall remain unchanged for Conference awards, records, and revenue distribution purposes. Eligible Mountain West teams selected for a bowl or CFP game will be expected to travel and compete in the designated post-season game. Should an institution choose not to be or be unable to participate, they may be subject to penalties. *(Revised April 2006, July 2021)*

6.13.3 Alternate Bowl Teams (5-7 Regular-Season Record). A Mountain West football team which finishes with a 5-7 record may participate in a postseason bowl game at the discretion of the institution -- should the NCAA system have an insufficient number of deserving (6-6) teams and need to utilize the established alternate criteria. However, said institution must fund its team's participation at its own expense unless it requests a bowl reimbursement subsidy from the Conference. Any such request requires approval by the Mountain West Board of Directors. *(Adopted June 2016)*

6.13.4 Additional Bowl Selection Process. Mountain West Bowl Placement Protection for championship game participants. The participants in the MW Football Championship Game shall receive consideration for bowl placement over the remaining bowl-eligible teams, regardless of record. While not a prescribed selection for any bowl partner, these two teams must be placed and consideration given to destination/match-up.

Mountain West Bowl Eligibility Guidelines. The following criteria will be utilized to determine which teams in the bowl eligibility pool shall have priority to be placed in bowl games in the event the number of bowl-eligible teams in a given year exceeds the number of available bowl slots. Said criteria will be applied in order, until the necessary separation is achieved, to distinguish between eligible teams in a given year.
(Revised August 2014, July 23)

a. Regular-season Conference record (with the stipulation that Mountain West records shall be considered directly comparable, even though teams may have played different opponents depending upon the crossover match-ups for that season).
b. Head-to-head results.

c. Common opponents (including all Mountain West and non-conference games for that season).

6.13.4.1 Exception. The bowl partners may select a team other than that identified via the above process, so long as the team distinguished by the criteria is placed in a bowl.

6.13.4.2 Exception. These guidelines shall be subject to review on an annual basis to facilitate the identification of any unintended consequences and/or to discuss necessary adjustments.

6.14 Awards. The Conference football coaches and media as selected by the Conference office shall select recipients for all awards.

6.14.1 All-Conference Team. The All-Conference team shall consist of 25 first-team and 25 second-team players. There shall be 11 offensive players by position, 11 defensive players by position, one place kicker, one punter and one special teams player on the first team and second team. Select players shall be named honorable mention. Each shall be provided an award from the Conference except honorable mention.

6.14.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, the Offensive Player of the Year, the Defensive Player of the Year, the Special Teams Player of the Year, and the Freshman of the Year.

Only head coaches are viable coach of the year candidates. There shall not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there must not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Offensive Player of the Year, Defensive Player of the Year, and/or the Special Teams Player of the year, the recipient shall have been a first-team All-Conference selection. To be considered for Freshman of the Year, the recipient shall have been the highest-ranking freshman on any All-Conference team. *(Clarified August 2017)*

6.14.3 Championship Game Most Valuable Players. The outstanding offensive and defensive players from the Mountain West Football Championship Game shall be provided an award from the Conference at the conclusion of the contest.

6.15 Meeting of Coaches. There shall be an annual in-person meeting of the head football coaches to be held at the site of the Mountain West Spring Meetings. Attendance by each head coach at the in-person meeting is mandatory. Head football coaches will also be required to participate in meetings (e.g., monthly calls or virtual meetings) during the academic year as scheduled by the Conference office. *(Revised July 2021)*

Regulation 7

MEN'S GOLF

7.1 General Rules. Men's golf Conference competition shall be conducted in accordance with the rules of the NCAA, the United States Golf Association, the Mountain West Handbook and the Mountain West Men's Golf Championship Handbook.

7.2 Conference Schedule. There shall be no required regular season Conference schedule in the sport of men's golf.

7.3 Championship Tournament. A Conference tournament shall be conducted to determine the Mountain West champion.

7.3.1 Tournament Dates. The Conference championship shall be held the Thursday – Sunday one week prior to the NCAA Men's Golf Selections. *(Revised June 2008, January 2011, July 2013, December 2013, April 2018)*

7.3.2 Automatic Qualification. The winner of the Conference championship shall be the Conference's automatic representative to the NCAA Division I Men's Golf Regionals.

7.3.3 Cancellation of Championship. In the event the Conference championship cannot be completed, the team with the highest national ranking reflected on the official NCAA scoring and ranking provider at the end of the season shall be the Conference's automatic representative to the NCAA Division I Men's Golf Regionals. Additional information and exceptions regarding the cancellation of the Championship can be found in the Mountain West Men's Golf Championship Handbook. *(Revised April 2004, June 2005)*

7.3.4 Minimum Number of Participants. Member institutions that sponsor the sport of men's golf shall take a minimum of five participants to the Conference Men's Golf Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Men's Golf Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Men's Golf Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

7.3.5 Tie-Breaking Procedure. If at the conclusion of 54 holes of play there is a tie for both the team and individual championships, the team championship playoff shall be conducted first. Additional information regarding tie-breaking procedures can be found in the Mountain West Men's Golf Championship Handbook.

7.3.6 Pre-Championship Meeting. A pre-championship meeting shall be held the day prior to the start of the Championship. The head coaches of all participating institutions shall attend the

meeting. A head coach who fails to attend the mandatory pre-championship meeting shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence at the meeting, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall attend the meeting. *(Adopted October 2006; Revised May 2017)*

7.4 Pin Placement Sheets. Pin placement sheets shall be provided prior to each day of competition to each participant and head coach. The depth of pin placements shall be identified in paces.

7.5 Playing Rules. All rules related to Conference championship play shall be conducted according to the NCAA Division I Men's Golf Championship and USGA Rules except as modified by local ground rules or Conference regulations.

7.6 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.*)*

7.7 Disqualification Penalties. A student-athlete who is disqualified for reasons other than misconduct shall be permitted to resume play in the next and subsequent rounds.

7.8 Awards. The Conference golf coaches shall select recipients for all men's golf awards. Coaches shall not vote for themselves or any of their student-athletes. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Policies and procedures governing awards selection are outlined in the Mountain West Men's Golf Championship Handbook.

7.8.1 All-Conference Team. The All-Conference team shall consist of 10 players selected on regular-season and championship play.

7.8.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, the Golfer of the Year and the Freshman of the Year.

Head coaches shall be the only viable coach of the year candidates. There shall not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there shall not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Golfer of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for the Freshman of the Year, the recipient shall have been the highest-ranking freshman on any All-Conference team. *(Clarified August 2017)*

7.9 Meeting of Coaches. There shall be an annual meeting of the golf coaches to be held each year at a site and on a date to be determined in consultation with the administrative liaison. Attendance by each head coach is mandatory. *(Revised November 2019)*

Regulation 8

WOMEN'S GOLF

8.1 General Rules. Women's golf Conference competition shall be conducted in accordance with the rules of the NCAA, the United States Golf Association, the Mountain West Handbook, and the Mountain West Women's Golf Championship Handbook.

8.2 Conference Schedule. There shall be no required regular season Conference schedule in the sport of women's golf.

8.3 Championship Tournament. A Conference tournament shall be conducted to determine the Mountain West champion.

8.3.1 Tournament Dates. The Conference championship shall be held Tuesday – Thursday (or Friday – Sunday when course availability permits) two weeks prior to the NCAA Division I Women's Golf Regionals or earlier as course availability permits. (Revised May 2011, July 2018, April 2022)

8.3.2 Automatic Qualification. The winner of the Conference Championship shall be the Conference's automatic representative to the NCAA Division I Women's Golf Regionals.

8.3.3 Cancellation of Championship. In the event the Conference championship cannot be completed, the team with the highest national Spikemark ranking at the end of the season shall be the conference's automatic representative to the NCAA Division I Women's Golf Regionals. Additional information and exceptions regarding the cancellation of the Championship can be found in the Mountain West Women's Golf Championship Handbook. (Revised April 2004, June 2005, July 2023)

8.3.4 Minimum Number of Participants. Member institutions that sponsor the sport of women's golf shall take a minimum of five participants to the Conference Women's Golf Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Women's Golf Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Women's Golf Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

8.3.5 Tie-Breaking Procedure. If at the conclusion of 54 holes of play there is a tie for both the team and individual championship, the team championship playoff shall be conducted first. Additional information regarding tie-breaking procedures can be found in the Mountain West Women's Golf Championship Handbook.

8.3.6 Pre-Championship Meeting. A pre-championship meeting shall be held the day prior to the start of the Championship. The head coaches of all participating institutions shall attend the

meeting. A head coach who fails to attend the mandatory pre-championship meeting shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence at the meeting, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall attend the meeting. *(Adopted October 2006; Revised May 2017)*

8.4 Pin Placement Sheets. Pin placement sheets shall be provided prior to each day of competition to each participant and head coach. The depth of pin placements shall be identified in paces.

8.5 Playing Rules. All rules related to Conference championship play shall be conducted according to the NCAA Division I Women's Golf Championship and USGA Rules except as modified by local rules or Conference regulations.

8.6 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

8.7 Disqualification Penalties. A student-athlete who is disqualified for reasons other than misconduct shall be permitted to resume play in the next and subsequent rounds.

8.8 Awards. The Conference golf coaches shall select recipients for all women's golf awards based on a predetermined set of criteria. Coaches shall not vote for themselves or for their own student-athletes. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Policies and procedures governing awards selection are outlined in the Mountain West Women's Golf Championship Handbook.

8.8.1 All-Conference Team. The All-Conference team shall consist of five first-team and five second-team recipients for a total of 10 student-athletes. Each shall be provided an award from the Conference. *(Revised August 2012)*

8.8.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, the Golfer of the Year, and the Freshman of the Year.

Head coaches shall be the only viable coach of the year candidates. There shall not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there must not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Golfer of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for Freshman of the Year, the recipient shall have been the highest-ranking freshman on any All-Conference team. *(Clarified August 2017)*

8.9 Meeting of Coaches. There shall be a virtual meeting of the women's golf head coaches to be held annually. Any changes shall be subject to approval by the Joint Council. Attendance by each head coach is mandatory.

Regulation 9

WOMEN'S GYMNASTICS

9.1 General Rules. Women's gymnastics Conference competition shall be conducted in accordance with the rules of the NCAA as well as Mountain West Bylaws, Handbook, and Women's Gymnastics Championship Handbook.

9.2 Championship Meet. The Championship meet shall conform to the NCAA Women's Gymnastics Regional rules and format except where otherwise noted in these Bylaws and Mountain West Women's Gymnastics Championship Handbook. There shall be no qualifying standards. The five highest individual scores count for each team scoring event. The individual champions will be determined based on the highest score in each event.

9.2.1 Championship Site Rotation. The host site of the Championship meet will rotate amongst the participating institutions as follows:

2025: San José State
2026: Boise State
2027: Air Force

9.2.2 Meet Date and Time. The Mountain West Women's Gymnastics Championship shall be held the Saturday two weeks prior to the NCAA regionals. The meet time will be set by the host institution in collaboration with Mountain West sport administrator(s).

9.2.3 Format. The Championship meet will be conducted in one session and all four Conference teams will compete. The order of events will follow the Olympic order (Vault, Uneven Bars, Balance Beam, Floor). A random draw will determine the starting event rotation in 2024 (year one). Team event starting positions will rotate from the 2024 assignments in future years.

9.2.4 Travel Party and Competition Roster. The travel party limit for the championship shall consist of a maximum of 25 total individuals who will attend the Championship in a working or team capacity. There is no limit on the number of student-athletes who may be included within the travel party maximum of 25. The competition roster of student-athletes who are eligible to compete shall not exceed 15. Additional non-competing student-athletes may march out with their team and be announced during introductions. They are to remain with the team in the corral areas during competition except for when assisting the team as needed. All members of the championship travel party shall receive credentials and be permitted on the floor during competition within the corrals. Staff on the floor must be in appropriate attire.

9.2.5 Entries. Coaches shall submit the list of entries for the championship at least 48 hours prior to the Championship.

9.2.6 Lineups. Lineups must be turned in to the championship director at least one hour prior to the start of the championship. Changes in the lineup shall be made prior to the beginning of each event as long as the order remains in compliance with NCAA rules.

9.2.7 Introductions. Before the start of the meet, teams shall march in by competitive order according to their starting event rotation. All student-athletes, competing or not, may march in and be announced. Student-athletes will be introduced shortest to tallest, followed by the name of the head coach.

9.2.8 Team Corrals. There will be a designated team corral at each event. Teams must keep their bags and equipment inside their corrals. Teams will move to the respective event corral after each rotation and must take all belongings with them. Non-competing student-athletes are to stay with the team but can help as needed.

9.2.9 Uniforms. All competitors must wear, exclusively, the official uniform of their institution in competition, warm-ups, and during the award ceremony. Uniforms must conform to NCAA requirements, including jewelry being limited to one pair of stud earrings.

9.2.10 Warm-Ups. In the warm-up prior to the start of competition, a 20-minute general stretch and four 15-minute rotations, with two-minute transition between rotations, shall take place on the competitive floor. Teams will be assigned to a practice session according to their competitive starting events. As competitors arrive at each event for competition, there will be a four-minute touch warm-up on each event.

9.2.11 Practice. A two-hour practice matching the NCAA regional format will take place the Friday before the Championship. The host shall set the time in collaboration with the other coaches and Mountain West sport administrator(s).

9.2.12 Pre-Championship Meeting. A pre-championship meeting shall be held in person on the Friday prior to the start of the Championship. The head coaches of all participating institutions are required to participate in the meeting. A head coach who fails to participate in the mandatory pre-championship meeting shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence from the meeting, the Commissioner (or designee) may approve a substitute. Conference office staff and an institutional representative shall also participate in the meeting.

9.3 Judges. Judges for Mountain West competition shall be selected as follows:

9.3.1 Championship. Judges shall be secured by the Mountain West through the NCAA judges assigning system. Sixteen (16) (four per event) judges and one meet referee will be selected for the championship with the request that individuals from each of the four states in which Mountain West teams reside are selected.

9.3.2 Regular Season. The host institution is responsible for securing and covering the cost of all judges for meets during the regular season.

9.4 Awards. The Conference women's gymnastics awards shall be determined as set forth below. Policies and procedures governing selection of the regular season and championship awards are outlined in the Mountain West Women's Gymnastics Championship Handbook.

9.4.1 All-Conference Team. The MW women's gymnastics all-conference team is based on National Qualifying Scores.

9.4.1.1 First Team. Gymnasts ranked 1-3 on each apparatus (all-around, vault, bars, beam, floor), according to National Qualifying Scores, shall be named First-Team All-Mountain West.

9.4.1.2 Second Team. Gymnasts ranked 4-6 on each apparatus (all-around, vault, bars, beam, floor), according to National Qualifying Scores, shall be named Second-Team All-Mountain West.

9.4.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, Gymnast of the Year, Freshman of the Year, and Specialist of the Year on each apparatus.

Head coaches shall be the only viable coach of the year candidates. There shall not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. In the event of a tie for an "Of the Year" award, the coaches shall re-vote to determine the winner.

9.5 Meeting of Coaches. There shall be two virtual meetings of the gymnastics coaches each year. The meetings shall be in addition to the meeting that takes place at the annual coaches' convention. Attendance by each head coach at all meetings referenced in this regulation is mandatory.

Regulation 10

WOMEN'S SOCCER

10.1 General Rules. Women's soccer Conference competition shall be conducted in accordance with the rules of the NCAA and the Bylaws, the Mountain West Handbook, the Mountain West Women's Soccer Game Management Handbook and the Mountain West Women's Soccer Championship Handbook.

10.2 Format. The Conference regular-season champion shall be determined through a single round-robin schedule.

10.3 Regular-Season Team Champion. The regular-season team champion shall be the institution with the highest number of points accumulated in Conference competition (3 points for a win, 1 for a tie, 0 for a loss). In the event of a tie, there shall be co-champions.

10.4 Championship Tournament. A six-team, single-elimination Conference tournament shall be held with the tournament champion representing the Conference as its automatic representative to the NCAA Division I Women's Soccer Championship. *(Revised October 2005, December 2012, February 2014)*

10.4.1 Minimum Number of Participants. Member institutions that sponsor the sport of women's soccer shall take a minimum of 11 participants to the Conference Women's Soccer Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Women's Soccer Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Women's Soccer Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

10.4.2 Cancellation of Championship. In the event the Conference championship cannot be started or, if started, cannot be completed, the Conference regular-season champion shall represent the Conference as the automatic representative to the NCAA Division I Women's Soccer Championship. Additional information and exceptions regarding the cancellation of the Championship can be found in the Mountain West Women's Soccer Championship Handbook. *(Revised October 2001)*

10.4.3 Championship Game Ball. The official game ball for all Championship contests shall be determined by the Conference.

10.4.4 Tournament Date. The Conference championship shall be held the Sunday – Saturday immediately preceding the day of selection for the NCAA Division I Women's Soccer Championship. *(Revised December 2010, February 2013, February 2014, April 2022)*

10.4.5 Tournament Seeding. Tournament Seeding shall be determined based on the final regular-season Conference results. Teams shall be seeded according to the number of Mountain West points accumulated (3 points for a win, 1 for a tie, 0 for a loss). Additional information regarding tournament seeding can be found in the Mountain West Women's Soccer Championship Handbook.

10.4.6 Pre-Championship Meeting. A pre-championship meeting shall be held on the Saturday prior to the start of the Championship. The head coaches of all participating institutions are required to participate in the conference call. A head coach who fails to participate in the mandatory pre-championship conference call shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence from the meeting, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall participate in the conference call. *(Adopted October 2006; Revised December 2010, February 2013, February 2014, May 2017)*

10.5 Automatic Qualifier. The Conference tournament champion shall be the automatic representative to the NCAA Division I Women's Soccer Championship.

10.6 Playing Rules. All Conference soccer contests shall be conducted according to the NCAA Women's Soccer Rules except as modified by Conference regulations.

10.7 Video Exchange. The dissemination of game video and/or scouting information on member institutions to non-conference institutions is prohibited. Video, film or motion pictures shall not be taken for scouting purposes unless the team recording is one of the competing teams. Exchanging video among Conference teams shall be governed by the policies outlined in the Mountain West Women's Soccer Game Management Handbook. *(Revised October 2001, December 2007 and January 2009).*

10.7.1 Violations of Scouting Report Exchange Policy. A member institution that exchanges scouting reports in the sport of soccer with institutions outside the Conference shall be subject to the following:

a. **First Offense.** Private reprimand of the head coach and the individual who sent the video/report to the institution outside the Conference.

b. **Second Offense.** Written notice to the Conference of the second offense. A copy of the notice shall be kept in the personnel file of the individual in the office of the institution's director of athletics.

c. **Third Offense.** The Commissioner shall suspend the head coach for one contest. Such suspension shall occur immediately following receipt of notice by the Commissioner.

10.7.2 National Video Exchange. Member institutions will comply with the NCAA DI Women's Soccer National Exchange Bylaws. Every home match is to be uploaded to Wyscout by 10 a.m. local time the day after the match to adhere to the deadline outlined in the Nation Exchange Bylaws. Non-compliance may result in penalties set forth within the NCAA DI Women's Soccer National Video Exchange Bylaws.

10.8 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

10.9 Awards. The women's soccer coaches shall select recipients for Conference awards at the conclusion of the regular season. Nominees will be submitted by the coaches and distributed by the Mountain West media relations staff in conjunction with Conference-only stats at the end of the season. Should a coach

fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Awards shall be based on regular-season Conference-only performances. Coaches shall not vote for themselves or for their own student-athletes. Additional awards policies and procedures can be found in the Mountain West Women's Soccer Game Management and Championship Handbooks. *(Revised November 2014)*

10.9.1 All-Conference Team. The All-Conference team shall consist of 11 first-team student-athletes, 11 second-team student-athletes and 11 Newcomers-team student-athletes, regardless of position. There shall be a designated goalkeeper on each team. Each student-athlete shall be provided an award from the Conference. *(Revised January 2006, February 2013, December 2014, February 2016)*

10.9.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, the Offensive and Defensive Player of the Year and the Newcomer of the Year.

Only head coaches are viable coach of the year candidates. There may not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there must not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Offensive Player of the Year and/or Defensive Player of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for Newcomer of the Year, the recipient shall have been the highest-ranking freshman or first year playing in the Mountain West on any All-Conference team. *(Clarified August 2017)*

10.9.3 All-Tournament Awards. An all-tournament team shall consist of 11 student-athletes, regardless of position. In addition, a tournament Most Valuable Player shall be chosen.

The all-tournament team shall be selected by the coaches as follows: the coaches of the teams losing in the semifinals shall select two student-athletes each from their respective teams, the coach of the runner-up team shall select three student-athletes from its team and the winning coach shall select four student-athletes from its team, including a Most Valuable Player. *(Revised March 2006)*

10.10 Meeting of Coaches. There shall be an annual meeting of the soccer coaches to be held each year on a date to be determined in consultation with the administrative liaison. Any changes shall be subject to approval by the Joint Council. Attendance by each head coach is mandatory. *(Revised December 2014, January 2018, July 2021)*

Regulation 11

SOFTBALL

11.1 General Rules. Softball Conference competition shall be conducted in accordance with the rules of the NCAA, the Mountain West Handbook and the Mountain West Softball Game Management Handbook.

11.2 Format. The Conference regular-season champion shall be determined through a single round-robin schedule. *(Revised December 2010)*

11.3 Regular-Season Champion. The regular-season champion shall be the institution with the highest regular-season winning percentage in Conference competition. In the event of a tie, there shall be co-champions. *(Revised June 2008)*

11.4 Championship Tournament. A six-team, single into double elimination Conference tournament shall be held with the tournament champion representing the Conference as its automatic representative to the NCAA Division I Softball Championship. (Revised June 2022)

11.4.1 Minimum Number of Participants. Member institutions that sponsor the sport of softball shall take a minimum of nine (9) participants to the Conference Softball Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Softball Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Softball Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

11.4.2 Cancellation of Championship. In the event the Conference championship cannot be started or, if started, cannot be completed, the Conference regular-season champion shall represent the Conference as the automatic representative to the NCAA Division I Softball Championship. Additional information and exceptions regarding the cancellation of the Championship can be found in the Mountain West Softball Championship Handbook. (Revised October 2001)

11.4.3 Championship Game Ball. The official game ball for all Championship contests shall be determined by the Conference.

11.4.4 Tournament Date. The Conference championship shall be held the Thursday – Saturday immediately preceding the day of selection for the NCAA Division I Softball Championship. (Revised December 2010, February 2013, February 2014, April 2022)

11.4.5 Tournament Seeding. Tournament Seeding shall be determined based on the final regular-season Conference results. Teams shall be seeded according to regular season winning percentage. Additional information regarding tournament seeding can be found in the Mountain West Softball Championship Handbook.

11.4.6 Pre-Championship Meeting. A pre-championship meeting shall be held prior to the start of the Championship. The head coaches of all participating institutions are required to participate in the

meeting. A head coach who fails to participate in the mandatory pre-championship meeting shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence from the meeting, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall participate in the conference call. (Adopted October 2006; Revised December 2010, February 2013, February 2014, May 2017)

11.5 Automatic Qualifier. The Conference tournament champion shall be the automatic representative to the NCAA Division I Softball Championship.

11.6 Playing Rules. All Conference softball contests shall be conducted according to NCAA Softball Rules, including rules adopted for NCAA tournament competition, except as modified by Conference regulations.

11.7 Scouting of Opponents. Scouting of a Conference opponent is prohibited. Coaches and/or administrators may attend contests versus a Conference opponent that involves a member of the coach's or administrator's immediate family provided no scouting activities take place. *(Revised July 2002, June 2008)*

11.8 Video/Scouting Report Exchange. A coach shall not send film, video or give a written or verbal scouting report on a Conference team to any institution outside the Conference.

11.8.1 Violations of Video/Scouting Report Exchange Policy. A member institution that exchanges video or scouting reports in the sport of softball with institutions outside the Conference shall be subject to the following:

a. **First Offense.** Private reprimand of the head coach and the individual who sent the video/report to the institution outside the Conference.

b. **Second Offense.** Written notice to the Conference of the second offense. A copy of the notice shall be kept in the personnel file of the individual in the office of the institution's director of athletics.

c. **Third Offense.** The Commissioner shall suspend the head coach for one contest. Such suspension shall occur immediately following receipt of notice by the Commissioner.

11.8 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

11.9 Time Between Contests. The time between contests of a doubleheader shall be a minimum of 15 minutes and a maximum of 30 minutes. The host institution shall inform the umpires as to the time between contests.

11.10 Awards. The softball coaches shall select recipients for each Conference award. Coaches shall not vote for themselves or for their own student-athletes for any of the awards. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Policies and procedures governing awards selection are outlined in the Mountain West Softball Game Management Handbook.

11.10.1 All-Conference Team. The All-Conference team shall consist of 30 student-athletes (15 first-team and 15 second-team members). Each student-athlete shall be provided an award from the Conference. *(Revised July 2013)*

11.10.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, Player of the Year, Pitcher of the Year, Defensive Player of the Year and Freshman of the Year. *(Revised July 2013)*

Only head coaches are viable coach of the year candidates. There may not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there must not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Player of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for Freshman of the Year, the recipient shall have been the highest-ranking freshman on any All-Conference team. *(Clarified August 2017)*

11.10.3 All-Tournament Awards. An 11-person all-tournament (nine players, one designated player, and a Tournament Most Valuable Player) shall be selected.

The all-tournament team shall be selected by the coaches as follows: the coaches of the teams losing in game 6 and 7 shall select two student-athletes each from their respective teams, the coach of the runner-up team shall select three student-athletes from their team and the winning coach shall select four student-athletes from its team, including a designated player and Most Valuable Player.

11.11 Meeting of Coaches. There shall be an annual meeting of the softball coaches to be held each year on a date to be determined in consultation with the administrative liaison. Any changes shall be subject to approval by the Joint Council. Attendance by each head coach is mandatory. *(Revised April 2006, July 2021)*

Regulation 12

WOMEN'S SWIMMING AND DIVING

12.1 General Rules. Women's swimming and diving Conference competition shall be conducted in accordance with the rules of the NCAA, the Mountain West Handbook and the Mountain West Women's Swimming and Diving Championship Handbook.

12.2 Championship Meet. The team Conference champion and individual event champions in women's swimming and diving shall be determined at a Conference championship meet. *(Revised December 2010)*

12.2.1 Minimum Number of Participants. Member institutions that sponsor the sport of women's swimming and diving shall take a minimum of 11 participants to the Conference Women's Swimming and Diving Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Women's Swimming and Diving Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Women's Swimming and Diving Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner. *(Revised December 2010)*

12.3 Conference Swimming and Diving Championship Policies.

12.3.1 Date and Site. The Conference championship shall be held a minimum of four weeks prior to the NCAA Division I Women's Swimming and Diving Championship during dates that do not conflict with the WAC Men's Swimming & Diving Championships. It is recommended that the Conference championship be conducted only in indoor facilities that provide adequate length and width as well as adequate competition areas for all events in both swimming and diving. Additionally, it is recommended that the facility have locker rooms as well as spectator facilities. *(Revised October 2001, October 2006; November 2018, October 2023)*

12.3.2 Pre-Championship Meeting. A pre-championship meeting shall be held the day prior to the start of the Championship. The head coaches of all participating institutions shall attend the meeting. A head coach who fails to attend the mandatory pre-championship meeting shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence at the meeting, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall attend the meeting. *(Adopted October 2006; Revised May 2017)*

12.4 Site Responsibilities. The Conference office, in conjunction with the Championship site, shall notify the participating institutions of the time schedule for the meet, giving details on the meet and related information regarding hotel headquarters and the coaches' meeting. This shall be done at least one month in advance of the Championship.

12.5 Playing Rules. The Conference Women's Swimming and Diving Championship shall be conducted according to the NCAA Division I Women's Swimming and Diving Rules except as modified by Conference regulations. *(Revised December 2010)*

12.6 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

12.6.1 Additional Student-Athletes at Swimming Championships. Student-athletes who are not a part of the championship squad shall not travel to the site of the Conference championship at their own expense to compete in time trials to qualify for the NCAA championships. Participation in the Conference championship by student-athletes who are not a part of the institution's championship squad is prohibited.

12.7 Awards. The Conference women's swimming and diving coaches shall select recipients for all women's swimming and diving awards. Coaches shall not vote for themselves or for any of their student-athletes. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Co-awards for the individual awards are permitted, but there shall not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients. Additional information regarding awards policies and procedures can be found in the Mountain West Women's Swimming and Diving Championship Handbook. *(Revised December 2010)*

12.7.1 Coach of the Year. The Swimming Coach of the Year and the Diving Coach of the Year shall be voted upon during the week following the NCAA championships. *(Revised April 2016; Clarified August 2017)*

Only head coaches are viable coach of the year candidates. There shall not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers.

12.7.2 Outstanding Performer of the Meet. The Outstanding Swimmer, Diver and Freshman of the Meet shall be awarded at the conclusion of the Mountain West Women's Swimming and Diving Championships. *(Revised April 2016; Clarified August 2017)*

12.7.3 Individual Awards. The Swimmer of the Year and Diver of the Year shall be voted upon during the week following the NCAA championships. The Senior Recognition Award shall be based on performance during the entire academic year and will be presented at the conclusion of the Mountain West Women's Swimming and Diving Championship. Additional information regarding awards policies and procedures can be found in the Mountain West Women's Swimming and Diving Championship Handbook. *(Revised October 2001, December 2010, October 2013, April 2016; Clarified August 2017)*

12.7.4 All-Conference Team – Individual. The All-Conference team shall consist of the top eight finishers in each event. *(Revised April 2005)*

12.7.5 All-Conference Team – Relays. The All-Conference team shall consist of the top three finishers in each relay. *(Revised April 2005)*

12.8 Meeting of Coaches. There shall be an annual meeting of the women's swimming and diving coaches to be held each year on a date to be determined in consultation with the administrative liaison. Attendance by each head coach is mandatory. *(Revised December 2010, May 2017, July 2021)*

Regulation 13

MEN'S TENNIS

13.1 General Rules. Men's tennis Conference competition shall be conducted in accordance with the rules of the NCAA, Intercollegiate Tennis Association, the Mountain West Handbook, the Mountain West Men's Tennis Game Management Handbook and the Mountain West Men's Tennis Championship Handbook.

13.2 Format. The Conference regular-season champion shall be determined through a single round-robin schedule. *(Revised February 2013)*

13.3 Championship Tournament. A Conference tournament shall be held to determine the automatic representative to the NCAA Division I Men's Tennis Championship.

13.3.1 Regular-Season Tiebreaker. Conference tournament seeding shall be based on regular-season winning percentage in Conference competition. Additional information regarding tie-breaking procedures can be found in the Mountain West Men's Tennis Championship Handbook.

13.3.2 Championship Tournament Dates. The men's tennis championship shall be conducted the Wednesday – Friday, two weeks prior to the start of NCAA postseason competition. (Revised December 2010, August 2013, May 2018, September 2023)

13.3.3 Automatic Qualification. The winner of the Conference tournament champion shall be the Conference's automatic representative to the NCAA Division I Men's Tennis Championship.

13.3.4 Cancellation of Championship. In the event the Conference championship cannot be completed, the Conference regular-season champion shall be the Conference's automatic representative to the NCAA Division I Men's Tennis Championship. Additional information and exceptions regarding the cancellation of the Championship can be found in the Mountain West Men's Tennis Championship Handbook. *(Revised April 2004, July 2013)*

13.3.5 Minimum Number of Participants. Member institutions that sponsor the sport of men's tennis shall take a minimum of five participants to the Conference Men's Tennis Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Men's Tennis Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Men's Tennis Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

13.3.6 Championship Game Ball. The official game ball for all Championship contests shall be determined by the Conference.

13.3.7 Pre-Championship Meeting. A pre-championship conference call shall be held prior to the start of the Championship. The head coaches of all participating institutions are required to participate in the conference call. A head coach who fails to participate in the mandatory pre-

championship conference call shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence from the conference call, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall participate in the conference call. *(Adopted October 2006; Revised May 2017)*

13.4 Playing Rules. All Conference men's tennis contests shall be conducted according to the rules of the NCAA and ITA except as modified by Conference regulations.

13.5 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

13.6 Awards. The Conference men's tennis coaches shall select recipients for all men's tennis awards. Coaches shall not vote for themselves or any of their student-athletes for any of the awards. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Additional information regarding awards policies and procedures can be found in the Mountain West Men's Tennis Championship Handbook.

13.6.1 All-Conference Team. The All-Conference team shall consist of 12 singles student-athletes and six doubles teams selected based on Conference and non-conference results. *(Revised May 2005)*

13.6.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, Player of the Year, and the Freshman of the Year.

Only head coaches are viable coach of the year candidates. There may not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there must not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Player of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for Freshman of the Year, the recipient shall have been the highest-ranking freshman on any All-Conference team. *(Clarified August 2017)*

13.6.3 All-Tournament Team. The all-tournament team shall consist of 6 singles players and three doubles teams. A tournament MVP shall be selected from among the all-tournament team members. (Revised September 2023)

13.7 Meeting of the Coaches. There shall be an annual conference call of the men's tennis coaches to be held each year on a date to be determined in consultation with the administrative liaison. Any changes shall be subject to approval by the Joint Council. Participation by each head coach is mandatory. *(Revised July 2006, July 2008, July 2012, July 2021)*

Regulation 14

WOMEN'S TENNIS

14.1 General Rules. Women's tennis Conference competition shall be conducted in accordance with the rules of the NCAA, Intercollegiate Tennis Association, the Mountain West Handbook, the Mountain West Women's Tennis Game Management Handbook and the Mountain West Women's Tennis Championship Handbook.

14.2 Format. The Conference regular-season champion shall be determined through a single round-robin pod schedule. *(Revised July 2015, November 2018)*

14.3 Championship Tournament. A Conference tournament shall be held to determine the automatic representative to the NCAA Division I Women's Tennis Championship.

14.3.1 Championship Tournament Seeding. Conference tournament seeding shall be based on Conference winning percentage. Additional information regarding seeding can be found in the Mountain West Women's Tennis Championship Handbook. *(Revised February 2014, July 2014, November 2019)*

14.3.2 Championship Tournament Dates. The women's tennis championship shall be conducted the Wednesday – Saturday, two weeks prior to the start of NCAA postseason competition. *(Revised December 2010, August 2013, November 2018, September 2023*

14.3.3 Automatic Qualification. The Conference tournament champion shall be the Conference's automatic representative to the NCAA Division I Women's Tennis Tournament.

14.3.4 Cancellation of Championship. In the event the Conference championship cannot be completed, the number one seeded team at the Conference championship shall be the Conference's automatic representative to the NCAA Women's Tennis tournament. Additional information and exceptions regarding the cancellation of the Championship can be found in the Mountain West Women's Tennis Championship Handbook. *(Revised April 2004, July 2013)*

14.3.5 Minimum Number of Participants. Member institutions that sponsor the sport of women's tennis shall take a minimum of five participants to the Conference Women's Tennis Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Women's Tennis Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Women's Tennis Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

14.3.6 Championship Game Ball. The official game ball for all Championship contests shall be determined by the Conference.

14.3.7 Pre-Championship Meeting. A pre-championship conference call shall be held prior to the start of the Championship. The head coaches of all participating institutions are required to participate in the conference call. A head coach who fails to participate in the mandatory pre-championship conference call shall have written notification sent to their director of athletics and institutional sport administrator. If a head coach provides the Conference office advanced notification of their absence from the conference call, the Commissioner (or designee) may approve of a substitute. Conference office staff and an institutional representative also shall participate in the conference call. *(Adopted October 2006; Revised May 2017)*

14.4 Playing Rules. All Conference women's tennis contests shall be conducted according to the rules of the NCAA and ITA except as modified by Conference regulations.

14.5 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

14.6 Awards. The Conference women's tennis coaches shall select recipients for all women's tennis awards. Coaches shall not vote for themselves or any of their student-athletes for any of the awards. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Additional information regarding awards policies and procedures can be found in the Mountain West Women's Tennis Championship Handbook.

14.6.1 All-Conference Team. The All-Conference team shall consist of 16 singles student-athletes and eight doubles teams selected based on Conference and nonconference results. *(Revised May 2005, June 2007, June 2013)*

14.6.2 Individual Awards. Individual awards shall be provided to the Coach of the Year, Player of the Year and Freshman of the Year. *(Revised May 2004)*

Only head coaches are viable coach of the year candidates. There may not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there must not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Player of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for Freshman of the Year, the recipient shall have been the highest-ranking freshman on any All-Conference team. *(Clarified August 2017)*

14.6.3 All-Tournament Team. The all-tournament team shall consist of 6 singles players and three doubles teams. A tournament MVP shall be selected from among the all-tournament team members. *(Revised September 2023)*

14.7 Meeting of the Coaches. There shall be an annual meeting of the women's tennis coaches to be held each year on a date to be determined in consultation with the administrative liaison. Any changes shall be subject to approval by the Joint Council. Participation by each head coach is mandatory. *(Revised July 2006, July 2008, July 2012, July 2014, July 2021)*

Regulation 15

MEN'S AND WOMEN'S TRACK AND FIELD

15.1 General Rules. Conference track and field competition shall be conducted in accordance with the rules of the NCAA, the Mountain West Handbook, the Mountain West Indoor Track and Field Championships Handbook and the Mountain West Outdoor Track and Field Championships Handbook.

15.2 Conference Schedule. There shall be no required regular-season Conference schedule in the sports of men's and women's track and field.

15.3 Championship Determination. The team and individual Conference champion in men's and women's track and field shall be determined at a Conference championship meet. Indoor track and field and outdoor track and field shall be considered separate sports and a Conference championship shall be held in each sport.

15.4 Conference Championship.

15.4.1 Date and Site.

15.4.1.1 Indoor. The Conference Indoor Track and Field Championships shall be conducted the Thursday – Saturday two weeks prior to the start of NCAA postseason competition. Additional information regarding hosting requirements can be found in the Men's and Women's Indoor Track and Field Championships Hosting Guidelines.

15.4.1.2 Outdoor. The Conference Outdoor Track and Field Championships shall be conducted the Thursday – Saturday two weeks prior to the start of NCAA postseason competition. Additional information regarding hosting requirements can be found in the Men's and Women's Outdoor Track and Field Championships Hosting Guidelines. (Revised September 2023)

15.4.2 Minimum Number of Participants.

15.4.2.1 Indoor. Member institutions that sponsor the sport of indoor track and field shall take a minimum of 14 participants to the Conference Indoor Track and Field Championships. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championships site. The Conference office shall determine the cost of traveling to the Championships site. If failure of the member institution to bring the minimum number of participants to the Conference Indoor Track and Field Championships results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Indoor Track and Field Championships does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

15.4.2.2 Outdoor. Member institutions that sponsor the sport of outdoor track and field shall take a minimum of 14 participants to the Conference Outdoor Track and Field Championships.

Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championships site. The Conference office shall determine the cost of traveling to the Championships site. If failure of the member institution to bring the minimum number of participants to the Conference Outdoor Track and Field Championships results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Outdoor Track and Field Championships does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

15.4.3 Pre-Championship Meeting. A mandatory pre-championship meeting shall be conducted on Thursday two hours prior to the start of combined events in indoor and the evening prior to the start day of combined events in outdoor track. Each institution shall have at least one representative participate in the meeting. Should an institution fail to participate in the mandatory pre-championship meeting, the head coach shall have written notification sent to their director of athletics and institutional sport administrator. Conference office staff and an institutional representative shall also participate in the meeting. *(Adopted October 2006; Revised February 2008, April 2009, January 2012, September 2015, May 2017, September 2023)*

15.5 Playing Rules. The Conference championships shall be conducted according to the NCAA Men's and Women's Track & Field/Cross Country Rules except as modified by Conference regulations.

15.6 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

15.7 Awards.

15.7.1 Coach of the Year. The Coach of the Year shall be voted on by the coaches at the conclusion of the Championships. A coach shall not vote for himself or herself. Only head coaches are viable coach of the year candidates. There may not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. *(Clarified August 2017*)

15.7.2 Outstanding Performer of the Indoor or Outdoor Track and Field Championships. The Outstanding Performer of the Indoor or Outdoor Track and Field Championships shall be voted on by the coaches at the conclusion of the Championships. In the event of a tie, the coaches shall re-vote between the two (or more) highest vote receivers. *(Revised February 2013, November 2019, July 2021)*

15.7.3 Student-Athlete of the Year. The Student-Athlete of the Year shall be selected by Mountain West track and field coaches. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Co-awards for the individual student-athlete awards are permitted, but there shall not be more than two. In the event of a three-way tie for an "Of the Year" award, coaches shall re-vote between the three to get to one or two recipients. Additional information regarding awards policies and procedures can be found in the applicable Mountain West Indoor Track and Field Championships Handbook or Mountain West Outdoor Track and Field Championships Handbook. *(Revised December 2004, January 2007; Clarified August 2017)*

15.7.4 All-Conference Team. The All-Conference team shall consist of the top three finishers in each event.

15.7.5 All-Conference Team – Relays. The All-Conference team shall consist of the top three finishers in each relay.

15.8 Meeting of Coaches. There shall be an annual meeting of the men's and women's track and field coaches to be held each year on a date to be determined in consultation with the administrative liaison. Any changes shall be subject to approval by the Joint Council. Attendance by each head coach is mandatory. *(Revised July 2006, July 2012, November 2014, July 2021)*

Regulation 16

WOMEN'S VOLLEYBALL

16.1 General Rules. Women's volleyball Conference competition shall be conducted in accordance with the rules of the NCAA, the Mountain West Handbook and the Mountain West Women's Volleyball Game Management Handbook.

16.2 Format. The Conference regular-season champion shall be determined through a modified double round-robin schedule.

16.3 Regular-Season Champion. The regular-season champion shall be the institution with the highest regular-season winning percentage in Conference competition. In the event of a tie, there will be co-champions.

16.4 Championship Tournament. A six-team single elimination Conference tournament shall be conducted to determine the automatic representative to the NCAA Division I Women's Volleyball Championship. *(Revised March 2007, July 2021)*

> **16.4.1 Minimum Number of Participants.** Member institutions that sponsor the sport of women's volleyball shall take a minimum of six participants to the Conference Women's Volleyball Championship. Institutions that do not meet the minimum number of participants requirement shall be assessed a fine of $5,000 plus the costs associated with the team traveling to the Championship site. The Conference office shall determine the cost of traveling to the Championship site. If failure of the member institution to bring the minimum number of participants to the Conference Women's Volleyball Championship results in a loss to the host institution, the fine shall be used to cover the expenses incurred by the host institution. If failure to bring the minimum number of participants to the Conference Women's Volleyball Championship does not result in a loss to the host institution, the fine shall be included in the Conference championships budget. Waivers of the minimum number of participants rule may be granted by the Commissioner.

16.5 Automatic Qualifier. The Conference tournament champion shall be the automatic representative to the NCAA Division I Women's Volleyball Championship. Other Conference teams may accept invitations to participate in postseason tournaments only when conducted or approved by the NCAA. *(Revised March 2007, July 2021)*

16.6 Cancellation of Championship. In the event the Conference championship cannot be started or, if started, cannot be completed, the Conference regular season champion shall represent the Conference as the automatic bid representative to the NCAA Division I Women's Volleyball Championship. In the event two or more teams tied for the regular-season championship, Tournament Seeding will be used to determine the Conference's automatic bid representative to the NCAA Division I Women's Volleyball Championship. *(Revised July 2021)*

16.7 Tournament Seeding. Tournament Seeding shall be based on regular season winning percentage in Conference competition. Additional information regarding seeding policies can be found in the Mountain West Women's Volleyball Game Management Handbook and the Mountain West Women's Volleyball Championship Handbook.

16.8 Playing Rules. All Conference volleyball contests shall be conducted according to NCAA Women's Volleyball Rules except as modified by Conference regulations.

16.9 Scheduling. To continue to improve institutional and conference RPI, each team shall schedule and play no non-Division I opponents and no more than two provisional or reclassifying Division I opponents per year.

16.9.1 Penalty – Exceeding Maximum Number of Non-Conference Opponents. The institution shall be assessed a penalty of $50,000 per occurrence if a team schedules and plays in a given year: (1) any non-Division I opponents, and/or (2) more than two provisional or reclassifying Division I opponents per year. *(Revised October 2004, August 2004)*

16.10 Complimentary Admissions. Twenty-four complimentary tickets shall be provided for the visiting team. The official party size entering without tickets shall be 18 individuals.

16.10.1 Ticket Distribution. Complimentary tickets shall be distributed according to the policies of the host institution's ticket office. These policies must be included in the event management information.

16.11 Competition Roster. Regulations for competition rosters are set forth in Regulation 1.14.

16.12 Video/Scouting Report Exchange. The dissemination of game video and/or scouting information on member institutions to non-conference institutions is prohibited. Only representatives of the competing teams may record the contest. Exchanging video among Conference teams shall be governed by the policies outlined in the Mountain West Women's Volleyball Game Management Handbook.

16.12.1 Violations of Video/Scouting Report Exchange Policy. A member institution that exchanges video or scouting reports in the sport of volleyball with institutions outside the Conference shall be subject to the following:

a. **First Offense.** Private reprimand of the head coach and the individual who sent the video/report to the institution outside the Conference.

b. **Second Offense.** Written notice from the Conference of the second offense. A copy of the notice shall be kept in the personnel file of the individual in the office of the institution's director of athletics.

c. **Third Offense.** The Commissioner shall suspend the head coach for one contest. Such suspension shall occur immediately following receipt of notice by the Commissioner.

16.13 Awards. The Conference volleyball coaches shall select recipients for all awards. Coaches shall not vote for themselves or for their own student-athletes. Should a coach fail to complete the entire ballot, the student-athletes from that team shall not be eligible to receive an award. Additional information regarding awards policies and procedures can be found in the Mountain West Women's Volleyball Game Management Handbook. *(Revised February 2016)*

16.13.1 All-Conference Team. The All-Conference Team shall consist of 18 student-athletes. Each student-athlete shall receive an award from the Conference. *(Revised February 2007, April 2014)*

16.13.2 All-Conference Honorable Mention. Up to six student-athletes may receive All-Conference Honorable Mention recognition. *(Revised April 2014)*

16.13.3 Individual Awards. Individual awards shall be provided to the Coach of the Year, Player of the Year, Newcomer of the Year and Freshman of the Year.

Head coaches shall be the only viable coach of the year candidates. There may not be a tie for Mountain West Coach of the Year. In the event of a tie, coaches shall re-vote between the two (or more) highest vote receivers. Co-awards for the individual student-athlete awards are permitted, but there must not be more than two. In the event of a three-way tie for an "Of the Year" award, the coaches shall re-vote amongst the three to get to one or two recipients.

To be considered for the Player of the Year, the recipient shall have been a first-team All-Conference selection. To be considered for Freshman and/or Newcomer of the Year, the recipient shall have been the highest-ranking freshman and/or newcomer on any All-Conference team. *(Revised January 2010; Clarified August 2017)*

16.13.4 All-Tournament Team. The all-tournament team shall consist of 8 players. A tournament MVP shall be selected from among the 8 all-tournament team members. *(April 2022)*

16.11 Meetings of Coaches. There shall be an annual meeting of the women's volleyball coaches to be held each year on a date to be determined in consultation with the administrative liaison. Any changes shall be subject to approval by the Joint Council. Attendance by each head coach is mandatory (*Revised November 2018*).

APPENDICES

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APPENDIX A

Chair of the Board of Directors

The President of a Mountain West (MW) institution shall serve as the chair of the Board of Directors and Board of Directors Executive Committee each academic year and shall rotate as listed below. A president new to the MW shall not serve as chair of the Board of Directors until his or her respective institution has been a member of the MW for at least one academic year. A newly appointed president shall not serve as chair of the Board of Directors until at least one academic year has passed since the beginning of his or her tenure. If the new president's tenure begins during a year in which the former president was scheduled to rotate onto the Board of Directors Executive Committee (and ultimately into the Board of Directors chair position), the Board of Directors shall adjust the rotation accordingly to allow the new president sufficient time to acclimate. In the event the current chair is unable to complete his or her term as chair, the incoming chair shall move into the chair position and the remainder of the rotation shall be moved upward for that academic year. At the conclusion of that academic year, the Board of Directors shall review the Board of Directors Executive Committee composition and the chair position to determine the Board of Directors Executive Committee and chair rotation for the next and subsequent academic years.

2024-2026:	UNLV
2026-2028:	Wyoming
2028-2030:	Air Force
2030-2032:	Colorado State
2032-2034:	Nevada
2034-2036:	Boise State
2036-2038:	San Diego State
2038-2039:	Fresno State
2039-2040:	Utah State
2040-2042:	San José State
2042-2044	New Mexico

Committee terms shall be a minimum of two years.

Effective July 1, 2024, the composition of MW Board of Directors committees is as follows:

Executive Committee
Keith Whitfield – Chair
Marlene Tromp – NCAA Board Representative
Edward Seidel – Incoming Chair
Garnett Stokes – Immediate Past Chair

Legal and Finance Committee
Amy Parsons
Elizabeth Cantwell
David Lassner
Adela de la Torre

Strategic Vision Committee
Cynthia Teniente-Matson
Tony Bauernfeind
Brian Sandoval
Saúl Jiménez-Sandoval

APPENDIX B

Joint Council Executive Committee Rotation

2024-25	FAR – Boise State AD – Wyoming SWA – Nevada
2025-26	FAR – Nevada AD – Air Force SWA – San José State
2026-27	FAR – San José State AD – Boise State SWA – Fresno State
2027-28	FAR – Utah State AD – Colorado State SWA – Boise Sate
2028-29	FAR – UNLV AD – Fresno State SWA – San Diego State
2029-30	FAR – Wyoming AD – New Mexico SWA – Utah State
2030-31	FAR – San Diego State AD – Nevada SWA – Air Force
2031-32	FAR – Air Force AD – Utah State SWA – Wyoming
2032-33	FAR – New Mexico AD – San Diego State SWA – Colorado State

APPENDIX C

Committees

Joint Council Executive Committee	**(Rule 1.3.7.1)**	**Institution**
FAR	Roger Munger (Chair)	BSU
AD	Tom Burman	WYO
SWA	Casey Stangel	NEV

Conference Liaisons – ~~Bret Gilliland~~/Julie Owen

Directors of Athletics Competition Committee	**(Rule 1.3.7.3.5)**	**Institution**

Not Currently Active

Conference Liaison – Bret Gilliland

Directors of Athletics Media Rights Committee	**(Rule 1.3.7.3.6)**	**Institution**

Not Currently Active

Conference Liaison – Bret Gilliland

Recognition Committee	**(Rule 1.3.7.6)**	**Institution**
Jeff Konya		SJSU
Carrie Coll		FS
TBD		USU
Roger Munger		BSU
Erick Harper		UNLV
Taylor Stuemky		WYO
Kyle Saunders		CSU

Conference Liaison – Chris Brown

Student-Athlete Advisory Committee	**(Rule 1.3.7.7)**	**Institution**
Alexis Odom		AFA
Milahnie Perry		
Annie Buffolino		BSU
Maggie Shirazi		

Giles Pooler Elijah Scott*	CSU
Ella Rud Garrett Otrinski	FS
Hannah Hartley (NCAA Division I SAAC Representative) Jasmine Harris	NEV
Georgi Samaha Sophia Zamarripa	UNM
Bright Thongsom Hannah Waller	SDSU
Kayla Fortenberry TBD	SJSU
Pilar Cohen Erica Collins	UNLV
Kaylee Erickson Joshua Hartvigsen	USU
Allyson Fertig Hannah Giles	WYO
Paul Mitchell (Mountain West Joint Council Liaison)	NEV

*MW SAAC Chair
^MW SAAC Vice-Chair

Conference Liaison – Andrew Simms/Jessica FitzWilliam

APPENDIX D

Recognition Committee Rotation

	2024-25	
UNLV AD	WYO SWA	CSU FAR
BSU AD	NEV SWA	UNM FAR
	2025-26	
BSU AD	NEV SWA	UNM FAR
USU AD	AFA SWA	FS FAR
	2026-27	
USU AD	AFA SWA	FS FAR
CSU AD	UNM SWA	SDSU FAR
	2027-28	
CSU AD	UNM SWA	SDSU FAR
WYO AD	BSU SWA	NEV FAR
	2028-29	
WYO AD	BSU SWA	NEV FAR
FS AD	SDSU SWA	SJSU FAR
	2029-30	
FS AD	SDSU SWA	SJSU FAR
AFA AD	CSU SWA	UNLV FAR
	2030-31	
AFA AD	CSU SWA	UNLV FAR
NEV AD	SJSU SWA	USU FAR
	2031-32	
NEV AD	SJSU SWA	USU FAR
UNM AD	UNLV SWA	WYO FAR

APPENDIX E

Sport Committees

Baseball	**Institution**
Mike Kazlausky	Air Force
Ryan Overland	Fresno State
Jake McKinley	Nevada
Tod Brown	New Mexico
Shaun Cole	San Diego State
Brad Sanfilippo	San José State
Stan Stolte	UNLV
Nathan Choate	Washington State
Conference Liaison – Sean Harris	
Joint Council Administrator – Jenny Bramer	

Men's Basketball	**Institution**
Joe Scott	Air Force
Leon Rice	Boise State
Niko Medved	Colorado State
Vance Walberg	Fresno State
Steve Alford	Nevada
Richard Pitino	New Mexico
Brian Dutcher	San Diego State
Tim Miles	San José State
Kevin Kruger	UNLV
Danny Sprinkle	Utah State
Jeff Linder	Wyoming
Conference Liaison – Niko Roberts	
Joint Council Administrator – John David Wicker	

Women's Basketball	**Institution**
Stacy McIntyre	Air Force
Gordy Presnell	Boise State
Ryun Williams	Colorado State
Jaime White	Fresno State
Amanda Levens	Nevada
Mike Bradbury	New Mexico
Stacie Terry-Hutson	San Diego State
April Phillips	San José State
Lindy La Rocque	UNLV
Kayla Ard	Utah State
Heather Ezell	Wyoming
Conference Liaison – Julie Owen	
Joint Council Administrator – Stephanie Rempe	

Football	**Institution**
Troy Calhoun	Air Force
Spencer Danielson	Boise State

Jay Norvell	Colorado State
Tim Skipper	Fresno State
Timmy Chang	Hawaii
Jeff Choate	Nevada
Bronco Mendenhall	New Mexico
Sean Lewis	San Diego State
Ken Niumatalolo	San José State
Barry Odom	UNLV
Nate Dreiling	Utah State
Jay Sawvel	Wyoming

Conference Liaison – John Sullivan
Joint Council Administrator – Tom Burman

Men's Golf	**Institution**
Tyler Goulding	Air Force
David Trainor	Boise State
Luke Vivolo	Colorado State
Chad Spencer	Fresno State
Trake Carpenter	Nevada
Jake Harrington	New Mexico
Ryan Donovan	San Diego State
John Kennaday	San José State
Jean-Paul Hebert	UNLV
Dean Johansen	Utah State
Joseph Jensen	Wyoming

Conference Liaison – Sean Harris
Joint Council Administrator – Laura Alexander

Women's Golf	**Institution**
Kailin Downs	Boise State
Laura Cilek	Colorado State
Lisa Ferrero	Fresno State
Kathleen Takaishi	Nevada
Jill Trujillo	New Mexico
Lauren Dobashi	San Diego State
Dana Dormann	San José State
Amy Bush-Herzer	UNLV
Josey Stender	Wyoming

Conference Liaison – Sean Harris
Joint Council Administrator – Amy Beggin

Women's Gymnastics	**Institution**
Jennifer Green	Air Force
Tina Bird	Boise State
Joanne Bowers	San José State
Kristin White	Utah State

Conference Liaison – Macy Gilliland
Joint Council Administrator – Jennifer Block/Christina Van Tol

Women's Soccer	**Institution**
Laura Busby	Air Force
Jim Thomas	Boise State
Keri Sanchez	Colorado College
Keeley Hagen	Colorado State
Brian Zwaschka	Fresno State
Vanessa Valentine	Nevada
Heather Dyche	New Mexico
Mike Friesen	San Diego State
Tina Estrada	San José State
Jenny Ruiz Williams	UNLV
Manny Martins	Utah State
Josh Purdum	Wyoming

Conference Liaison – Macy Gilliland
Joint Council Administrator – Jen Block

Softball	**Institution**
Justin Shults	Boise State
Jen Fisher	Colorado State
Stacy May-Johnson	Fresno State
Victoria Hayward	Nevada
Nicole Dickson	New Mexico
Stacey Nuveman Deniz	San Diego State
Tammy Lohmann	San José State
Kristie Fox	UNLV
Todd Judge	Utah State

Conference Liaison – Macy Gilliland
Joint Council Administrator – Shalini Shanker

Women's Swimming and Diving	**Institution**
Colleen Murphy	Air Force
Chris Woodard	Colorado State
Jeanne Fleck	Fresno State
Brendon Bray	Nevada
Naya Higashijima	New Mexico
Mike Shrader	San Diego State
Sage Hopkins	San José State
Ben Loorz	UNLV
Russell Whitaker	Washington State
Dave Denniston	Wyoming

Conference Liaison – Macy Gilliland
Joint Council Administrator – Laura Alexander

Men's Tennis	**Institution**
Evan Urbina	Air Force
Luke Shields	Boise State
Sylvain Malroux	Nevada
Rob Bareford	New Mexico

Gene Carswell	San Diego State
Andy Jackson	UNLV
Aaron Paajanen	Utah State

Conference Liaison – Lance Pedersen
Joint Council Administrator – Casey Stangel

Women's Tennis	**Institution**
Taylor Hollander	Air Force
Beck Roghaar	Boise State
Mai-Ly Tran	Colorado State
Denise Dy	Fresno State
Guillaume Tonelli	Nevada
Vicky Maes	New Mexico
Peter Mattera	San Diego State
Chad Skorupka	San José State
Kevin Cory	UNLV
Veronika Golanova	Utah State
Dean Clower	Wyoming

Conference Liaison – Lance Pedersen
Joint Council Administrator – Christina Van Tol

Men's and Women's Track and Field/Cross Country	**Institution**
Ryan Cole (T&F/CC)	Air Force
Pat McCurry (T&F/CC)	Boise State
Brian Bedard (T&F)	Colorado State
Kelly Hart (CC)	Colorado State
Jason Drake (T&F/CC)	Fresno State
Shantel Twiggs (T&F)	Nevada
Kirk Elias (CC)	Nevada
Darren Gauson (T&F/CC)	New Mexico
Shelia Burrell (T&F/CC)	San Diego State
Charles Ryan (T&F)	San José State
Charmaine Darden (CC)	San José State
Carmelita Jeter (T&F/CC)	UNLV
Artie Gulden (T&F/CC)	Utah State
Bryan Berryhill (T&F)	Wyoming
Scott Dahlberg (CC)	Wyoming

Conference Liaison – Sean Harris (T&F) Lance Pedersen (CC)
Joint Council Administrator – Mallory Poole/Taylor Stuemky

Volleyball	**Institution**
Macey Donathan	Air Force
Shawn Garus	Boise State
Emily Kohan	Colorado State
Leisa Rosen	Fresno State
Shannon Wyckoff-McNeal	Nevada
Jon Newman-Gonchar	New Mexico
Brent Hilliard	San Diego State
Todd Kress	San José State

Malia Shoji	UNLV
Rob Neilson	Utah State
Kaylee Prigge	Wyoming

Conference Liaison – Sean Harris
Joint Council Administrator – Carrie Coll

APPENDIX F

National Letter of Intent Signing Dates for Division I Student-Athletes Signing 2024-25 and Enrolling 2025-26

Sport(s)	Initial Signing Date	Final Signing Date
Division I Basketball (Early Period)	November 13, 2024	November 20, 2024
Division I Basketball (Regular Period)	April 16, 2025	May 21, 2025
Division I Football (Early Period)	December 4, 2024	December 6, 2024
Division I and II Football (Midyear JC Transfer)	December 4, 2024	January 15, 2025
Division I and II Football (Regular Period)	February 5, 2025	
Division I:		April 1, 2025
Division II:		August 1, 2025
All Other Division I and II Sports	November 13, 2024	August 1, 2025

APPENDIX G

MOUNTAIN WEST CHAMPIONSHIPS

2024-25

Date	Sport	Location	Host
November 1	M/W Cross Country	Colorado Springs, CO	Air Force
November 3 - November 9	Women's Soccer	San Diego, CA	San Diego State
November 27-30	Women's Volleyball	Las Vegas, NV	UNLV
December 6	Football Championship	TBD	TBD
February 19-22	Women's Swimming & Diving	Houston, TX	MW/University of Houston
February 27- March 1	M/W Indoor Track & Field	Albuquerque, NM	New Mexico
March 9-15	M/W Basketball	Las Vegas, NV	MW/TMC
March 22	Women's Gymnastics	San Jose, CA	San Jose State
April 15-17	Women's Golf	Rancho Mirage, CA	MW/Mission Hills CC
April 23-26	Women's Tennis	Las Vegas, NV	MW Darling Tennis Center
April 23-25	Men's Tennis	Las Vegas, NV	MW Darling Tennis Center
April 25-27	Men's Golf	Eugene, OR	MW/Emerald Valley Golf Club
May 9-11	M/W Outdoor Track & Field	Clovis, CA	Fresno State
May 8-10	Softball	San Diego, CA	San Diego State
May 23-26	Baseball	Mesa, AZ	MW/Sloan Park

APPENDIX H

Air Force Academy Third Verse

Mountain West Policy Regarding Air Force Academy Third Verse

All teams visiting the Air Force Academy in the following Mountain West sponsored sports are encouraged to participate as outlined below in the Third Verse ceremony at the conclusion of the contest. During its December 10, 2018, meeting, the MW Board of Directors reaffirmed its support for the Air Force Academy Third Verse (which was originally endorsed by the Mountain West Joint Council).

Basketball (Men's), Basketball (Women's), Football, Soccer (Women's) & Volleyball –
Air Force team will form and hold hands in front of the Cadet Drum and Bugle Corp (band) or, if the band is not present, in front of the Air Force cheering section.

Swimming & Diving (Women's) – Air Force team will line-up on the Western bulkhead of the natatorium.

Tennis (Men's), Tennis (Women's) – Air Force team will line-up on Court Two.

At the present time, teams in the sports of baseball, men's and women's track and field, men's and women's cross country and men's and women's golf do not sing the Third Verse after competitions.

In each case where the Third Verse is played, the visiting team should line up behind the Air Force team (or in an appropriate location if that is not possible) while the song is being played/sung. Information will be provided by Air Force in its game management documents and an Air Force representative will work with visiting teams to further explain the process and specifics for each sport.

After the song is finished, the Air Force team will raise arms as a final salute to those brave men and women who have fallen in the line of duty.

[NOTE: The Air Force football team is the only team which participates in the singing of the Third Verse at away games. When this occurs, fellow Conference teams are encouraged to take the same approach as they would for a game at the Air Force Academy. The respective administrators should communicate in advance to confirm plans – including if there is a home team fight song/alma mater which may be played first.]

Participation by opposing teams in the Third Verse ceremony is not required nor is this policy intended to be prescriptive. How each fellow Conference member chooses to approach the Third Verse shall be determined via guidance from the institution's administration (e.g., president, director of athletics). Those teams or individuals who choose not to participate are asked to exit the competition venue immediately or, at a minimum, provide two minutes of quiet for the completion of the song. If fellow Conference member institutions have similar traditions for which they would like to experience reciprocation, they are encouraged to communicate this with Air Force and other league opponents.

Finally, during the Mountain West Men's & Women's Basketball Championships **no alma maters (including the Third Verse) will be permitted**.

Background and Context for The Third Verse: A Toast to the Host

In order to facilitate education and understanding, the following background information is provided regarding the Third Verse.

Singing the Third Verse of the Air Force Song is a time-honored tradition at many Air Force home sporting events. The Third Verse is part of the original Air Force Song and is sung as a separate piece. The verse honors those who have fallen in service to our great nation. It's not a song to honor the game that Air Force just played, but to honor those who have given the ultimate sacrifice to protect freedoms everyone in our great nation enjoys.

Verse Three
Here's a toast to the host
Of those who love the vastness of the sky.
To a friend we send a message of his brother men who fly.
We drink to those who gave their all of old,
Then down we roar to score the rainbow's pot of gold.
A toast to the host of men we boast, the U.S. Air Force!

History of the Air Force Song

In 1938, Liberty magazine sponsored a contest for a spirited, enduring musical composition to become the official Army Air Corps song. Robert Crawford's song was selected from 757 scores submitted. The song was officially introduced at the Cleveland Air Races on September 2, 1939.
Fittingly, Crawford sang it in its first public performance. The first page of the score, which Crawford submitted to the selection committee in July 1939, was carried to the surface of the moon on July 30, 1971, aboard the Apollo 15 "Falcon" lunar module by Colonel David R. Scott and Lieutenant Colonel James B. Irwin.

Interestingly, at the moment the "Falcon" blasted off the surface of the moon with Scott and Irwin on board, a rendition of the "Air Force Song" was broadcast to the world by Major Alfred M. Worden, who had a tape recorder aboard the "Endeavor" command module which was in orbit around the moon. Scott, Irwin and Worden comprised the first and only "All-Air Force" Apollo crew and arranged to take the page of sheet music with them as a tribute to Crawford and the United States Air Force.

This video link provides additional context: Air Force Third Verse

APPENDIX I

Conference Office Holiday Schedule

The Conference office will be closed on the following holidays:

New Year's Day

Martin Luther King Jr.'s Birthday

Memorial Day

Independence Day

Labor Day

Thanksgiving Day

Thanksgiving Friday

Christmas Eve

Christmas Day

Day After Christmas

1. If a holiday falls on a Saturday, the office will be closed the preceding Friday.

2. If a holiday falls on a Sunday, the office will be closed the following Monday.

3. The office will be closed on the workday immediately preceding and the workday immediately following Christmas; this action results in the following Christmas holiday schedule:

    a. 2024 – December 24, 25, 26

    b. 2025 – December 24, 25, 26

Appendix J

Mountain West Transgender Participation Policy

The focus of the Conference policy will be on-site competition considerations.

Conference game management procedures and the existing provisions of MW Rule 4 – Sportsmanship will also be applicable if necessary.

The decision as to whether a transgender athlete(s) will be permitted to participate in intercollegiate athletics for a particular MW member shall be a matter of that individual institution's discretion in the context of its interaction with the individual, the application of state law, etc. A MW member may not, however, preclude student-athletes from other MW member institutions from participation in accordance with the policy outlined herein.

The institution shall be responsible for identifying transgender student-athletes in its program. Just as is the case for all other areas of eligibility, the institution shall be responsible for certifying the student-athlete's eligibility for competition per the applicable NCAA transgender participation standards and procedures and competing with only those individuals who are eligible. Failure to do so could result in consequences related to NCAA championships participation.

In the interest of inclusion, a transgender student-athlete may be a member of a team and participate in practice activities without certification of eligibility. To compete, however, the student-athlete must complete the NCAA process and meet the applicable eligibility threshold.

For intraconference competition, a transgender athlete who has been deemed eligible by the NCAA and has been included on a MW member institution's team shall be permitted to participate in all Conference competitions.

If a MW member institution's team refuses to compete in an intraconference contest against a fellow MW member institution's team which includes an eligible transgender student-athlete(s), the team refusing to participate shall be deemed to have forfeited the contest. The forfeiting team will be charged with a loss and the opposing team credited with a win – for the purposes of Conference records, standings, tie-breaking formulas and MW championships participation.

The status of any such contest with regard to NCAA records, statistics and postseason eligibility shall be determined by the NCAA standards in effect.

The application of the policy is straightforward for team sports competition. For individual sports which involve both individual results and a team score component, an institution (or its individual student-athletes) may choose to withdraw from a particular event(s) without triggering the team forfeit provision. Should the entire team choose not to compete, it would forfeit its position in the event/final standings.

For interconference competition, the applicable NCAA playing rules for the sport shall apply should a non-conference opponent refuse to compete.

Any questions regarding the status or eligibility of a transgender student-athlete shall be directed to the certifying institution, not the Conference nor the NCAA. Given the privacy considerations involved, the certifying institution is not obligated to proactively notify the Conference nor other institutions (Conference or non-conference) regarding the status of a transgender student-athlete. An opposing institution wishing to confirm the status of a student-athlete may inquire and it shall be the discretion of the certifying institution whether or not to provide pertinent information. The certifying institution may simply respond that it has ensured all of its student-athletes are eligible prior to competition. The NCAA will not entertain inquiries or challenges regarding the eligibility of transgender student-athletes.

Appendix K

Board of Directors Conflict of Interest Policy

Board Members must carefully balance their fiduciary responsibilities to their respective institutions and the Mountain West. While the fiduciary obligations of Board Members to their own institutions and Mountain West are ordinarily not in conflict, integrity is critical to the decision-making process and includes transparency, trust, confidentiality and honesty in all issues and aspects of service and representation. Board Members must disclose any conflict or potential conflict of interest between their respective personal, professional, institutional, Conference or business interests that may affect or otherwise threaten such integrity.

A Board Member is responsible for advising the Chair of any actual or potential conflicts of interest or obligations which he/she may have hereunder, and should recuse him/herself from participating in proceedings, as may be warranted by this policy. A Board Member shall not participate in any discussion or vote on any action that might bring direct or indirect personal financial benefit to the member or any organization (other than the member's institution) in which the member is financially interested. A Board Member should also not participate in a discussion or vote for which the member's institution is to be accorded a special benefit beyond benefits shared with other institutions or is to receive a penalty or disqualification. A violation of either of the above rules by a Board Member shall not invalidate the action taken by the Mountain West, if, following disclosure of the conflict of interest, the Board authorizes, ratifies or approves the action by a vote sufficient for the purpose, without counting the vote of the member with the conflict of interest.

Board Member Confidentiality

Board Members have a duty to the Mountain West not to use Confidential Information obtained solely due to service on the Mountain West Board to the disadvantage of Mountain West. Confidential Information includes, but is not limited to business plans, customer lists, marketing programs, price lists, salary and human resource information, technology development information, drawings, reports, inventions, and other material that contain, embody or disclose trade secrets, confidential business technical information and proprietary business information of the Mountain West, its affiliated organizations, athletes, students, customers, or third parties to whom Mountain West owes obligations of confidentiality (collectively, the "Business Confidential Information"), provided, however, that Business Confidential Information does not include information that: (A) is or becomes known to the public, other than as a result of disclosure in violation of this Policy or of any other person's breach of a legal or contractual obligation to Mountain West or its affiliates; (B) was demonstrably known to a Board Member prior to his or her service on the Board and not as a result of anyone else's breach of a legal or contractual obligation or; (C) arises from a Board Member's general training, knowledge, skill or experience; (D) pertains to reports of illegal conduct to any government agency; (E) pertains to discriminatory or unfair employment practices or (F) which a Board Member otherwise has a right to disclose as legally protected conduct.

Board Members must not (i) disclose or furnish to any person any Business Confidential Information; (ii) use any Business Confidential Information for their own benefit or the benefit of others. Board Members may disclose Confidential Information to their own institutions if: (1) they inform the Board that they intend to do so in advance and (2) they disclose the Confidential

Information only to individuals within their own institutions who have a need to know; and (3) they secure an agreement that the individual will maintain the confidentiality in advance of disclosure. Confidential Information must never be disclosed to the media or public without a vote of the Board.

Annual Disclosure Statement

Each director shall annually sign a statement, which affirms that person:

- Has received a copy of the conflicts of interest and confidentiality policies,
- Has read and understands the policy,
- Has agreed to comply with the policy, and
- Has disclosed any potential conflicts of interest.

BYLAWS

OF

MOUNTAIN WEST CONFERENCE

A Colorado Nonprofit Corporation

ARTICLE I
MEMBERS

1.01 Members: Qualifications.

(a) Initial Members. Mountain West Conference (the "Conference") shall have eight regular members, hereinafter referred to as the "Member Institutions," which shall be those academic institutions identified in Article V of the Conference's articles of incorporation (as amended from time to time, the "Articles of Incorporation").

(b) Qualifications. Each Member Institution shall be an institution of higher education which includes within its educational programs intercollegiate athletics under the same or substantially similar administrative and academic controls as exist in its other educational programs.

(c) Compliance with Rules. All Member Institutions and all future members of the Conference agree to abide by and fully comply with the rules and regulations of the National Collegiate Athletic Association ("NCAA") and the Mountain West Conference Handbook (as described in Section 2.15 and hereinafter called the "Handbook").

1.02 Admission of New Members. Upon the affirmative vote of three-fourths (3/4) or more of the members of the Conference's board of directors (the "Board of Directors"), an institution of higher education which meets the qualifications set forth in the Articles of Incorporation and these bylaws may be admitted as a new Member.

(a) Entrance Fee. Upon the affirmative vote of three-fourths (3/4) or more of the members of the Board of Directors, an entrance fee (as determined by the Board of Directors) may be assessed to a new member. (Adopted June 2011)

1.03 Voting Rights of Members. Each Member Institution shall be entitled to appoint one (1) director to the Board of Directors in accordance with Section 2.03. Member Institutions shall be entitled to vote with respect to the dissolution of the Corporation pursuant to C.R.S. § 7-134-102. The affirmative vote of three-fourths (3/4) of the Member Institutions shall be required to dissolve the Conference. Member Institutions shall have no other voting rights.

1.04 Resignation.

(a) Any Member Institution may resign from membership in the Conference (such resigning Member Institution, the "Resigning Member") June 30th of each year (the "Effective Date") by delivering (i) written notice (the "Exit Notice") to the Conference and the other Member Institutions on or before June 1st of the preceding year (the "Resignation Deadline") and (ii) a non-refundable $5,000 payment by wire transfer of immediately available funds to an account specified by the Conference (the "Exit Deposit" and, together with the Exit Notice, the "Notice of Resignation") that will be applied to the Exit Fee (as defined below). Both the Exit Notice and the Exit Deposit must be received for the Notice of Resignation to become effective. The period from the date the Resigning Member delivers the Notice of Resignation (such date, the "Resignation Date") through the Effective Date is referred to herein as the "Interim Period." The resignation of a Member Institution does not relieve the such Resigning Member Institution from any obligations such Resigning Member Institution may have to the Conference as a result of obligations incurred or commitments made prior to the Effective Date. (Revised June 2011, April 2021, December 2023)

(b) Effective April 30, 2021 and thereafter any notice of resignation given by any Member shall be subject to the Notice Date referenced in subparagraph (a) above and the following: the resigning Member shall pay to the Conference as an Exit Fee an amount equal to three times the average per Member Conference distribution payment for the preceding year. (the "Timely Notice Exit Fee") If the resigning member gives notice after the established "Notice Date", the resigning Member shall pay to the Conference as an Exit Fee an amount equal to double the Timely Notice Exit Fee. After receiving Notice of Resignation from a Member, all payments due that Member from the Conference shall be withheld and applied to that Member's Exit Fee. The balance of the Member's Exit Fee as provided above, shall be paid by the Member to the Conference on or before the Effective Date. (Revised June 2011, January 2013, July 2016, April 2021)

(c) A resigning Member shall play all athletic competitions included in the Conference schedules until the Effective Date of the resignation.

(d) On the Notice Date a director appointed by a resigning Member shall be deemed to have resigned as a director effective on the Notice Date.

(e) During the Interim Period,

(i) the Board of Directors shall be deemed to be reduced by the number of resigning Members and shall be fully empowered to act, as then constituted, to manage the business and affairs of the Conference; and

(ii) a resigning Member shall be neither obligated nor entitled to appoint a representative to the Board of Directors.

1.05 Expulsion, Suspension, and Probation. By the affirmative vote of at least three-fourths (3/4) of the members of the Board of Directors, taken not less than fifteen (15) days after written notice to the Member Institution of the proposed action and the reasons for it and not less than five (5) days after the Member Institution has had an opportunity to be heard by the Board of Directors, the Conference may

expel or suspend a Member Institution, or place such Member Institution on probation, for any violation of any of the provisions of the Code. Expulsion means a permanent and complete severance from the Conference in all sports. Suspension means a temporary severance from the Conference in one (1) or more sports. Probation means that a Member Institution has been informed by the Conference that it has violated one or more provisions of the Handbook and that continuation or recurrence of such violation(s) will be grounds for suspension or expulsion. During any period of suspension or probation, the Member Institution shall continue to be represented on the Board of Directors.

1.06 Reinstatement of Members. By the affirmative vote of at least three-fourths (3/4) of the members of the Board of Directors, any Member Institution who has resigned or has been expelled or suspended may be restored to full membership.

1.07 Assessments and Distribution.

(a) Assessments. Each Member Institution will pay an equal share of any assessment approved by a majority of the members of the Board of Directors, to fund the operations of the Conference.

(b) Distributions. Each Member Institution will share equally in all of the Conference's net revenues, except for revenues which the Board of Directors determines (by the affirmative vote of three-fourths (3/4) of the members of the Board of Directors) will be distributed on a performance basis and/or other criteria established by the Board of Directors. A copy of the Conference revenue distribution parameters shall be kept on file in the Conference office. (Revised January2013)

1.08 No Annual Meeting. No annual meeting of the Member Institutions shall be required.

1.09 Affiliate Members. The Board of Directors may, by resolution, establish one or more classes of affiliate members for such purposes, with such designations, manner of election or appointment, qualifications, tenure and terms of membership as the Board of Directors may determine. Except as may otherwise be permitted by the Mountain West Conference Handbook, the affiliate members shall have no voting rights.

1.10 Member Institutions. Member Institutions that are governmental agencies of their respective states or the United States do not, and shall not be deemed to, expressly or impliedly, waive the sovereign immunity (including, but not limited to, immunity under the Eleventh Amendment to the Constitution of the United States) of their respective states or the United States, and shall not be deemed to consent to suit or to consent to the jurisdiction of the state of Colorado or any other state in which the Conference is located or to the jurisdiction of their courts. All Member Institutions that are state or federal governmental agencies expressly disclaim any authority or intent to waive the sovereign immunity of their respective governments.

ARTICLE II
BOARD OF DIRECTORS

2.01 General Powers. All corporate powers shall be exercised by or under the authority of, and the business and affairs of the Conference shall be managed under the direction of, the Board of Directors.

2.02 Number. Subject to subparagraph 1.04(e)(I), the number of members of the Board of Directors shall equal the number of Member Institutions in the Conference.

2.03 Manner of Appointment: Authority. Subject to subparagraph 1.04(e)(ii), each Member Institution shall be entitled to appoint one (1) representative to the Board of Directors. The representative appointed must be the Chief Executive Officer (President, Superintendent, Chancellor or similar position) of the Member Institution.

2.04 Term. Each Director shall hold office until the earlier of:

(a) the effective of his or her actual resignation as a director or his or her deemed resignation by virtue of paragraph 1.04(d);

(b) the effective date of his or her removal by the Member Institution which appointed him or her;

(c) the date he or she ceases to be the CEO of the Member Institution that appointed him or her;

(d) the Notice Date of the withdrawal of the Member Institution which appointed him or her from membership in the Conference; or

(e) the effective date of expulsion of the Member Institution which appointed him or her from membership in the Conference.

2.05 Compensation. Directors shall not receive compensation from the Conference for their services as members of the Board of Directors, but they shall be reimbursed for reasonable expenses incurred by them in attending meetings of the Board of Directors.

2.06 Regular Meetings. A regular annual meeting of the Board of Directors shall be held in May or June of each year at the time and place determined by the Board of Directors, for the purpose of electing officers and for the transaction of such other business as may come before the meeting. The Board of Directors may provide by resolution for the holding of additional regular meetings.

2.07 Special Meetings. Special meetings of the Board of Directors may be called by or at the request of the Chairperson of the Board or fifty percent (50%) or more of the members of the Board of Directors then in office. The person or persons authorized to call special meetings of the Board of Directors may determine the place as the place, within or outside Colorado, for holding any special meeting of the board called by them.

2.08 Notice. Notice of each meeting of the Board of Directors stating the place, date and time of the meeting shall be delivered in accordance with Section 7.03, to all directors at least seven (7) days before the date of the meeting. The method of notice need not be the same for each director. The business to

be transacted at and the purpose of any special meeting of the Board of Directors must be specified in the notice or waiver of notice of such meeting.

2.09 Waiver of Notice. A director may waive any notice of a meeting required by these bylaws before, at or after the date or time of the meeting stated in the notice. Except as provided in the next sentence, any such waiver must be in writing, signed by the director entitled thereto and delivered to the Conference for filing with the corporate records, but such delivery and filing shall not be conditions to its effectiveness. A director's attendance at or participation in a meeting waives any required notice to such director of the meeting unless, at the beginning of the meeting or promptly upon the director's later arrival, the director objects to holding the meeting or transacting business at the meeting because of lack of notice or defective notice and does not thereafter vote for or assent to action taken at the meeting.

2.10 Quorum and Voting. Three-fourths (3/4) of members of the Board of Directors shall constitute a quorum for the transaction of business at any meeting of the Board of Directors, and the vote of a majority of the directors present in person at a meeting at which a quorum is present shall be the act of the Board of Directors, except where the vote of a specified percentage of the members of the Board of Directors is required for approval. The Chairperson shall be counted for purposes of determining a quorum and shall be entitled to vote. If less than a quorum is present at a meeting, a majority of the directors present may adjourn the meeting from time to time and shall give absent directors notice of each such adjournment. Except as otherwise requested by a director, the vote of individual directors on any matter shall not be recorded in the minutes of the meeting. The individual votes of directors shall not be divulged in press announcements. For purposes of determining a quorum with respect to a particular proposal, and for purposes of casting a vote for or against a particular proposal, a director may be deemed to be present at a meeting and to vote if the director has granted a signed written proxy to another director who is present at the meeting, authorizing the other director to cast the vote that is directed to be cast by the written proxy with respect to the particular proposal that is described with reasonable specificity in the proxy. Except as provided in this Section 2.10 and as permitted by C.R.S. section 7-128-202, no director may vote or otherwise act by proxy.

2.11 Presumption of Assent. A director who is present at a meeting of the Board of Directors at which action on any corporate matter is taken is deemed to have assented to all action taken at the meeting unless the director (a) objects at the beginning of the meeting, or promptly upon the director's arrival, to holding the meeting or transacting business at the meeting and does not thereafter vote for or assent to any action taken at the meeting; (b) contemporaneously requests that his or her dissent or abstention as to any specific action taken be entered in the minutes of the meeting; or (c) causes written notice of such dissent or abstention as to any specific action to be received by the presiding officer of the meeting before adjournment of the meeting or by the corporation within 24 hours after adjournment of the meeting. The right of dissent or abstention pursuant to this section as to specific action is not available to a director who votes in favor of the action taken.

2.12 Delegation of Authority. To the extent permitted by law, the Board of Directors may delegate any of its duties to such committees or other advisory councils, auxiliaries or other bodies appointed by it for any designated purpose and any such committee shall have and may exercise all of the powers and authority granted to them by the Board of Directors. The members, terms and authority of such bodies shall be established by resolution of the Board of Directors; except that, if any such committee or other body has one or more members thereof who are entitled to vote on committee matters and who are not then also directors, such committee or other body may not exercise any power or authority reserved to the Board of Directors under the Colorado Revised Nonprofit Corporation Act as it now exists or may hereafter be amended (the "Act"), in the Articles of Incorporation or in these bylaws.

2.13 Action Without a Meeting. Any action which is required to be or may be taken at a meeting of the Board of Directors or any committee thereof may be taken without a meeting if Consents in writing, setting forth the action so taken are signed by all of the directors or committee members entitled to vote with respect to the subject matter thereof. Such consents (which may be signed in counterparts) shall have the same force and effects as a unanimous vote of the directors or committee members.

2.14 Other Authorized Action. To the extent permitted by law, members of the Board or of any committee created by the Board of Directors may participate in a meeting by, or conduct the meeting through the use of, any means of communication by which all directors participating may hear each other during the meeting. A director participating in a meeting by this means is deemed to be present in person at the meeting.

2.15 Adoption, Approval of Mountain West Conference Handbook. The Board of Directors shall promulgate, adopt and approve a Handbook of rules, policies and procedures to govern and control the day-to-day operations of the Conference. The Handbook may be amended only by the affirmative vote of three-fourths (3/4) of the members of the Board of Directors. Any provision of the Handbook which is contrary to these bylaws shall be treated as being superseded by these bylaws.

2.16 Actions Requiring Board Approval. The approval of a majority of a quorum of the Board of Directors, or such higher vote as may be specified by other provisions of these bylaws, shall be required to:

(a) Employ the Commissioner and other Conference officers, prescribe their duties and fix the compensation, terms and conditions of their employment.

(b) Approve the terms of major contracts and agreements for the purchase, sale or lease of real property, and television or radio broadcast and bowl contracts.

(c) Initiate, determine, or repeal any rules, regulations or policies of or pertaining to the Conference.

(d) Review, approve, revise or disapprove any action taken by any committee, advisory council, auxiliary or other bodies established by it.

(e) Approve the budget of the Conference and established annual dues for each fiscal year.

(f) Determine to initiate, defend and settle litigation involving the Conference or submit any such matters to arbitration or mediation.

(g) Approve the admission of a Member.

(h) Expel, suspend or place on probation a Member Institution as provided in Section 1.05.

(i) Authorize the Conference to incur indebtedness for borrowing money.

ARTICLE III
OFFICERS

3.01 Officers. The elected officers of the Conference shall consist of a Chairperson of the Board (the "Chairperson") and President, a Vice-Chairperson, a Secretary, and a Treasurer. The Board may also elect or the President may appoint, one or more Vice Presidents, one or more Assistant Secretaries, one of more Assistant Treasurers, and one or more subordinate officers. Any two or more offices may be held by the same person.

3.02 Authority and Duties. All officers of the Conference shall have the authority and shall exercise the powers and perform the duties specified below and as may be additionally specified by the Board of Directors or these bylaws, except that in any event each officer shall exercise such powers and perform such duties as may be required by law or as are established by resolution of the Board of Directors.

(a) Chairperson of the Board and President. The Chairperson and President shall be a member of the Board of Directors and shall be the chief executive officer of the Conference. Each Chairperson shall serve for a term of one year but may be elected to additional one-year terms provided at least one year elapses between terms. The initial Chairperson and President shall be elected by the affirmative vote of a majority of the Board of Directors. Thereafter, the Vice-Chairperson shall succeed to the Chairpersonship and Presidency. The Chairperson shall preside at meetings of the Board of Directors, and, as President, shall perform such other duties as may be prescribed by the Board of Directors from time to time.

(b) Vice Chairperson of the Board. The Vice-Chairperson shall be elected annually from the members of the Board of Directors. In the absence of the Chairperson at a meeting, the Vice-Chairperson or other member of the Board of Directors designated by the Chairperson shall preside at such meeting. The vice Chairperson shall be chairperson-elect for the next fiscal year.

(c) Secretary. The Secretary shall keep the minutes of the Board of Directors; see that all notices are duly given in accordance with the provisions of these bylaws or as required by law; be custodian of the corporate records and of the seal of the Conference; and in general shall perform all duties customarily incident to the office of Secretary and such other duties as from time to time may be assigned to him or her by the Board of Directors.

(d) Treasurer. The Treasurer shall serve as the chief financial officer of the Conference and shall have supervision of the funds, securities, receipts and disbursements of the Conference; cause all moneys and other valuable effects of the Conference to be deposited in its name and to its credit in such depositories as shall be selected by the Board of Directors or pursuant to authority conferred by the Board of Directors; cause to be kept correct books of count, proper vouchers and other papers pertaining to the Conference's business at the accounting office of the Conference; render to the Board of Directors annually an audited account of the financial condition of the Conference; and perform any other duties as from time to time may be assigned by the Board of Directors.

(e) Assistant Secretary and Assistant Treasurer. The Assistant Secretary and Assistant Treasurer (or in the event there be more than one Assistant Secretary or Assistant Treasurer, in the order of their seniority, designation or election) shall, in the absence or disability of the Secretary or Treasurer, respectively, perform the duties and exercise the powers of the Secretary or

Treasurer and shall perform such other duties as the Board of Directors or the President shall prescribe.

3.03 Election and Term of Office. The elected officers of the Conference shall be elected by the Board of Directors at a regular annual meeting. If the election of officers is not held at such meeting, such election shall be held as soon as convenient thereafter. Each officer shall hold office until the officer's successor shall have been duly elected and shall have qualified, or until the officer's earlier death, resignation or removal.

3.04 Compensation. The salaries or other compensation of the officers shall be fixed from time to time by the Board of Directors. The power to establish salaries of officers, other than the President, may be delegated by the Board of Directors to the President, or a committee of the Board of Directors.

ARTICLE IV
COMMISSIONER

4.01 Commissioner. The administrative head of the Conference shall be its Commissioner, who shall report to the Board of Directors. Subject to the direction and under the supervision of the Board of Directors, and in a manner consistent with these bylaws as they may be amended from time to time, the Commissioner shall:

(a) Serve as the Commissioner and chief operating officer of the Conference and have general charge
of the business, affairs and property of the Conference and control over its agents and employees.

(b) Be responsible for general supervision of the operations of The Conference and employ such support personnel as are necessary, consistent with the bylaws and the Handbook.

(c) Serve as the principal enforcement officer of the Handbook, with responsibility for and authority to provide rulings and interpretations of the Handbook and to conduct such investigations of Member Institutions as may be necessary.

(d) Exercise such power and authority as may be reasonably necessary to discharge the duties and responsibilities of the Commissioner's office in the resolution of a controversy or violation of immediate urgency.

(e) Serve as the principal enforcement officer of the Conference.

(f) Have charge of the Conference offices and authority to employee office personnel and procure equipment as may be necessary and proper for efficient operation.

(g) Be empowered to enter into contracts and legal documents affecting routine and day-to-day operations and duties of the Conference and the Conference office. Significant contracts and legal documents that constitute major matters (i.e., television contracts, bowl contracts) shall require approval of a majority of the Directors then in office and the signatures of the President and the Commissioner.

(h) At all times devote best efforts to advance the affairs of the Conference in a manner consistent with the aims, purposes and principles of the Conference, and perform such other duties and exercise such other powers as from time to time may be assigned to him or her by these bylaws or by the Board of Directors.

4.02 Employment Contract: Term. Employment of the Commissioner shall be by employment contract. The affirmative vote of not less than three-fourths (3/4) of the members of the Board of Directors shall be required to approve such contract or any modification or renewal thereof. The Board of Directors, in its discretion, by the affirmative vote of a majority of all directors then in office may determine not to approve any annual automatic extension provided for in the Commissioner's employment contract.

4.03 Termination. The Board of Directors may terminate the employment of the Commissioner at any time, with or without cause, by the affirmative vote of not less than three-fourths (3/4) of the members of the Board of Directors, but the Conference shall honor its financial obligations, if any, set forth in the Commissioner's employment contract.

ARTICLE V
INDEMNIFICATION

5.01 Indemnification. Pursuant to the Articles of Incorporation, the Conference has undertaken an obligation to indemnify members, directors and officers of the Conference to the maximum extent permitted by law. Such indemnification obligation shall be subject to the following understandings:

(a) Advance of Expenses. In the event of any proceeding in which a party is involved or which may give rise to a right of indemnification under the Articles of Incorporation, following written request to the Conference by the party, the Conference shall pay to the party, to the fullest extent permitted by law (including without limitation in circumstances in which, in the absence of this Section (a), advance of expenses would be discretionary under the laws of Colorado or limited or subject to particular standards of conduct under such laws), amounts to cover expenses incurred by the party in, relating to or as a result of such proceeding in advance of its final disposition.

(b) Settlements. The Conference shall not be liable under this Article for any amounts paid in settlement of any proceeding effected without its written consent.

(c) Burden of Proof. If under applicable law the entitlement of a party to be indemnified or advanced expenses pursuant to this Article depends upon whether a standard of conduct has been met, the burden of proof of establishing that the party did not meet such standard shall rest with the Conference. A party shall be presumed to have acted in accordance with such standard and to be entitled to indemnification or advance of expenses (as the case may be) unless, based upon a preponderance of the evidence, it shall be determined that the party has not met such standard. Such determination and any evaluation as to the reasonableness of amounts claimed by a party shall be made by the Board of Directors or such other body or persons as may be permitted by law.

(d) Notification and Defense of Claim. Promptly after receipt by a party of notice of the commencement of any proceeding, the party shall, if a claim for indemnification in respect thereof may or will be made against the Conference under this Article, notify the Conference in

writing of the commencement thereof; provided, however, that delay in so notifying the Conference shall not constitute a waiver or release by the party of any rights under this Article. With respect to any such proceeding: (a) the Conference shall be entitled to participate therein at its own expense; (b) any counsel representing the party to be indemnified in connection with the defense or settlement thereof shall be counsel mutually agreeable to the party and to the Conference; and (c) if the Conference admits that such party would be entitled to indemnification under this Article in connection with such proceeding, the Conference shall have the right, at its option, to assume and control the defense or settlement thereof, with counsel satisfactory to the party. If the Conference assumes the defense of the proceeding, the party shall have the right to employ its own counsel, but the fees and expenses of such counsel incurred after notice from the Conference of its assumption of the defense of such proceeding shall be at the expense of the party unless (I) the employment of such counsel has been specifically authorized by the Conference, (ii) the party shall have reasonably concluded that there may be a conflict of interest between the Conference and the party in the conduct of the defense of such proceeding, or (iii) the Conference shall not in fact have employed counsel to assume the defense of such proceeding. Notwithstanding the foregoing, if an insurance carrier has supplied directors and officers liability insurance covering a proceeding and is entitled to retain counsel for the defense of such proceeding, then the insurance carrier shall retain counsel to conduct the defense of such proceeding to the extent the terms of the insurance policy so provide.

(e) Payment Procedures: Enforcement. The Conference shall promptly act upon a party's written request for indemnification or advance of expenses. The right to indemnification and advance of expenses granted by this Article shall be enforceable in any court of competent jurisdiction if the Conference denies the claim, in whole or in part, or if no disposition of such claim is made within sixty days after the written request for indemnification or advance of expenses is made. If successful in whole or in part in such suit, the party's expenses incurred in bringing and prosecuting such claim shall also be paid by the Conference.

(f) Other Payments. The Conference shall not be liable under this Article to make any payment in connection with any proceeding against or involving a party to the extent the party has otherwise actually received payment (under any insurance policy, agreement or otherwise) of the amounts otherwise indemnifiable hereunder. A party shall repay to the Conference the amount of any payment the Conference makes to the party under this Article in connection with any proceeding against or involving the party, to the extent the party has otherwise actually received payment (under any insurance policy, agreement or otherwise) of such amount. In the event of any payment under this Article, the Conference shall be subrogated to the extent of such payment to all of the rights of recovery of the indemnified party, who shall execute all papers and do everything that may be necessary to assure such rights of subrogation to the Conference.

(g) Other Rights and Remedies. The right to indemnification and advance of expenses provided by this Article shall be in addition to, and shall not be in limitation of, any other rights a party may have or hereafter acquire under any law, provision of the Articles of Incorporation, any other or further provision of these bylaws, vote of the directors, agreement or otherwise.

(h) Applicability: Effect. The rights to indemnification and advance of expenses provided by the Articles of Incorporation shall be applicable to acts or omissions undertaken on the Conference's behalf or with a view to furthering the Conference's interests that occurred prior

to the formation of the Conference, shall continue as to any party entitled to indemnification under this Article during the period such party occupies or serves in any one or more the capacities covered by this Article, shall continue thereafter so long as the party may be subject to any possible proceeding by reason of the fact that the party occupied or served in any one or more of the capacities covered by this Article, and shall inure to the benefit of the successors, assigns, estates and personal representatives of such parties. Any repeal or modification of this Article or of any Section or provision hereof shall not adversely affect any rights or obligations then existing. All rights to indemnification under the Articles of Incorporation shall be deemed to be provided by a contract between the Conference and each party covered thereby.

(i) Severability. If any provision of this Article shall be held to be invalid, illegal or unenforceable for any reason whatsoever (a) the validity, legality and enforceability of the remaining provisions of this Article shall not in any way be affected or impaired thereby, and (b) to the fullest extent possible, the remaining provisions of this Article shall be construed so as to give effect to the intent of this Article that each party covered hereby is entitled to the fullest protection permitted by law. Notwithstanding any other provision of these bylaws, the Conference shall neither indemnify any person nor purchase any insurance in any manner or to any extent that would jeopardize or be inconsistent with the qualification of the Conference as an organization described in section 501(c)(3) of the Internal Revenue Handbook, or that would result in the imposition of any liability under section 4941 of the Internal Revenue Handbook.

(j) Liability. Liability for indemnification shall be limited to the assets of the Conference and no Member, officer or director of the Conference shall have any liability whatsoever with respect to indemnification.

ARTICLE VI
AMENDMENTS

These bylaws may be altered, amended or repealed and new bylaws or amendments to the bylaws may be approved at any annual meeting or special meeting of the Board of Directors, called for that purpose, by the vote of three-fourth (3/4) of the members of the Board of Directors. The Board of Directors may also adopt emergency bylaws as provided by law.

ARTICLE VII
MISCELLANEOUS PROVISIONS

7.01 Books and Records. The Conference shall keep correct and complete books and records of its accounts and shall keep minutes of the proceedings of the Board of Directors and of any other duly appointed and authorized body or committee when exercising any of the powers of the Board of Directors. The books and records of the Conference may be in written form or in any other form which can be converted within a reasonable time into written form for visual inspection. Minutes shall be recorded in written form but may be maintained in the form of a reproduction.

7.02 Fiscal Year. Except as from time to time otherwise provided by the Board of Directors, the fiscal year of the Conference shall extend from July 1 to June 30 of each year, both dates inclusive.

7.03 Manner of Giving Notice: Effectiveness. Whenever notice is required by law, the Articles of Incorporation or these bylaws to be given to any Member or director, such notice shall be in writing (unless oral notice is reasonable under the circumstances) and may be given in person or by telephone, telegraph, teletype, electronically transmitted facsimile or other form or wire or wireless communication, first class, certified or registered mail, private courier or in any other manner permitted by law. If written, notice shall be effective as to each such Member or director, as the case may be made, as follows: (a) in the case of notice mailed by the Conference to the Members, upon deposit in the United States mail, addressed to the Member at the address as it appears in the Conference's current record of Members and with first class postage prepaid; and (b) in all other cases, the earliest of (I) the date received, (ii) five days after deposit in the United States mail (properly addressed and with first class postage prepaid), and (iii) the date shown on the return receipt, if mailed by registered or certified mail, return receipt requested, and the receipt is signed by or on behalf of the addressee. Oral notice is effective when communicated.

7.04 Reference to Statute. Except where a bylaw provision permissibly overrides the default language of the statute, in the event of a conflict between these bylaws and the Act, the Members hereby adopt and agree to abide by the provisions of the Colorado Revised Nonprofit Corporation Act, C.R.S. § 7-121-101, et seq., as it may be amended from time to time.

7.05 Corporate Seal. The corporate seal of the Conference shall be circular in form and shall contain the name of the Conference and the words "Seal, Colorado." The seal may be used by causing it or a facsimile thereof to be impressed, affixed, manually reproduced or rubber-stamped with indelible ink.

7.06 Litigation. In any proceeding against the Conference commenced by a Member, the nonprevailing party shall pay the attorneys' fees and costs of the prevailing party.

7.07 Limited Use of Names, Marks, and Logos. By becoming a member of the Conference, each Member Institution agrees that it grants the Conference a world-wide fully paid-up right and license to use and to authorize the use of the name, marks and logos associated with the athletic programs of the Member Institution, which conform to the configuration and color officially approved by the trademark licensing office of the Member Institution, for so long as the Member Institution is a member of the Conference, for the following and only the following purposes:

(a) As a component of a Conference mark or logo approved in writing by the Member Institution.

(b) For material advertising and promoting a Conference contest, tournament, play-off or championship and for display during the course of such tournament, play-off or championship.

(c) As an integral part of any television or other media broadcast of a Conference contest, tournament, play-off or championship.

The Conference shall not use or authorize the use of the name, marks, or logos of a Member Institution on any commercial product or merchandise, or for advertising or promoting any commercial product, merchandise, or service of any person, partnership, association, corporation, or other entity; except that the Conference shall not be prohibited from licensing the use of an approved Conference mark or logo that include the name, marks or logos of all of the Member Institutions.

[END]

CONSENT OF DIRECTORS

OF

MOUNTAIN WEST CONFERENCE

Pursuant to Section 7-128-202 of the Colorado Revised Nonprofit Corporation Act, the undersigned, being all of the directors of Mountain West Conference, a Colorado nonprofit corporation (the "Corporation"), hereby consent to, vote in favor of and adopt the following resolutions:

I.

Adoption of Bylaws

RESOLVED, that the Bylaws for the regulation of the affairs of the Corporation, as circulated to the board of directors on November 16, 1998 and containing such amendments as were adopted by the board of directors on December 3, 1998 in substantially the form attached hereto, are hereby approved and adopted as the Bylaws of the Corporation, and that a copy of such Bylaws be certified by the Secretary of the corporation and placed in the Corporation's minute book.

II.

Counterpart Execution

FURTHER RESOLVED that this Consent of Directors may be executed in any number of counterparts, all of which together shall constitute one original, to be effective as of the date of first signature.

RESOLUTIONS OF

THE BOARD OF DIRECTORS OF

THE MOUNTAIN WEST CONFERENCE

WHEREAS, the Board of Directors (the "Board") of the Mountain West Conference (the "Corporation") desires that Boise State University ("BSU") be admitted as a voting member of the Corporation;

WHEREAS, the Board now accepts the admission of BSU (Effective July 1, 2011).

WHEREAS, Brigham Young University (BYU) (effective Jun 30, 2011), Texas Christian University (TCU) (effective June 30, 2012) and the University of Utah (Utah) (effective June 30, 2011) resigned from the Corporation in accordance with the Bylaws of the Corporation;

NOW THEREFORE, the Board hereby accepts the resignations of BYU, TCU and Utah.

WHEREAS, the Board of Directors (the "Board") of the Mountain West Conference (the "Corporation") desires that California State University, Fresno ("FSU") be admitted as a voting member of the Corporation;

WHEREAS, the Board now accepts the admission of FSU (effective July 1, 2012).

WHEREAS, the Board of Directors (the "Board") of the Mountain West Conference (the "Corporation") desires that the University of Nevada ("Nevada") be admitted as a voting member of the Corporation;

WHEREAS, the Board now accepts the admission of Nevada (effective July 1, 2012).

WHEREAS, the Board of Directors (the "Board") of the Mountain West Conference (the "Corporation") desires that San Jose State University ("SJSU") be admitted as a voting member of the Corporation;

WHEREAS, the Board now accepts the admission of SJSU (effective July 1, 2013).

WHEREAS, the Board of Directors (the "Board") of the Mountain West Conference (the "Corporation") desires that Utah State University ("USU") be admitted as a voting member of the Corporation;

WHEREAS, the Board now accepts the admission of USU (effective July 1, 2013).

FURTHER RESOLVED, the voting members of the Corporation shall be as follows:

1. United States Air Force Academy
2. Boise State University
3. California State University, Fresno
4. Colorado College (women's soccer only)
5. Colorado State University
6. University of Nevada, Reno
7. University of Hawaii (football only)
8. University of New Mexico
9. San Diego State University
10. San ~~Jose~~ José State University
11. University of Nevada, Las Vegas
12. Utah State University
13. University of Wyoming

EXHIBIT A

AMENDMENT TO THE

ARTICLES OF INCORPORATION OF

THE MOUNTAIN WEST CONFERENCE

Article V(c) of the articles of incorporation of the Mountain West Conference, a Colorado nonprofit corporation, is hereby amended in its entirety to read as follows:

(c) The voting members of the Corporation shall be as determined by the Board of Directors of the Corporation from time to time. Any action by the Board of Directors to admit or remove a voting member of the Corporation must be approved by the vote of at least three fourths (3/4) of the members of the Board of Directors of the Corporation.

EXHIBIT
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MEMORANDUM OF UNDERSTANDING
FOR MOUNTAIN WEST CONFERENCE GRANT OF RIGHTS AGREEMENT

THIS MEMORANDUM OF UNDERSTANDING (this "MOU"), effective on the Effective Date defined below, is by and among the Mountain West Conference, a Colorado nonprofit corporation (the "Conference"), and each of the following entities that sign this MOU: United States Air Force Academy ("Air Force"), University of Hawai'i, Manoa ("Hawai'i"), University of Nevada, Reno ("Nevada"), University of New Mexico ("New Mexico"), San José State University ("San José State"), University of Nevada, Las Vegas ("UNLV"), and University of Wyoming ("Wyoming") (collectively, the "Member Institutions").

WHEREAS, because time is of the essence, the Conference and Member Institutions are executing this MOU to memorialize the terms of their agreement;

WHEREAS, by execution of this MOU, the Conference and the Member Institutions agree to work cooperatively in the preparation of the formal Grant of Rights Agreement as set out below;

The parties hereto express the following understanding:

1. The "Term" of this Agreement shall begin on July 1, 2026 and shall continue until June 30, 2032. The "Effective Date" means the date when this Agreement is signed by duly authorized representatives of the Conference, Air Force, UNLV, and at least four of the other five Member Institutions.

2. The Conference presently owns the exclusive rights to all Conference television, national radio and digital broadcasts, and related intellectual property, through contractual agreements with various linear and digital networks, as set forth more explicitly in the Mountain West Handbook and in the applicable media contracts ("Media Rights");

3. The Conference and the Member Institutions agree that (a) the Conference and the Member Institutions will execute a Grant of Rights from the Member Institutions to the Conference for the Media Rights during the Term; (b) the Member Institutions will remain in the Conference and (c) the Conference will make certain payments to the Member Institutions as set forth in paragraph 5 below. The Conference and each of the Member Institutions acknowledge that the Conference will retain the Media Rights to be more fully addressed in the Grant of Rights Agreement.

4. The Conference agrees to maintain the institutional Media Rights revenue distributions to the Member Institutions at no less than current levels, i.e. approximately $3.5 million to each regular Member Institution, during the Term. If necessary, the Conference will utilize a combination of revenue sources to maintain these distributions.

5. The Member Institutions acknowledge that the Conference's ability to make the incentive payments set forth in this paragraph 5 ("Incentive Payments") is contingent upon the Conference having collected a sufficient portion of (a) the exit fees owed to the Conference by Colorado State University, Boise State University, California State University, Fresno, San Diego State University, and Utah State University (the "Exiting

Schools") based on their decision to terminate membership in the Conference effective July 1, 2026 (the "Exit Fees"), and (b) the withdrawal fees owed to the Conference by the Pac-12 based on its decision to accept the Exiting Schools for membership in the Pac-12 effective July 1, 2026 (the "Withdrawal Fees"). The Conference will use commercially reasonable efforts to collect the Exit Fees and Withdrawal Fees. From the Exit Fees and Withdrawal Fees actually collected by the Conference ("Collected Fees"), the Conference will make the following Incentive Payments to each Member Institution that signs this MOU, with the first Incentive Payments being made as soon as practicable in compliance with the Bylaws of Mountain West Conference but no later than July 1, 2026 ("First Payment Date"):

a. First $61 Million of Collected Fees. The Conference will distribute the first $61 million of Collected Fees ("First Tranche") as follows:

   i. 24.5% to Air Force

   ii. 24.5% to UNLV

   iii. 11.5% to Nevada

   iv. 11.5% to New Mexico

   v. 11.5% to San José State

   vi. 11.5% to Wyoming

   vii. 5% to Hawai'i

b. Next $18 Million of Collected Fees. After paying the First Tranche, the next $18 million of Collected Fees will be held in reserve and used by the Conference to cover the expenses associated with recruiting new member institutions into the Conference ("Recruiting Reserve"). The Conference will use commercially reasonable efforts to minimize these recruiting expenses and to distribute any unused portion of the Recruiting Reserve to the Member Institutions according to the percentages used in the First Tranche.

c. Next $21 Million of Collected Fees. After paying the First Tranche and funding the Recruiting Reserve, the Conference will distribute the next $21 million of Collected Fees ("Second Tranche") according to the percentages used in the First Tranche.

d. Payment of Legal Fees and Expenses. After paying the First Tranche, funding the Recruiting Reserve, and paying the Second Tranche, the Conference will pay all legal fees and expenses incurred by the Conference.

e. Payment of Remaining Collected Dollars. After paying the First Tranche, funding the Recruiting Reserve, paying the Second Tranche, and paying its

legal fees and expenses, the Conference will distribute the remaining Collected Fees ("Third Tranche") as follows:

i. 15.83% to Air Force

ii. 15.83% to UNLV

iii. 15.83% to Nevada

iv. 15.83% to New Mexico

v. 15.83% to San José State

vi. 15.83% to Wyoming

vii. 5% to Hawai'i

6. If a Member Institution accepts an invitation to join the ACC, Big 10, Big 12, or SEC, such Member Institution shall be released from its obligations under, and shall waive its right to enforce, this MOU and the Grant of Rights Agreement.

7. During the Term of this MOU and the Grant of Rights Agreement, the Conference's basketball championships shall be played in Las Vegas, Nevada.

8. The Conference will move its offices to Las Vegas, Nevada as soon as practicable after the expiration of its existing office lease in Colorado Springs, Colorado, and such Conference offices shall remain in Las Vegas, Nevada at least through the end of the Term of this MOU and the Grant of Rights Agreement.

9. In the event the Exiting Schools do not actually exit from the Conference, this MOU and the associated Grant of Rights Agreement shall remain fully enforceable.

10. This MOU shall not be binding upon nor enforceable by any Member Institution that refuses to sign this MOU.

11. This MOU may not be modified or amended other than by an agreement in writing signed by duly authorized representatives of the Conference and three-fourths (3/4) of the Member Institutions that have signed and are bound by this Agreement.

12. This MOU may be executed in counterparts exchanged by electronic means (such as DocuSign or PDF signature pages exchanged via email), each of which shall be deemed an original.

13. The Conference and Member Institutions acknowledge that while the Grant of Rights Agreement may take a longer period of time for vetting and execution, time is of the essence with this MOU.

IN WITNESS WHEREOF, each of the undersigned has executed this Memorandum of Understanding effective as of the Effective Date.



Gloria Nevarez
Commissioner
Mountain West Conference

Lt. General Tony Bauernfeind
Superintendent
United States Air Force Academy

Cynthia Teniente-Matson
President
San José State University

David Lassner
President
University of Hawai'i, Manoa
(men's football only)

Keith E. Whitfield
President
University of Nevada, Las Vegas

Brian Sandoval
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Garnett S. Stokes
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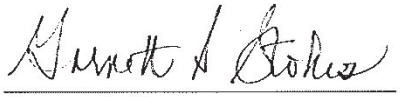
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EXHIBIT
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Transgender Student-Athlete Participation Policy

UPDATED MAY 2024

At its January 19, 2022, meeting, the NCAA Board of Governors updated the transgender student-athlete participation policy governing college sports.

The new policy aligns transgender student-athlete participation with the Olympic Movement. The resulting sport-by-sport approach preserves opportunity for transgender student-athletes while balancing fairness, inclusion and safety for all who compete.

Like the U.S. Olympic and Paralympic Committee, the updated NCAA policy calls for transgender student-athlete participation for each sport to be determined by the policy for the national governing body of that sport. If there is no NGB policy for a sport, it would then be determined by the policy for that sport's international federation. If there is no international federation policy, it would be determined by policy criteria previously established by the International Olympic Committee. Sport-specific policies are subject to ongoing review and recommendation by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports to the Board of Governors.

Phase Two – regular season and championships

Phase Two of the NCAA transgender student-athlete participation policy requires transgender student-athletes to provide documentation that meets the 2010 NCAA policy plus meet the sport standard for documented testosterone levels at three points in time: 1. Prior to any competition during the regular season; 2. Prior to the first competition in an NCAA championship event; and 3. Prior to any competition in the non-championship segment. See the transgender student-athlete eligibility review procedures for more information.

Additional flexibility

The Board of Governors urged the divisions to allow for additional, future eligibility if a transgender student-athlete loses eligibility based on the policy change, provided they meet the newly adopted standards.

The NCAA's Office of Inclusion and Sport Science Institute also released the Gender Identity and Student-Athlete Participation Summit Final Report. The report assists ongoing membership efforts to support an inclusive environment that promotes and develops the mental and physical health of transgender and non-binary student-athletes in collegiate sport. The foundational principles in this report will be developed further in conjunction with the Committee to Promote Cultural Diversity and Equity, CSMAS and other core membership committees that address gender identity.

Transgender Student-Athlete Resources

- Transgender Student-Athlete Eligibility Review Procedures
- 2024-25 Fall Sport Testosterone Thresholds and Championship Submission Deadlines
- 2024-25 Winter Sport Testosterone Thresholds and Championship Submission Deadlines
- 2024-25 Spring Sport Testosterone Thresholds and Championship Submission Deadlines
- 2023-24 Spring Sport Testosterone Thresholds and Championship Submission Deadlines

- Clarifying Application and Next Steps
- 2010 NCAA Transgender Participation Policy
- NCAA Inclusion of Transgender Student-Athletes Handbook
- Gender Identity and Student-Athlete Participation Summit Final Report
- Medical Exceptions Procedures and Form

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Transgender Student-Athlete Eligibility Review Procedures

Approved: Jan. 27, 2022 / Distributed: Jan. 28, 2022 / Updated: Jan. 19, 2023 / Updated May 2024

At its Jan 2022 meeting, the NCAA Board of Governors updated the transgender student-athlete participation policy to incorporate sport-by-sport eligibility requirements that align with the Olympic movement.

With these national and international sport-specific policy considerations in mind, the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports developed corresponding sport-specific NCAA transgender student-athlete eligibility criteria. A summary of these corresponding NCAA sport-by-sport testosterone level requirements can be found here: fall sports, winter sports and spring sports.

Phase Two: Eligibility Documentation and Review Procedure for Transgender Student-Athlete Participation. The policy updates do not change eligibility requirements for a trans man to compete. However, gender affirming medical care for any student-athlete could involve the use of NCAA banned substances (e.g., testosterone). In which case, the school would be required to submit a medical exception request on behalf of the student-athlete. Please see NCAA medical exception procedures for additional details related to these requirements.

For a trans woman student-athlete to be eligible to compete in an NCAA women's sport, the student-athlete's school must submit the following:

1. **NCAA Transgender Student-Athlete Eligibility Review Form**; and
2. **Evidence of Serum Testosterone Level**. Laboratory results demonstrating a one-time total serum testosterone level that is within the allowable levels for the sport in which the student-athlete plans to compete. Additionally, submitted laboratory results must be within four weeks (28 days) prior to the applicable competition date (e.g., student-athlete's first contest of each playing season segment or championship selection date).

How and When to Send Documentation.

Annual submission requirements. The NCAA must receive all required documentation at least one week prior to the student-athlete's first competition in the applicable playing season segment (traditional and nontraditional) for the applicable sport.

- **Multi-sport student-athletes.** Where a student-athlete intends to compete in more than one sport, submission of annual eligibility documentation will occur at least twice per academic year. Typically, this will occur (1) Prior to the student-athlete's initial competition in the fall term; and (2) Prior to the student-athlete's initial competition in a different sport in the following academic term.
- **Example. Cross country, indoor and outdoor track and field student-athlete:** Eligibility documentation must be submitted for review in the fall prior to the student-athlete's first cross country competition. This submission and review establishes eligibility for traditional segment competition in both cross country and indoor track and field. Eligibility documentation would again be submitted at the start of the spring semester or winter quarter prior to the student-athlete's first competition in outdoor track and field.

NCAA championship submission requirements. For competition in championships, the NCAA must receive all required documentation from the school at least one week prior to the first championship selection date in the applicable sport.

- A multi-sport student-athlete must submit championship eligibility documentation prior to each NCAA championship in which they intend to compete.

To receive a timely eligibility determination, all the above documentation must be completed and faxed by the student-athlete's school to the NCAA at (317)-917-6989.

Review of Documentation, Eligibility Determinations. Documentation submitted pursuant to these transgender student-athlete eligibility review procedures will be reviewed by, and corresponding eligibility determinations will be made by, the CSMAS Medical Review Panel.

Medical Exceptions Reminder. These procedures do not replace or change the requirements related to the NCAA Medical Exception Documentation Reporting Form which must be separately submitted by the school and approved by the NCAA before any student-athlete using any anabolic agent, hormone and metabolic modulator, or peptide hormone, growth factor, related substances and mimetics is allowed to participate in competition. See NCAA Medical Exception Procedures for additional information and requirements.

Communications, School Contact. As part of its completion of an NCAA Transgender Student-Athlete Eligibility Review Form, a school will have the opportunity to designate a school contact. All communications related to the transgender student-athlete eligibility review will be directed to the identified school contact. In recognition of the sensitive nature of the information to be exchanged, we encourage each school to consider the needs and expectations of the school and the student-athlete when identifying an appropriate school contact.

Reconsideration. The NCAA will deliver eligibility determinations to the school contact identified in the NCAA Transgender Student-Athlete Eligibility Review Form. If the student-athlete is determined to be ineligible for competition, additional documentation (e.g., updated total serum testosterone lab results) may be submitted for reconsideration provided it occurs in a timeframe consistent with applicable policy requirements.

Privacy Considerations. Certain information shared as part of these eligibility review procedures may constitute protected information as the same is described in applicable state, federal and international privacy regulations. We encourage schools to consult with legal, risk management and other applicable campus personnel as necessary before submitting eligibility information to evaluate and confirm, as necessary, the applicability of any such laws and related requirements.

If you have questions about the transgender student-athlete eligibility review procedures, please contact ssi@ncaa.org.

NCAA Transgender Student-Athlete Eligibility Review Fax: ***(317)-917-6989.***

Resources

- NCAA Transgender Student-Athlete Eligibility Review Form
- Transgender Student-Athlete Participation Policy

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NCAA Transgender Student-Athlete Participation Policy
Phase Two: 2022-23 and 2023-24 Academic Years
Eligibility Review Form - Instructions

In accordance with the NCAA Board of Governors January 2022 update to the NCAA Transgender Student-Athlete Participation Policy, a school must, on behalf of a trans woman student-athlete intending to compete in an NCAA women's sport during the 2022-23 and 2023-24 academic years, establish eligibility of the student-athlete by completing and faxing this form along with all required supporting documentation identified below to the NCAA at **317-917-6989**.

Applicability. This form is only valid for purposes of determining eligibility for competition during the 2022-23 and 2023-24 academic years and 2022-23 and 2023-24 NCAA championships. For the 2022-23 and 2023-24 academic years, established eligibility requirements apply to all NCAA competition, including competition in both the traditional and nontraditional segments and NCAA championships. This may require the submission of eligibility documentation on multiple occasions. Please see the eligibility documentation review process for additional information.

Medical Exception Reminder. This form is distinct from and not a substitute for the NCAA Medical Exception Documentation Reporting Form which must be separately submitted by the institution and approved by the NCAA before any student-athlete using any anabolic agent, hormone and metabolic modulator, or peptide hormone, growth factor, related substances and mimetics is allowed to participate in competition.

Submission Requirements. In order to receive a timely eligibility review, a school must submit the following:

1. **Completed Eligibility Review Form.** A school must include a fully completed and executed eligibility review form, including sections one and two.

2. **Serum Testosterone Level.** A school must include a copy of lab results confirming that, as of a date that is no more than four weeks (28 days) prior to the first applicable date of competition (e.g., student-athlete's first competition in the applicable playing season segment or the first championship selection date in the applicable sport), the student-athlete's total serum testosterone level was within the allowable level for the sport in which the student-athlete intends to compete. A summary of current sport-by-sport testosterone level requirements and a schedule of NCAA championship selection dates can be found here: fall sports, winter sports and spring sports.

Submitting the Form. The completed form (Sections 1 and 2) and serum testosterone level lab results must be faxed to NCAA at 317-917-6989.

NCAA Transgender Student-Athlete Participation Policy
Eligibility Review Form: Section One

SECTION ONE.

School Name:

Student-Athlete Information.			
Name:		Date of Birth:	
Sport:			

Applicable Season for Reporting Purposes. (Select One and Complete Applicable Date)		
Traditional Segment.	Date of SA's First Competition:	
Nontraditional Segment.	Date of SA's First Competition:	
NCAA Championship.	Championship Selection Date:	

School Contact Information for Eligibility Communication*.			
Contact Name:		Contact Title:	
Contact Email:		Contact Phone:	

* All questions, communications and eligibility determinations pertaining to this form and the related eligibility of the student-athlete identified above will be directed to the identified school contact. In recognition of the sensitive nature of the content provided in and with this form, and the material variations in how member institutions may elect to manage and retain such information, we encourage you to consider the needs and expectations of the school and the student-athlete when identifying an appropriate school contact.

* *NOTE: This form and the information provided herein is intended to be used by the NCAA solely for the purpose of evaluating and determining eligibility to participate in NCAA competition. Some of the information required to be provided in this form may constitute protected information as the same is described in applicable state, federal and international privacy regulations. We encourage you to consult with legal, risk management and other applicable personnel as necessary to evaluate the applicability of any such laws and related requirements.*

NCAA Transgender Student-Athlete Participation Policy
Eligibility Review Form: Section Two

SECTION TWO.

Student-Athlete Information.			
Name:		Date of Birth:	
School Name:			

Treating Medical Professional Information.			
Name:		Medical Specialty:	
Business Address:			

Medical Professional Attestation. By completing this form and as evidenced by my signature below, I confirm the accuracy of all of the following statements:

1. I am the licensed medical professional identified above;
2. I have participated as a medical professional in the gender affirming treatment plan of the student-athlete identified above *or* I am the submitting school's athletics health care provider and I am familiar with the student-athlete's gender affirming treatment plan; *and*
3. The identified student-athlete has, as of the date identified below, received hormone suppression treatment for at least one calendar year.

Medical Professional Signature:		Date:	

* Please complete and return this form to the institution identified above in accordance with any instructions provided by the school.

* *NOTE: This form and the information provided herein is intended to be used by the NCAA solely for the purpose of evaluating and determining eligibility to participate in NCAA competition. Some of the information required to be provided in this form may constitute protected information as the same is described in applicable state, federal and international privacy regulations. We encourage you to consult with legal, risk management and other applicable personnel as necessary to evaluate the applicability of any such laws and related requirements.*

NCAA TRANSGENDER STUDENT-ATHLETE PARTICIPATION POLICY
SPORT-SPECIFIC TESTOSTERONE THRESHOLDS AND CHAMPIONSHIP ELIGIBLITY DEADLINES
2023-24 SPRING SPORTS

This document provides Phase Two spring sport testosterone thresholds and championship submission deadlines applicable to the 2023-24 academic year. Total serum testosterone thresholds apply to any transgender woman competing on an NCAA women's team.

Note: For academic year 2023-24, established eligibility requirements apply to all NCAA competition, including competition in both the traditional and nontraditional segments and NCAA championships. It is important to understand that this may require the submission of eligibility documentation on multiple occasions. Please see the eligibility documentation review process for additional information.

Note Also: In addition to meeting applicable threshold eligibility requirements, a transgender student-athlete receiving gender-affirming care that includes an NCAA banned substance is required to comply with the NCAA Medical Exception Policy.

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility
Acrobatics and Tumbling	<10 nmol/L (<288.18 ng/dL)	USA Gymnastics	NCAA emerging sport for women.

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Beach Volleyball	<10 nmol/L (<288.18 ng/dL)	USA Volleyball	NC	04/21/2024

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Golf	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	Division I	04/17/2024
			Division II	04/22/2024
			Division III	05/06/2024

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Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Lacrosse	<10 nmol/L (<288.18 ng/dL)	USA Lacrosse	Division I	04/28/2024
			Division II	04/28/2024
			Division III	04/29/2024

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Rowing	<5 nmol/L (<144.09 ng/dL)	US Rowing	Division I	05/07/2024
			Division II	05/13/2024
			Division III	05/06/2024

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Softball	<10 nmol/L (<288.18 ng/dL)	WBSC	Division I	05/05/2024
			Division II	04/29/2024
			Division III	05/06/2024

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Tennis	<5 nmol/L (<144.09 ng/dL)	ITF	Division I	04/22/2024
			Division II	04/29/2024
			Division III	04/29/2024

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Outdoor Track & Field	<10 nmol/L (<288.18 ng/dL)	USATF	Division I	05/09/2024
			Division II	05/07/2024
			Division III	05/12/2024

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Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Water Polo	<2.5 nmol/L (<72.05 ng/dL)	FINA	NC	04/22/2024

DOCUMENT KEY:

Approved Total Serum Testosterone Threshold: This is the threshold, approved by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports, that will be used by its CSMAS Medical Review Panel to evaluate the eligibility of a transgender student-athlete intending to compete in a spring sport.

Policy Benchmark: This is the applicable sport-specific policy benchmark considered by CSMAS in the development of corresponding NCAA sport-by-sport total serum testosterone threshold levels. Consistent with NCAA Board of Governors' direction, transgender student-athlete eligibility is to be determined in accordance with the policy established by the national governing body of the applicable sport in which the student-athlete intends to compete. If there is no NGB policy for that sport, eligibility requirements consider the policy established by that sport's international federation. If there is no international federation policy, eligibility requirements will consider the guidelines developed as part of the November 2015 International Olympic Committee Consensus Meeting on Sex Reassignment and Hyperandrogenism.

Deadline for Championship Eligibility: This is the last date (one week prior to the championship selection date) by which the NCAA must receive all required championship eligibility documentation for review by the Medical Review Panel. Please note that annual eligibility documentation must be received not later than one week prior to the student-athlete's initial competition in the traditional or nontraditional segment. This allows the Medical Review Panel sufficient time for review.

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NCAA TRANSGENDER STUDENT-ATHLETE PARTICIPATION POLICY
SPORT-SPECIFIC TESTOSTERONE THRESHOLDS AND CHAMPIONSHIP ELIGIBLITY DEADLINES
SPRING SPORTS

(Updated May 2024)

This document provides Phase Two spring sport testosterone thresholds and championship submission deadlines applicable until further notice. Total serum testosterone thresholds apply to any transgender woman competing on an NCAA women's team.

Note: Established eligibility requirements apply to all NCAA competition, including competition in both the traditional and nontraditional segments and NCAA championships. It is important to understand that this may require the submission of eligibility documentation on multiple occasions. Please see the eligibility documentation review process for additional information.

Note Also: In addition to meeting applicable threshold eligibility requirements, a transgender student-athlete receiving gender-affirming care that includes an NCAA banned substance is required to comply with the NCAA Medical Exception Policy.

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility
Acrobatics and Tumbling	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	NCAA emerging sport for women.

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Beach Volleyball	<10 nmol/L (<288.18 ng/dL)	USA Volleyball	NC	04/20/2025

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Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Golf	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	Division I	04/16/2025
			Division II	04/21/2025
			Division III	04/28/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Lacrosse	<10 nmol/L (<288.18 ng/dL)	USA Lacrosse	Division I	04/27/2025
			Division II	05/04/2025
			Division III	04/28/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Rowing	<2.5 nmol/L (<72.05 ng/dL)	US Rowing	Division I	05/13/2025
			Division II	05/12/2025
			Division III	05/05/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Softball	<10 nmol/L (<288.18 ng/dL)	WBSC	Division I	05/04/2025
			Division II	04/28/2025
			Division III	05/05/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Submission Deadline for Championship Eligibility
Stunt	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	NCAA emerging sport for women. No NCAA championship.

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Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Tennis	<5 nmol/L (<144.09 ng/dL)	ITF	Division I	04/21/2025
			Division II	04/29/2025
			Division III	04/28/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Outdoor Track & Field	<10 nmol/L (<288.18 ng/dL)	USATF	Division I	05/15/2025
			Division II	05/06/2025
			Division III	05/11/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Water Polo	<2.5 nmol/L (<72.05 ng/dL)	FINA	NC	04/21/2025

DOCUMENT KEY:

Approved Total Serum Testosterone Threshold: This is the threshold, approved by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports, that will be used by its CSMAS Medical Review Panel to evaluate the eligibility of a transgender student-athlete intending to compete in a spring sport.

Policy Benchmark: This is the applicable sport-specific policy benchmark considered by CSMAS in the development of corresponding NCAA sport-by-sport total serum testosterone threshold levels. Consistent with NCAA Board of Governors' direction, transgender student-athlete eligibility is to be determined in accordance with the policy established by the national governing body of the applicable sport in which the student-athlete intends to compete. If there is no NGB policy for that sport, eligibility requirements consider the policy established by that sport's international

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federation. If there is no international federation policy, eligibility requirements will consider the guidelines developed as part of the November 2015 International Olympic Committee Consensus Meeting on Sex Reassignment and Hyperandrogenism.

Deadline for Championship Eligibility: This is the last date (one week prior to the championship selection date) by which the NCAA must receive all required championship eligibility documentation for review by the Medical Review Panel. Please note that annual eligibility documentation must be received not later than one week prior to the student-athlete's initial competition in the traditional or nontraditional segment. This allows the Medical Review Panel sufficient time for review.

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NCAA TRANSGENDER STUDENT-ATHLETE PARTICIPATION POLICY
SPORT-SPECIFIC TESTOSTERONE THRESHOLDS AND CHAMPIONSHIP ELIGIBLITY DEADLINES
FALL SPORTS
(Updated May 2024)

This document provides Phase Two fall sport testosterone thresholds and championship submission deadlines applicable until further notice. Total serum testosterone thresholds apply to any transgender woman competing on an NCAA women's team.

Note: Established eligibility requirements apply to all NCAA competition, including competition in both the traditional and nontraditional segments and NCAA championships. This may require the submission of eligibility documentation on multiple occasions. Please see the eligibility documentation review process for additional information.

Note Also: In addition to meeting applicable threshold eligibility requirements, a transgender student-athlete receiving gender-affirming care that includes an NCAA banned substance is required to comply with the NCAA Medical Exception Policy.

Sport	Approved Testosterone Threshold	Policy Benchmark	Submission Deadline for Championship Eligibility	
Women's Cross Country	<10 nmol/L (<288.18 ng/dL)	USATF	Division I	11/09/2024
			Division II	11/04/2024
			Division III	11/10/2024

Sport	Approved Testosterone Threshold	Policy Benchmark	Submission Deadline for Championship Eligibility	
Field Hockey	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	Division I	11/03/2024
			Division II	11/04/2024
			Division III	11/03/2024

Sport	Approved Testosterone Threshold	Policy Benchmark	Submission Deadline for Championship Eligibility
Rugby	<10 nmol/L (<288.18 ng/dL)	USA Rugby	NCAA emerging sport for women. No NCAA championship.

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Sport	Approved Testosterone Threshold	Policy Benchmark	Submission Deadline for Championship Eligibility	
Women's Soccer	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	Division I	11/04/2024
			Division II	11/11/2024
			Division III	11/04/2024

Sport	Approved Testosterone Threshold	Policy Benchmark	Submission Deadline for Championship Eligibility
Triathlon	<2.5 nmol/L (<288.18 ng/dL)	World Triathlon	NCAA emerging sport for women. No NCAA championship.

Sport	Approved Testosterone Threshold	Policy Benchmark	Submission Deadline for Championship Eligibility	
Women's Volleyball	<10 nmol/L (<288.18 ng/dL)	USA Volleyball	Division I	11/24/2024
			Division II	11/18/2024
			Division III	11/10/2024

DOCUMENT KEY:

Approved Total Serum Testosterone Threshold: This is the threshold, approved by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports, that will be used by its CSMAS Medical Review Panel to evaluate the eligibility of a transgender student-athlete intending to compete in a fall sport.

Policy Benchmark: This is the applicable sport-specific policy benchmark considered by CSMAS in the development of corresponding NCAA sport-by-sport total serum testosterone threshold levels. Consistent with NCAA Board of Governors' direction, transgender student-athlete eligibility is to be determined in accordance with the policy established by the national governing body of the applicable sport in which the student-athlete intends to compete. If there is no NGB policy for that sport, eligibility requirements consider the policy established by that sport's international federation. If there is no international federation policy, eligibility requirements will consider the guidelines developed as part of the November 2015 International Olympic Committee Consensus Meeting on Sex Reassignment and Hyperandrogenism.

Deadline for Championship Eligibility: This is the last date (one week prior to the championship selection date) by which the NCAA must receive all required championship eligibility documentation for review by the Medical Review Panel. Please note that annual eligibility documentation must be received not later than one week prior to the student-athlete's initial competition in the traditional or nontraditional segment. This allows the Medical Review Panel sufficient time for review.

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NCAA TRANSGENDER STUDENT-ATHLETE PARTICIPATION POLICY
SPORT-SPECIFIC TESTOSTERONE THRESHOLDS AND CHAMPIONSHIP ELIGIBLITY DEADLINES
WINTER SPORTS
(Updated May 2024)

This document provides Phase Two winter sport testosterone thresholds and championship submission deadlines applicable until further notice. Total serum testosterone thresholds apply to any transgender woman competing on an NCAA women's team.

Note: Established eligibility requirements apply to all NCAA competition, including competition in both the traditional and nontraditional segments and NCAA championships. It is important to understand that this may require the submission of eligibility documentation on multiple occasions. Please see the eligibility documentation review process for additional information.

Note Also: In addition to meeting applicable threshold eligibility requirements, a transgender student-athlete receiving gender-affirming care that includes an NCAA banned substance is required to comply with the NCAA Medical Exception Policy.

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Basketball	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	Division I	03/09/2025
			Division II	03/02/2025
			Division III	02/24/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Bowling	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	NC	03/19/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility
Equestrian	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	NCAA emerging sport for women. No NCAA championship.

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Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Fencing	<10 nmol/L (<288.18 ng/dL)	USA Fencing	NC	03/04/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Gymnastics	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	NC	03/17/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Ice Hockey	<5 nmol/L (<144.09 ng/dL)	International Ice Hockey Federation	NC	03/02/2025
			Division III	03/02/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Indoor Track & Field	<10 nmol/L (<288.18 ng/dL)	USATF	Division I	02/25/2025
			Division II	02/25/2025
			Division III	03/02/2025

Sport	Approved Testosterone Threshold	Policy Benchmark
Rifle (Mixed Teams)	No threshold established.	Mixed team status negates the need for level.

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Skiing	<10 nmol/L (<288.18 ng/dL)	2015 IOC (NGB/IF policy not available)	NC	02/18/2025

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Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility	
Women's Swimming & Diving	<5 nmol/L (<144.09 ng/dL)	USA Swimming	Division I	02/26/2025
			Division II	02/19/2025
			Division III	02/19/2025

Sport	Approved Testosterone Threshold	Policy Benchmark	Deadline for Championship Eligibility
Women's Wrestling	<10 nmol/L (<288.18 ng/dL)	USA Wrestling	NCAA emerging sport for women. No NCAA championship.

DOCUMENT KEY:

Approved Total Serum Testosterone Threshold: This is the threshold, approved by the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports, that will be used by its CSMAS Medical Review Panel to evaluate the eligibility of a transgender student-athlete intending to compete in a winter sport.

Policy Benchmark: This is the applicable sport-specific policy benchmark considered by CSMAS in the development of corresponding NCAA sport-by-sport total serum testosterone threshold levels. Consistent with NCAA Board of Governors' direction, transgender student-athlete eligibility is to be determined in accordance with the policy established by the national governing body of the applicable sport in which the student-athlete intends to compete. If there is no NGB policy for that sport, eligibility requirements consider the policy established by that sport's international federation. If there is no international federation policy, eligibility requirements will consider the guidelines developed as part of the November 2015 International Olympic Committee Consensus Meeting on Sex Reassignment and Hyperandrogenism.

Deadline for Championship Eligibility: This is the last date (one week prior to the championship selection date) by which the NCAA must receive all required championship eligibility documentation for review by the Medical Review Panel. Please note that annual eligibility documentation must be received not later than one week prior to the student-athlete's initial competition in the traditional or nontraditional segment. This allows the Medical Review Panel sufficient time for review.

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NCAA Inclusion of Transgender Student-Athletes



Office of Inclusion

AUGUST 2011

Office of Inclusion

As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.

The Office of Inclusion will provide or enable programming and education, which sustains foundations of a diverse and inclusive culture across dimensions of diversity including, but not limited to age, race, sex, national origin, class, creed, educational background, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences.

Adopted by the NCAA Executive Committee, April 2010

PRIMARY CONTACTS

Bernard Franklin – bfranklin@ncaa.org (Executive Vice President, Chief Inclusion Officer)
Kimberly Ford - kford@ncaa.org (Minority Inclusion)
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NCAA Inclusion of Transgender Student-Athletes

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The purpose of this resource is to provide guidance to NCAA athletic programs about how to ensure transgender student-athletes fair, respectful, and legal access to collegiate sports teams based on current medical and legal knowledge. It provides best practice and policy recommendations for intercollegiate athletic programs to provide transgender student-athletes with fair and equal opportunities to participate. In addition to specific policy recommendations for college athletics, the resource provides guidance for implementing these policies to ensure the safety, privacy, and dignity of transgender student-athletes as well as their teammates. Specific best practice recommendations are provided for athletic administrators, coaches, student-athletes and the media.

Authors:
Dr. Pat Griffin, Director of Changing the Game: The Gay, Lesbian, Straight Education Network (GLSEN) Sports Project **www.sports.glesn.org**, Professor Emerita in the Social Justice Education program at the University of Mass. Amherst, former athlete and collegiate coach.

Helen Carroll, Director of the National Center for Lesbian Rights (NCLR) Sports Project **www.nclrights.org**, former NCAA/NAIA basketball coach and collegiate athletic director at University of North Carolina Asheville and Mills College of Oakland, Ca.

Providing medical advice and understanding of the complexities of the transitioning student-athlete are: **Eric Vilain, M.D., Ph.D.**, Professor of Human Genetics, Pediatrics and Urology, Director of the Center for Gender-Based Biology and Chief of Medical Genetics in the UCLA Department of Pediatrics, member of the International Olympic Committee medical advisory board; **R. Nick Gorton, M.D**., Emergency Medicine Physician, Sutter Davis Hospital, Primary Care Provider, Lyon- Martin Women's Health Services–San Francisco, Medical-Legal Consultant for transgender health care for Lambda Legal, the Transgender Law Center, the Northwest Justice Project, the New York Legal Aid Society, National Center for Lesbian Rights Sports Project and the Sylvia Rivera Law Project; **Lori Kohler, M.D.**, Medical Director of the Family Health Center at San Francisco General Hospital.

Providing review related to the legal rights of transgender student-athletes in the context of the broader legal status of transgender rights in the United States: Lambda Legal; American Civil Liberties Union; Transgender Law Center; National Center for Transgender Equality; Gay and Lesbian Advocates and Defenders; National Center for Lesbian Rights.

Providing expertise regarding National Collegiate Athletic Association rules, regulations and procedures related to drug testing, eligibility requirements, and gender equity: Karen Morrison, Director for Gender Inclusion Initiatives; Mary Wilfert, Associate Director, Health and Safety.

Providing a voice and sharing the experience of being a transgender student-athlete: Keelin Godsey, Track and Field, Rugby, Bates College, 2006, Northeastern College, 2010; Morgan Dickens, Basketball and Rugby, Cornell University, 2008, Ithaca College, 2009; Kye Allums, Women's Basketball, George Washington University, Class of 2012.



INTRODUCTION

What Does Transgender Mean?

"Transgender" describes an individual whose gender identity (one's internal psychological identification as a boy/man or girl/woman) does not match the person's sex at birth. For example, a male-to-female (MTF) transgender person is someone who was born with a male body, but who identifies as a girl or a woman. A female-to-male (FTM) transgender person is someone who was born with a female body, but who identifies as a boy or a man.[1]

It is important that all people recognize and respect the transgender person's identification as a man or a woman. In order to feel comfortable and to express their gender identity, transgender people may take a variety of steps: changing their names and self-referencing pronouns to better match their gender identity; choosing clothes, hairstyles, or other aspects of self-presentation that reflect their gender identity; and generally living, and presenting themselves to others, consistently with their gender identity. Some, but not all, transgender people take hormones or undergo surgical procedures to change their bodies to better reflect their gender identity.

Some people are confused by the difference between transgender people and people who have intersex conditions. The key feature of being transgender is having a psychological identification as a man or a woman that differs from the person's sex at birth. Apart from having a gender identity that is different than their bodies, transgender people are not born with physical characteristics that distinguish them from others. In contrast, people with intersex conditions (which may also be called a "Disorders of Sex Development"), are born with physically mixed or atypical bodies with respect to sexual characteristics such as chromosomes, internal reproductive organs and genitalia, and external genitalia.[2]

An increasing number of high school- and college-aged young people are identifying as transgender (or trans), meaning that their internal sense of their gender identity is different from the gender they were assigned at birth. These students challenge educators to rethink an understanding of gender as universally fixed at birth. Educators must be open to this challenge to create educational institutions that value and meet the needs of all students. Once we recognize that transgender young people are part of school communities across the United States, educational leaders have a responsibility to ensure that these students have access to equal opportunities in all academic and extracurricular activities in a safe and respectful school environment.

For a more complete list of definitions and terms related to transgender people, refer to Appendix A.

STEPHANIE BRILL
Executive Director, Gender Spectrum

"There are more and more transgender children today who, even at young ages, are allowed to live their lives in alignment with who they are. As it becomes common medical procedure to allow these children to transition in childhood, athletic policies need to reflect this change in the landscape of student-athletes."



Athletics programs are widely accepted as integral parts of the college experience. The benefits of athletics participation include many positive effects on physical, social, and emotional well-being. Playing sports can provide student-athletes with important lessons about self-discipline, teamwork, success, and failure—as well as the joy and shared excitement that being a member of a sports team can bring.

For some students, playing on collegiate sports teams leads to future careers in athletics as competitors, coaches, administrators, and athletic trainers. All students, including those who are transgender, deserve access to these benefits.

Though the needs of transgender college students have received some attention in recent years, this issue has not been adequately addressed in the context of athletics. Few collegiate athletics programs, administrators, or coaches have been prepared to fairly, systematically, and effectively address a transgender student's interest in participating in athletics. The majority of intercollegiate athletics programs have no policy governing the inclusion of transgender student-athletes, and most coaches have not received any direction for accommodating a transgender student who wants to play on a sports team. In fact, most intercollegiate athletics programs have not received the information to address even basic accommodations such as knowing what pronouns or names to use when referring to a transgender student, where a transgender student should change clothes for practice or competition, or what bathroom or shower that student should use.

The best practices and recommended policies within this resource will provide athletics administrators and others involved in intercollegiate athletics with the information and tools to support participation of transgender student-athletes and create environments that respect students from all backgrounds.

PART ONE

Overview

This section provides an overview of issues related to providing participation opportunities for transgender student-athletes by addressing the following questions:

- Why must we address transgender issues in athletics?
- Why focus on college athletics?
- Should the participation of transgender student-athletes raise concerns about competitive equity?
- What are the benefits of adopting fair and inclusive policies?

Why Must We Address Transgender Issues in Collegiate Athletics Programs?

Educators must address transgender issues in athletics for several reasons. First and foremost, core values of equal opportunity and inclusion demand that educational leaders adopt thoughtful and effective policies that enable all students to participate fully in intercollegiate athletics programs. Over the course of many years, schools have learned and continue to appreciate the value and necessity of accommodating the sport participation interests of students of color, women, students with disabilities, and lesbian, gay, and bisexual students. These are all issues of basic fairness and equity that demand the expansion of our thinking about equal opportunity in sports. The right of transgender students to participate in sports calls for similar considerations of fairness and equal access.

Additionally, as more states, localities, and schools add gender identity and expression to their non-discrimination policies, and as more courts hold that sex discrimination laws protect transgender people, transgender students and their parents are increasingly empowered to insist that athletics programs accommodate transgender students (see Part Four: Appendix C for a compilation of state and federal laws, regulations, and legal decisions prohibiting discrimination based on gender identity/expression). To avoid decision-making that perpetuates discrimination, school leaders must be proactive in adopting policies that are consistent with school non-discrimination policies and state and federal laws prohibiting discrimination based on gender identity or expression (see Appendix A for definitions of gender identity and gender expression).

Though the number of transgender students is small, research indicates that their number is growing.[3] As the number of people who come out as transgender as teenagers and children increases, so too do the numbers of parents who support their transgender children and advocate for their rights to safety and fair treatment. In response to these demands, college leaders must be prepared to accommodate the educational needs and protect the rights of transgender students.

To respond to these realities, athletics conferences and individual universities/colleges are well advised to proactively adopt policies and best practices that provide equal opportunities for transgender students to participate on sports teams. Moreover, in the spirit of encouraging sports participation for all, it is the right thing to do.

In order to design effective policies, educators must understand that gender is a core part of everyone's identity and that gender is more complex than our society generally acknowledges. Learning about the experience of transgender people can help us to see more clearly how gender affects all of our lives, and to put that knowledge into practice in order to better serve all students.

Addressing the needs of transgender students is an important emerging equal opportunity issue that must be taken seriously by school leaders. Because a more complex understanding of gender may be new and

challenging for some people, there is a danger that misinformation and stereotypes rather than accurate and up-to-date information will guide policy decisions. Campus and athletics administrators who are charged with policy development need guidance to avoid including misconceptions and misinformation in policies that, ultimately, create more problems than they solve.

Lea Robinson
Associate Director, Office of Multicultural Affairs, Columbia University
American Association of University Women (AAUW)
(former coach and athlete)



"During my coaching career, there was little discussion of the existence of transgender student-athletes and few resources for those student-athletes that did identify as transgender.

In my own experience, the few students that I did suspect may have identified as transgender weren't really able to come out in those settings because of a lack of support within their athletic communities as well as a real lack of resources, education, and safe spaces.

I believe that the implementation of supportive policies would signify a commitment to the support and acceptance of transgender-identified student-athletes and coaches, and aid in creating more spaces for dialogue and education within the culture of athletics regarding issues and challenges facing transgender student-athletes.

Those policies will also give transgender student-athletes and coaches the guidance, support, encouragement, and sense of safety they need to pursue what can sometimes be a very difficult journey."

Why Focus on College Athletics?

Providing equal opportunities in all aspects of school programming is a core value in education. As an integral part of higher educational institutions, college athletics programs are responsible and accountable for reflecting the goals and values of the educational institutions of which they are a part. It follows that athletics programs must reflect the value of equal opportunity in all policies and practices.

A core purpose of college is to teach students how to participate and be good citizens in an increasingly diverse society and how to interact respectfully with others. In addition, college athletics programs impose limits on how many years a student-athlete can compete that do not exist in adult sporting competitions, where athletes can compete as long as their performances are viable or, in the case of most amateur sports, as long as they wish to. Intercollegiate athletics provides a unique opportunity to provide particpation opportunities for all students regardless of race, religion, sexual orientation or gender expression.

As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. The NCAA seeks to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.

The NCAA Office of Inclusion provides or enables programming and education, which sustains foundations of a diverse and inclusive culture across dimensions of diversity including, but not limited to age, race, sex, class, national origin, creed, educational background, disability, gender expression, geographical location,

income, marital status, parental status, sexual orientation and work experiences. In keeping with those values of inclusion, the NCAA encourages thoughtful development of policies and practices that provide fair participation opportunities for all student-athletes, including transgender individuals.

Should the Participation of Transgender Student-Athletes Raise Concerns About Competitive Equity ?

Concern about creating an "unfair competitive advantage" on sex-separated teams is one of the most often cited reasons for resistance to the participation of transgender student-athletes. This concern is cited most often in discussions about transgender women competing on a women's team. Some advocates for gender equality in college sports are concerned that allowing transgender women—that is, male-to-female transgender athletes who were born male, but who identify as female—to compete on women's teams will take away opportunities for women, or that transgender women will have a competitive advantage over other women competitors.

These concerns are based on three assumptions: one, that transgender women are not "real" women and therefore not deserving of an equal competitive opportunity; two, that being born with a male body automatically gives a transgender woman an unfair advantage when competing against non-transgender women; and three, that men might be tempted to pretend to be transgender in order to compete in competition with women.

These assumptions are not well founded. First, the decision to transition from one gender to the other—to align one's external gender presentation with one's internal sense of gender identity—is a deeply significant and difficult choice that is made only after careful consideration and for the most compelling of reasons. Gender identity is a core aspect of a person's identity, and it is just as deep seated, authentic, and real for a transgender person as for others. Male-to-female transgender women fully identify and live their lives as women, and female-to-male transgender men fully identify and live their lives as men.

Second, some people fear that transgender women will have an unfair advantage over non-transgender women. It is important to place that fear in context.

Transgender girls who medically transition at an early age do not go through a male puberty, and therefore their participation in athletics as girls does not raise the same equity concerns that arise when transgender women transition after puberty.

Transgender women display a great deal of physical variation, just as there is a great deal of natural variation in physical size and ability among non-transgender women and men. Many people may have a stereotype that all transgender women are unusually tall and have large bones and muscles. But that is not true. A male-to-female transgender woman may be small and slight, even if she is not on hormone blockers or taking estrogen. It is important not to overgeneralize. The assumption that all male-bodied people are taller, stronger, and more highly skilled in a sport than all female-bodied people is not accurate.[4]

DR. NICK GORTON
American Board of Emergency Medicine, Medical Legal Consultant, Trans Health Care

"Transgender student-athletes fall within the spectrum of physical traits found in athletes of their transitioned gender, allowing them to compete fairly and equitably."



It is also important to know that any strength and endurance advantages a transgender woman arguably may have as a result of her prior testosterone levels dissipate after about one year of estrogen or testosterone-suppression therapy. According to medical experts on this issue, the assumption that a transgender woman competing on a women's team would have a competitive advantage outside the range of performance and competitive advantage or disadvantage that already exists among female athletes is not supported by evidence.

Finally, fears that men will pretend to be female to compete on a women's team are unwarranted given that in the entire 40 year history of "sex verification" procedures in international sport competitions, no instances of such "fraud" have been revealed.[5] Instead, rather than identifying men who are trying to fraudulently compete as women, "sex verification" tests have been misused to humiliate and unfairly exclude women with intersex conditions.[6] The apparent failure of such tests to serve their stated purpose of deterring fraud—and the terrible damage they have caused to individual women athletes—should be taken into account when developing policies for the inclusion of transgender athletes.

Educators in collegiate athletics programs must develop thoughtful and informed practices that provide opportunities for all students, including transgender students, to participate in sports. These practices must be based on sound medical science, which shows that male-to-female transgender athletes do not have any automatic advantage over other women . These practices must also be based on the educational values of sport and the reasons why sport is included as a vital component of the educational environment: promoting the physical and psychological well-being of all students, and teaching students the values of equal opportunity, participation, inclusion, teamwork, discipline, and respect for diversity.

What Are the Benefits of Adopting Inclusive Practices Regarding Transgender Student-Athletes?

All stakeholders in NCAA athletics programs will benefit from adopting fair and inclusive practices enabling transgender student-athletes to participate on school sports teams. School-based sports, even at the most competitive levels, remain an integral part of the process of education and development of young people, especially emerging leaders in our society. Adopting fair and inclusive participation practices will allow school and athletics leaders to fulfill their commitment to create an environment in which all students can thrive, develop their full potential, and learn how to interact with persons from diverse groups.

JILL PILGRIM
Precise Advisory Group, Principal Counsel
Former General Counsel & Drug Testing Program Administrator
Ladies Professional Golf Association

"Colleges need to adopt transgender student-athlete accommodation policies to remedy the silent suffering of young people who have the right to participate and enjoy the same activities that all other students have access to, without being discriminated against."



Many schools and athletics departments identify diversity as a strength and have included sexual orientation and gender identity/expression in their non-discrimination policies. Athletics departments and personnel are responsible for creating and maintaining an inclusive and non- discriminatory climate in the areas they oversee. Adopting inclusive participation practices provides school athletics administrators with a concrete opportunity to fulfill that mandate and demonstrate their commitment to fair play and inclusion.

Moreover, when all participants in athletics are committed to fair play, inclusion, and respect, student-athletes are free to focus on performing their best in athletic competition and in the classroom. This climate promotes the well-being and achievement potential of all student-athletes. Every student-athlete and coach will benefit from meeting the challenge of overcoming fear and prejudice about social groups of which they are not members. This respect for difference will be invaluable to all student-athletes as they graduate and enter an increasingly diverse workforce in which knowing how to work effectively across differences is a professional and personal asset.

The benefits of school sports participation include many positive effects on physical, social, and emotional well-being. All students, including those who are transgender, deserve access to these benefits.[7] *When athletics departments adopt inclusive policies, they are living up to the educational values of equality that join them with the broad institutional and societal ideal of inclusion and respect for differences*.

PART TWO

Recommendations for Including Transgender Student-Athletes

This section of the resource includes:

- Guiding Principles
- Recommended Policy for College Athletics
- Additional Guidelines for Transgender Student-Athlete Inclusion

Guiding Principles

Policies governing the participation of transgender student-athletes should be informed by the following principles, and be included in the institution's transgender student-athlete policy statement:

1. Participation in intercollegiate athletics is a valuable part of the education experience for all students.
2. Transgender student-athletes should have equal opportunity to participate in sports.
3. The integrity of women's sports should be preserved.
4. Policies governing sports should be based on sound medical knowledge and scientific validity.
5. Policies governing sports should be objective, workable, and practicable; they should also be written, available and equitably enforced.
6. Policies governing the participation of transgender students in sports should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.
7. The legitimate privacy interests of all student-athletes should be protected.
8. The medical privacy of transgender students should be preserved.
9. Athletics administrators, staff, parents of athletes, and student-athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant students in athletics.
10. Policies governing the participation of transgender students in athletics should comply with state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression.

Policy Recommendations for Collegiate Athletics

Policy development governing the inclusion of transgender student-athletes is an emerging endeavor. As new research on the participation of transgender athletes and the physiological effects of gender transition on athletic performance becomes available, policies may need to be re-evaluated to ensure that they reflect the most current research-based information.



KEELIN GODSEY

Former Student-Athlete, Bates College 2006, Northeastern College, 2010

I was 18 when I started to figure out I was transgender, but the thought of telling anyone was absolutely frightening. I didn't have the support system I needed and I didn't know how it would impact my track and field career.

I started researching rules and regulations for transgender athletes, and while I was able to find a policy from the International Olympic Committee, I couldn't find anything that would apply to me at the collegiate level. I later found out it was because they didn't have any policies.

I also tried to find information about transgender athletes, which, at the time, was like trying to find a needle in a haystack. I became very fearful that you couldn't be transgender and a champion collegiate athlete at the same time. This fear, the lack of policies and information about successful transgender athletes, and the fact that I was the track team's biggest scorer and a national contender each year, caused me to hold off on coming out as transgender for almost three years. I was so afraid of losing everything I had worked so hard to accomplish in track and field and that I would no longer be able to compete in something that defined me as much as being transgender does.

But by the end of my junior year I couldn't hide who I was anymore. I felt I had no choice but to face the consequences head on and come out as FTM. I was afraid if I didn't, I wouldn't make it through my senior year. I started by coming out to a professor/mentor. This wasn't too hard, but I knew that I had to come out to the athletic director, and that getting his/ her support was imperative in order for my "transition" of names and pronouns to work and my continued participation on the women's track and field team to go smoothly.

At the time, my track team had a new head coach, and I was really nervous about how she was going to respond. But after having a long talk with her it was clear that she understood and that she was there to help. Together, we were able to think through how my coming out might affect the team, and come up with the best plan for telling my teammates. When I came out to the team, I wasn't met with the fear and hate that I was expecting. In fact, it was the complete opposite. My team was awesome. The only thing that was said was, "Please forgive us if we slip on the pronouns while we adjust." And, to tell the truth, I don't think I ever once heard them slip up on pronouns.

Everyone's biggest concern was how my transition was going to be received outside of Bates, as, at that time, the NCAA didn't have any rules or guidelines about transgender athletes. Since I was already a national champion in the Women's Hammer Throw, as well as holding the DIII national record as an 11-time all-American, we knew my coming out was very much going to be a public event. Unfortunately, things went less smoothly off-campus than on. I was extremely lucky though to have the support of my teammates and my coach, who helped me succeed despite all of the outside stresses I experienced as an FTM competing at the national level on a women's team. My teammates were the first to defend me when people were being hateful, when the media was stalking me or when I was repetitively accused of cheating despite all of my clean drug (testosterone) tests. I had chosen to forego any medical transitioning to remain on my women's team. My team was also there to share in the positive things that happened as a result of my coming out.

NCAA Bylaws related to hormonal treatment and mixed teams.

Two areas of NCAA regulations can be impacted by transgender student-athlete participation: use of banned substances and mixed team status.

A mixed team is a varsity intercollegiate sports team on which at least one individual of each gender competes. *(Revised: 5/8/06)*. NCAA Bylaw 18.02.2 for purposes of meeting the required minimums set forth in Bylaws 18.2.3 and 18.2.4, a mixed team shall be counted as one team. A mixed team shall count toward the minimum sponsorship percentage for men's championships.

- NCAA rules state that a male participating in competition on a female team makes the team a "mixed team." The mixed team can be used for sports sponsorship numbers (provided other conditions, such as being an acceptable NCAA sport, outlined in Bylaw 20.9 (Division I), 20.10 (Division II) and 20.11 (Division III) are met) and counts toward the mixed/men's team minimums within the membership sports-sponsorship requirements. Such a team is ineligible for a women's NCAA championship but is eligible for a men's NCAA championship.
- A female on a men's team does not impact sports sponsorship in the application of the rule-the team still counts toward the mixed/men's numbers. Such a team is eligible for a men's NCAA championship.
- Once a team is classified as a mixed team, it retains that status through the remainder of the academic year without exception.

NCAA Bylaw 31.2.3 identifies testosterone as a banned substance, and provides for a medical exception review for demonstrated need for use of a banned medication. It is the responsibility of the NCAA institution to submit the request for a medical exception (see **www.ncaa.org/drugtesting**) for testosterone treatment prior to the student-athlete competing while undergoing treatment. In the case of testosterone suppression, the institution must submit written documentation to the NCAA of the year of treatment and ongoing monitoring of testosterone suppression.

NCAA Policy on Transgender Student-Athlete Participation

The following policies clarify participation of transgender student-athletes undergoing hormonal treatment for gender transition:

1. A trans male (FTM) student-athlete who has received a medical exception for treatment with testosterone for diagnosed Gender Identity Disorder or gender dysphoria and/or Transsexualism, for purposes of NCAA competition may compete on a men's team, but is no longer eligible to compete on a women's team without changing that team status to a mixed team.
2. A trans female (MTF) student-athlete being treated with testosterone suppression medication for Gender Identity Disorder or gender dysphoria and/or Transsexualism, for the purposes of NCAA competition may continue to compete on a men's team but may not compete on a women's team without changing it to a mixed team status until completing one calendar year of testosterone suppression treatment.[8]

ERIC VILAIN

M.D., Ph.D., Professor, Director of the Center for Gender-Based Biology and Chief Medical Genetics Department of Pediatrics, UCLA

"Research suggests that androgen deprivation and cross sex hormone treatment in male-to-female transsexuals reduces muscle mass; accordingly, one year of hormone therapy is an appropriate transitional time before a male-to-female student-athlete competes on a women's team."



Any transgender student-athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with his or her assigned birth gender.

- A trans male (FTM) student-athlete who is not taking testosterone related to gender transition may participate on a men's or women's team.
- A trans female (MTF) transgender student-athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

Additional considerations

The student's responsibilities

1. In order to avoid challenges to a transgender student's participation during a sport season, a student-athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition should submit the request to participate on a sports team in writing to the director of athletics upon matriculation or when the decision to undergo hormonal treatment is made.
2. The request should include a letter from the student's physician documenting the student-athlete's intention to transition or the student's transition status if the process has already been initiated. This letter should identify the prescribed hormonal treatment for the student's gender transition and documentation of the student's testosterone levels, if relevant.

The school's responsibilities

1. The director of athletics should meet with the student to review eligibility requirements and procedure for approval of transgender participation.
2. If hormone treatment is involved in the student-athlete's transition, the director of athletics should notify the NCAA of the student's request to participate with a medical exception request.
3. To assist in educating and in development of institutional policy and practice, a Transgender Participation Committee should be established. Members of the committee should represent a cross section of the institutional staff with student well-being interests, and include representation from the following departments: office of general counsel, health and counseling, faculty/academic affairs, and athletics.
4. All discussions among involved parties and required written supporting documentation should be kept confidential, unless the student-athlete makes a specific request otherwise. All information about an individual student's transgender identity and medical information, including physician's information provided pursuant to this policy, shall be maintained confidentially.

PAR T THREE

Best Practices and Guidelines for Inclusion of Transgender Student-Athletes

Part Three describes best practices — the actions that coaches, administrators and student-athletes can take to assure the inclusion of transgender student-athletes. Although these practices specifically address transgender student-athletes, they can be used to address discrimination based on other factors as well, such as race, religion, class, and sexual orientation.

The first part of this section describes general best practices for everyone. The next sections identify best practices recommended specifically to athletics administrators, coaches, student-athletes, and athletics staff who interact with the media.

MORGAN DICKENS

Former Basketball, Rugby Student-Athlete, Cornell University 2008, Ithaca College 2009



"There are differences between being male and female, but being gender fluid doesn't mean I reject these differences, it just means I'm rejecting the idea that I have to be defined one way or another. The clear delineation between male and female in the sporting world doesn't leave room for someone like me. When I started presenting in a more masculine way, I was ostracized in girls' locker rooms, told I was in the wrong bathroom, and even once had my gender questioned during a co-ed intramural football game. Because athletics are such an important part of my life, I deal with these and other inequalities and misunderstandings. While I'm prepared to handle it, my concern is there aren't many other people out there who are prepared and willing to engage in a dialogue about the presence of gender fluid athletes in sport."

Overall Best Practices

1. **Provide Equal Opportunity** — Colleges and universities often have legal obligations to provide equal opportunity to student-athletes and to personnel, including coaches. All those involved in athletics should be aware of these obligations, and treat them as core values, guiding policies and practices. Transgender discrimination may be a part of a systemic problem where the broader environment is unfriendly or discriminatory toward lesbian, gay, bisexual, and transgender people. This can negatively affect all men and women who participate in athletic competition. If discrimination is accepted as part of the common practices of an athletics department, this will undermine the core principle of equal opportunity.
2. **Value Diversity** — In creating guidelines or best practices for including transgender student-athletes, it is important to place this conversation in the context of the athletics department's broad commitments to safety, fairness, and respect for all participants. It helps when athletics department leadership, including coaches, value all aspects of diversity. Collegiate athletics provides an opportunity for students to compete with and against others who come from different races, cultures, religions, sexual

orientations, gender identities and expressions, and social classes, but all of whom share the common goal of achieving athletic excellence. Valuing this common ground enhances the social and competitive experience for all. Athletics administrators should make their commitment to valuing diversity explicit in media interviews and other public speaking opportunities as well as in meetings with athletics department staff. That diversity-valuing approach then shapes and informs activities throughout the athletics department and is conveyed to coaches and student-athletes. Everyone should also understand how these core values are important to team success and to individual team member development. Teams that value each member's contribution to the unit, while respecting individual differences, provide a foundation for the whole team and each member of the team to focus on achieving their athletic and academic goals.

3. **Establish policy** — When diversity values are explicit, athletics departments, institutions, state, and national governing organizations are in a position to develop specific policy statements that reflect a commitment to these values. These policy statements, if followed, protect schools, administrators, student-athletes, and coaches from litigation and other negative consequences. Coaches should know that they may have a transgender student-athlete on their teams and should be equipped to make that experience a positive one for the athlete and teammates. Parents should communicate the importance of these values in meetings with prospective coaches and athletics administrators. Student-athletes can discuss these values with new team members and in public speaking opportunities.

LAURIE PRIEST
Chair of Physical Education and Director of Athletics,
Mt. Holyoke College

"It is imperative that administrators and coaches provide a safe and inclusive environment so that all student-athletes can participate and achieve success. Being aware of appropriate laws can help us to develop policies and implement practices to assure that all of our students are treated with respect."



Best Practices for Athletics Administrators

Best practices for athletics administrators focus on policy development, discrimination prevention, education, enforcement procedures, and consequences. These best practices will be helpful to a wide range of athletics administrators in organizations including colleges and universities, collegiate sport-governing organizations, coaches associations, and athletics conferences.

1. If the school does not have an inclusive non-discrimination and harassment policy, work with other school administrators to adopt a policy that includes gender identity and expression.
2. Respect the right to privacy of all student-athletes with respect to personal information (including whether a student is transgender) when discussing gender identity and expression and understand that all medical information must be kept confidential in accordance with applicable state, local, and federal privacy laws.
3. Become knowledgeable about collegiate non-discrimination and harassment policies that include gender identity and expression.
4. Include gender identity and expression in departmental non-discrimination statements on all official department documents and web sites.
5. Become aware of state and federal non-discrimination laws that prohibit discrimination based on gender identity and expression (see Part 4 Appendix C for a list of relevant federal and state laws).
6. Adopt an effective and fair athletics departmental policy addressing the participation of transgender

student-athletes that is consistent with school policy and state or federal non-discrimination laws.

7. Educate all members of the athletics department community (including staff, student-athletes, and parents) about departmental and school policy regarding the participation of transgender student-athletes in athletics.
8. Educate yourself about transgender identity, preferred terminology, and current scientific perspectives on the participation of transgender student-athletes on men's and women's sports teams.
9. Work with athletics conferences of which your school is a member to adopt fair and effective policies governing the participation of transgender student-athletes.
10. Recommend that your athletics conference sponsor educational programs for coaches and student-athletes on the inclusion of transgender student-athletes, preferred terminology, and understanding transgender identity.
11. Recommend that professional associations for athletics administrators sponsor educational programs on the inclusion of transgender student-athletes, preferred terminology, understanding transgender identity, and adopting fair and effective policies.
12. Educate all members of the sports information department about transgender identity, preferred terminology, department policies governing the participation of transgender student-athletes, and confidentiality requirements when discussing transgender student-athlete participation with the media.

Best Practices for Coaches

Best practices for coaches focus on acquiring knowledge about transgender student-athletes, understanding legal and ethical obligations, maintaining professional conduct, and ensuring that those with whom coaches work are also educated and aware of these issues.

1. Become knowledgeable about school non-discrimination and harassment policies that include gender identity and expression.
2. Become knowledgeable about departmental and school policy regarding the participation of transgender student-athletes in athletics.
3. If your department does not have a policy addressing the participation of transgender student-athletes, ask your athletic director to adopt one.
4. Educate student-athletes on your team about transgender identity, preferred terminology, and departmental/school policies regarding the participation of transgender student-athletes on sports teams.
5. Be prepared to talk with parents of student-athletes about transgender student-athletes' participation on school teams.
6. Use respectful and preferred language and terminology when discussing transgender student-athlete participation or interacting with a transgender student-athlete.
7. Anticipate and address transgender student-athlete access issues proactively and in accordance with departmental policy regarding locker room use, toilet and shower availability, hotel room assignment, uniforms and dress codes.
8. Recommend that coaches associations to which you belong adopt fair and effective policy statements addressing the participation of transgender student-athletes.
9. Recommend that coaches associations to which you belong sponsor educational programs addressing the participation of transgender student-athletes.
10. If you are aware of discriminatory or harassing behavior from opposing teams or spectators based on the perceived or actual gender identity or expression of a student-athlete, talk to the opposing coach and ask your director of athletics to talk with the opposing school's athletic director.
11. Respect the right to privacy of all student-athletes with respect to personal information (including whether a student is transgender) when discussing gender identity and expression and understand that all medical information must be kept confidential in accordance with applicable state, local, and federal privacy laws.

JENNIFER 'JAY' HARTSHORN

Track and Field Coach, Bates College

"I think it's important for us to be aware there are transgender student-athletes who want to compete, and with a little preparation, including transgender athletes isn't a big deal ."



Best Practices for Student-Athletes

Best practices for student-athletes who have transgender teammates focus on respectful behavior, safety, and valuing diversity.

1. Use respectful and preferred language and terminology when discussing transgender student-athlete participation or interacting with a transgender teammate.
2. Become familiar with departmental and school policy governing the participation of transgender student-athletes in athletics.
3. Learn about school non-discrimination and harassment policies that include gender identity and expression.
4. Encourage other student-athletes to use respectful language when discussing transgender issues in sports or interacting with a transgender student-athlete.
5. Respect the right to privacy of all student-athletes with respect to personal information (including whether a student is transgender) when discussing gender identity and expression.
6. Ask your coach and director of athletics for team and departmental educational training concerning transgender student-athlete participation.
7. If taunting or harassment from spectators or opponents occurs during competition, take the approach that these actions are never acceptable for any reason including taunting or harassment based on gender identity or expression. Make your coaches aware of discriminatory or harassing behavior and ask them to arrange a meeting with the opposing school's director of athletics to address this behavior.
8. Ask your student-athlete advisory committee to plan an activity that focuses on the participation of transgender athletes in sports and frame the issue as one of equal opportunity in sports and fair treatment for all.

KYE ALLUMS, 2008-11, CLASS OF 2012

Women's NCAA Division I Basketball Student-Athlete
George Washington University

Coming to the realization that I am a transgender man has been an incredible and mind-blowing experience. I had to overcome a lot of mental blocks to get there, but when I got to college and had my first taste of independence, I was finally able to come to terms with how I truly felt and what I needed.

Growing up, I felt that I had to hide a part of my self from my family because of my mother's strong beliefs against homosexuality. That was really stressful for me. After I graduated from high school, I moved away from my family. That gave me the space to figure out who I am, which turned out to be the best thing that ever happened to me.

When I first had the feeling of being uncomfortable when someone would call me a "lady," I did some research to try to figure out what that feeling could possibly mean. The first thing that I came across was the term "transsexual," which is when a person's sex doesn't match their gender identity and they have taken the steps possible, like surgery and hormones, so that their sex and gender will match. I read about many different terms and definitions and the one that I could relate to the most was "transgender," which just means that your gender and your body don't match.

After I had a word to describe what I was feeling, I started getting extremely distressed when other people would refer to me as "she," or hearing people refer to me and a group of women as "ladies," or seeing the label "women's" outside my locker room. The feeling of having someone call you something that you know you are not is the most frustrating, uncomfortable feeling ever. During my first and second year of college, I kept hearing those terms applied to me and feeling worse and worse about it. A pain built up in my stomach and chest as if there were a ton of bricks weighing on me and my emotions. I felt trapped and miserable—I learned that the medical term is "dysphoric"—because I could not escape the way people saw me, because the body that I was born in did not match my gender.

Even though I was feeling so bad, it was very hard for me to build up enough courage to say anything, because I was afraid that other people wouldn't accept me. After freshmen year I told my closest teammates that I identify as a guy. At first they laughed and thought it was a joke, and I couldn't bring myself to correct them. But over time, it got to the point where it was unbearable to keep living like this. For a while I felt like I had to choose between playing basketball or quitting to transition into the person I want to become. But I didn't want to walk out on playing a game that I love, and that has afforded me a full scholarship to pay for my education. So I finally began correcting my friends and teammates every time they would refer to me as "she" or "her."

When my friends and close teammates saw the pain and sadness it caused me when people referred to me using female pronouns, they began to use male pronouns and to correct others for me. Their respect for what I wanted to be called meant the world to me and still does. Without their support I would not be playing basketball right now.

My teammates' support made a huge difference, but of course they could not be with me all the time to correct everyone. I didn't feel comfortable correcting people on my own all the time, because I would have to explain the entire story of why I wanted to be called a guy. I felt depressed by the constant reminders that I was "Ms. Allums" every time I had to show my identification: at the doctor's office, the gym, the bank, restaurants, stores, and pretty much anywhere I went.

So I decided to take the steps needed to get my name changed so I could have some kind of tangible proof that I was becoming the man I knew I was. That process took four months, and it was very difficult and time-consuming, but the day it was done I was the happiest guy alive.

The happiness wore off the next day, though, when I heard my coaches still using female pronouns. I knew then that it wasn't enough to only tell my closest friends—I had to tell everyone that I talked to on a daily basis. Once I made the difficult decision to tell my coaches, the rest of my teammates, and my family, I received nothing but support from them, which has been irreplaceable. With the love and respect of the people around me, I no longer feel like I have to choose between being true to myself and staying in school playing the sport I love.

Best Practices for Athletics Staff Interacting With Media About Transgender Student-Athlete Issues

Best practices for interacting with the media focus on the importance of understanding basic information about transgender identity, preferred terminology, and respecting confidentiality of student-athletes.

1. The school or athletics department should provide training to all athletics staff who may interact with the media.
2. Respect the confidentiality of all student-athletes when discussing transgender issues with the media and understand that all medical information must be kept confidential in accordance with applicable state, local, and federal privacy laws.
3. Use appropriate language in media interviews or presentations and insist that this terminology be used in media reports on transgender issues in athletics.
4. Focus on the importance of providing equal opportunities for all students to participate in athletics.
5. Describe how departmental policies provide equal opportunities for all students to participate in athletics.

Additional Guidelines for Transgender Student-Athlete Inclusion

The following additional guidelines will assist colleges, athletics departments, coaches, teams, and student-athletes in creating an environment in which all student-athletes are safe and fairly treated.

Facilities Access

1. Changing Areas, Toilets, Showers — Transgender student-athletes should be able to use the locker room, shower, and toilet facilities in accordance with the student's gender identity. Every locker room should have some private, enclosed changing areas, showers, and toilets for use by any athlete who desires them. When requested by a transgender student-athlete, schools should provide private, separate changing, showering, and toilet facilities for the student's use, but transgender students should not be required to use separate facilities.
2. Competition at Another School — If a transgender student-athlete requires a particular accommodation to ensure access to appropriate changing, showering, or bathroom facilities, school leaders, athletic directors, and coaches, in consultation with the transgender student-athlete, should notify their counterparts at other schools prior to competitions to ensure that the student has access to facilities that are comfortable and safe. This notification should maintain the student's confidentiality. Under no circumstances should a student-athlete's identity as a transgender person be disclosed without the student's express permission.
3. Hotel Rooms — Transgender student-athletes generally should be assigned to share hotel rooms based on their gender identity, with a recognition that any student who needs extra privacy should be accommodated whenever possible.

Language

1. Preferred Names — In all cases, teammates, coaches and all others in the school should refer to transgender student-athletes by a student's preferred name.
2. Pronouns — Similarly, in all cases, pronoun references to transgender student-athletes should reflect the student's gender and pronoun preferences.

Dress Codes and Team Uniforms

1. Dress Codes—Transgender student- athletes should be permitted to dress consistently with their gender identities. That is, a female-to-male transgender athlete should be permitted to dress as a male. A male-to-female should be permitted to dress as a female.
   For reasons unrelated to trans-inclusion, schools should evaluate the necessity of gendered dress codes

and recognize that they tend to marginalize a range of students who may not feel comfortable with them. Dress codes for athletic teams when traveling or during a game day at school should be gender-neutral. Instead of requiring a girls' or women's team to wear dresses or skirts, for example, ask that team members wear dresses or slacks that are clean, neat, well cared for and appropriately "dressy" for representing their school and team.

2. Uniforms — All team members should have access to uniforms that are appropriate for their sport and that they feel comfortable wearing. No student should be required to wear a gendered uniform that conflicts with the student's gender identity.

Education

1. Institutions — All members of the university community should receive information and education about transgender identities, institutional and conference non-discrimination policies, the use of preferred names and pronouns, and expectations for creating a respectful team and school climate for all students, including transgender and gender-variant students.
2. Athletics Conference Personnel — Athletics conference leaders should be educated about the need for policies governing the participation of transgender student-athletes, develop such policies, and ensure that all schools in the conference understand and adopt the policies.
3. Opposing Teams/Universities — Without violating a transgender student's confidentiality or privacy, school leaders, athletic directors, and coaches should communicate with their counterparts at other schools prior to competitions in which a transgender athlete is participating about expectations for treatment of transgender student-athletes on and off the field. This does not require "outing" or otherwise identifying a particular student-athlete as transgender, but rather establishing general expectations for the treatment of all student-athletes, including those who may be transgender.

Media

1. Training — All school or athletics representatives (conference leaders, sports information departments and personnel, school leaders, athletics administrators, team members, and coaches) who are authorized to speak with the media should receive information about appropriate terminology, use of names and pronouns, and school and athletics conference policies regarding the participation of transgender student-athletes on school sports teams.
2. Confidentiality — Protecting the privacy of transgender student-athletes must be a top priority for all athletics department and affiliated school personnel, particularly when in the presence of the media. All medical information shall be kept confidential in accordance with applicable state, local, and federal privacy laws.

Enforcement and non-Retaliation

1. Enforcement — Any member of an athletics department who has been found to have violated this policy by threatening to withhold athletic opportunity or harassing any student on the basis of their gender identity or expression, or by breaching medical confidentiality, will be subject to disciplinary action, up to and including discharge or expulsion from the school. The athletics department should take appropriate remedial action to correct the situation. Any member of the athletics department who becomes aware of conduct that violates this policy should report the conduct to the appropriate official such as the director of athletics.
2. Retaliation — Retaliation is specifically forbidden against anyone who complains about discrimination based on gender identity or expression, even if the person was in error. Athletics departments should take steps to prevent any retaliation against any person who makes such a complaint.

PART FOUR

APPENDIX A

Definitions and Terminology: A Word About Words

Language has immense power to shape our perceptions of other people. Using accurate language can help to overcome many of the misperceptions associated with gender and transgender people. Although the vocabulary related to transgender people continues to evolve, here are some working definitions and examples of frequently used (and misused) terms.

Biological/Anatomical Sex — The physical characteristics typically used to assign a person's gender at birth, such as chromosomes, hormones, internal and external genitalia and reproductive organs. Given the potential variation in all of these, biological sex must be seen as a spectrum or range of possibilities rather than a binary set of two options.

Gender — The complex relationship between physical traits and one's internal sense of self as male, female, both or neither as well as one's outward presentations and behaviors related to that perception. Biological sex and gender are different; gender is not inherently connected to one's physical anatomy

Gender Identity — One's inner concept of self as male or female or both or neither. One's gender identity can be the same or different than the gender assigned at birth. Most people become conscious of their gender identity between the ages 18 months and 3 years. Most people have a gender identity that matches their assigned gender at birth. For some, however, their gender identity is different from their assigned gender. Some of these individuals choose to live socially as the other gender and may also hormonally and/or surgically change their bodies to more fully express their gender identity. All people have gender identity, not just transgender people.

Gender Expression — Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Many transgender people seek to make their external appearance—their gender expression—congruent with their internal gender identity through clothing, pronouns, names, and, in some cases, hormones and surgical procedures. All people have gender expression, not just transgender people.

Transgender — Sometimes used as an 'umbrella term' to describe anyone whose identity or behavior falls outside of stereotypical gender norms. More narrowly defined, it refers to an individual whose gender identity does not match their assigned birth gender. Being transgender does not imply any specific sexual orientation (attraction to people of a specific gender.) Therefore, transgender people may additionally identify as straight, gay, lesbian, or bisexual.

Sexual Orientation — Term that refers to being romantically or sexually attracted to people of a specific gender. Our sexual orientation and our gender identity are separate, distinct parts of our overall identity. Although a child may not yet be aware of their sexual orientation, they usually have a strong sense of their gender identity.

Genderqueer — This term represents a blurring of the lines around gender identity and sexual orientation. Genderqueer individuals typically reject notions of static categories of gender and embrace a fluidity of gender identity and sexual orientation. This term is typically assigned an adult identifier and not used in reference to preadolescent children.

Gender Nonconforming/Gender Variant — Refers to individuals whose behaviors and/or interests fall outside what is considered typical for their assigned gender at birth. Someone who identifies as "gender nonconforming" is not necessarily transgender. To the contrary, many people who are not transgender do not conform to gender stereotypes in their appearance, clothing, physical characteristics, interests, or activities.

Gender Fluidity — Gender fluidity conveys a wider, more flexible range of gender expression, with interests and behaviors that may even change from day to day. Gender fluid individuals do not feel confined by restrictive boundaries of stereotypical expectations of girls or boys.

Intersex — An estimated one in 2,000 babies is born with an "intersex" condition or Disorders of Sex Development (DSD). People with intersex conditions (DSD) are born with physically mixed or atypical bodies with respect to sexual characteristics, i.e. chromosomes, internal reproductive organs, and genitalia. These characteristics may not be visible and individuals may not be aware of the condition. Having an intersex condition does not necessarily affect a person's gender identity.

FTM (Female-to-Male)/Affirmed male/transboy — A child or adult who was assigned to the female gender at birth but has a male gender identity.

MTF (Male-to-Female)/Affirmed female/transgirl — A child or adult who was assigned to the male gender at birth but has a female gender identity.

Transition — The process by which a transgender individual lives consistently with his or her gender identity, and which may (but does not necessarily) include changing the person's body through hormones and/or surgical procedures. Transition can occur in three ways: social transition through changes in clothing, hairstyle, name and/or pronouns; hormonal transition through the use of medicines such as hormone "blockers" or cross hormones to promote gender-based body changes; and/or surgical transition in which an individual's body is modified through the addition or removal of gender-related physical traits. Based on current medical knowledge and practice, genital reconstructive surgery is not required in order to transition. Most transgender people in the United States do not have genital reconstructive surgery.

Transsexual — An individual whose gender identity does not match the person's sex at birth. This individual usually desires to physically alter their bodies surgically and/or hormonally. This physical transition is a complicated, multi-step process that may take years and may include, but is not limited to, cross-gender hormone therapy and a variety of surgical procedures. The precise treatments required vary from person to person.

Transphobia — Fear or hatred of transgender people. Transphobia is manifested in a number of ways, including violence, harassment, and discrimination.

PART FOUR

APPENDIX B

Resources On Transgender Issues

Print Resources (Books, Articles, Reports)

AthletesCAN, the Canadian Centre for Ethics in Sport, and the Canadian Association for the Advancement of Women and Sport and Physical Activity, Promising Practices: *Working With Transitioned/Transitioning Athletes in Sport (2009)*.

Including Transitioning and Transitioned Athletes in Sport — Issues, Facts and Perspectives - Summary. Brenda Wagman (February 12, 2009). Available online at http://www.caaws.ca/e/resources/pdfs/Summary_Transition_Discussion_Paper_FINAL1%20(2).pdf.

Including Transitioning and Transitioned Athletes in Sport - Issues, Facts and Perspectives — DISCUSSION PAPER. Brenda Wagman (February 12, 2009). Available online at **http://www. caaws.ca/e/resources/pdfs/Wagman_discussion_paper_THE_FINAL.pdf**.

Working with Transitioning or Transitioned Athletes in Sport - Emerging Themes. Rachel Corbett (May 26, 2009). Available online at **http://www.caaws.ca/e/resources/pdfs/ Wamsley_lit_review(2).pdf**.

Social Science Literature on Sport and Transitioning/Transitioned Athletes - LITERATURE REVIEW. Kevin B. Wamsley (February 2008). Available online at **http://www.caaws.ca/e/ resources/pdfs/Wamsley_lit_review(2).pdf**.

Do Transitioned Athletes Compete at an Advantage or Disadvantage - LITERATURE REVIEW. Michaela C. Devries (may 18, 2008). Available online at **http://http:.caaws.ca/e/ resources/pdfs/Devries_lit_review(2).pdf**.

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Greytak, Emily A., Joseph G. Kosciw, and Elizabeth M. Diaz, Gay Lesbian Straight Education Network, *Harsh Realities: The Experiences of Transgender Youth in our Nation's Schools* (2009).

Lambda Legal, *Bending the Mold: An Action Kit for Transgender Students* (2009). Available online at **http://www.lambdalegal.org/publications/bending-the-mold/order-bending-the-mold.html**.

Movement Advancement Project, *Advancing Transgender Equality: A Guide for LGBT Organizations and Funders* (2009). Available online at **http://www.lgbtmap.org/advancing- transgender-equality.html**.

National Center for Transgender Equality, *Understanding Transgender: Frequently Asked Questions about Transgender People* (2009).
Available online at **http://transequality.org/ Resources/NCTE_UnderstandingTrans.pdf**.

Steinbach, Paul, "Change Candidates," *Athletic Business* (August 2008).
Available online at **http://www.athleticbusiness.com/articles/article.aspx?articleid=1817&zoneid=3**.

Sykes, Heather, "Transsexual and Transgender Policies in Sport." *Women in Sport and Physical Activity Journal* 15:1 (2006): 3-13.

Transgender Law and Policy Institute, *Guidelines for Creating Policies for Transgender Children in Recreational Sports* (2009). Available online at **http://www.transgenderlaw.org/resources/TLPI_ GuidlinesforCreatingPoliciesforTransChildreninRecSports.pdf**.

Washington Interscholastic Activities Association Gender Identity Policy
Jim Meyerhoff, Assistant Executive Director
435 main Avenue South, Renton, WA 98057
Office Phone: 425-282-5234
Office E-mail: jmeyerho@wiaa.com

Women's Sports Foundation, *Participation of Transgender Athletes in Women's Sports: A Women's Sports Foundation Position Paper* (2008). Available online at **http://www. womenssportsfoundation.org/Content/Articles/Issues/Homophobia/T/Participation-of-Transgender- Athletes.aspx**.

Organizations/Websites

American Bar Association (ABA) — The ABA opposes discrimination against those who are transgender or gender non-conforming. In 2006, the ABA House of Delegates adopted a recommendation that all federal, state, local and territorial governments enact legislation prohibiting discrimination on the basis of actual or perceived gender identity or expression, in employment, housing and public accommodations. For more information visit **www.abanet.org/leadership/2006/annual/dailyjournal/hundredtwentytwob.doc**.

Advocates for Informed Choice — Legal advocacy organization dedicated to promoting the civil rights of children with intersex conditions or disorders of sex development. **www.aiclegal.org**

American Civil Liberties Union (ACLU) — The ACLU Lesbian, Gay, Bisexual, Transgender Project fights discrimination and moves public opinion through the courts, legislatures and public education across five issue areas: Relationships, Youth & Schools, Parenting, Gender Identity and Expression and Discrimination in Employment, Housing and other areas. **www.aclu.org/lgbt-rights**

American Medical Association (AMA) — The AMA is a medical professional association whose mission is to promote the art and science of medicine and the betterment of public health. The AMA has adopted a number of policies supporting the right of transgender and gender-non-conforming persons to be free from discrimination on the basis of their gender identity or expression. **www.ama-assn.org**

American Psychological Association (APA) — In 2008, the APA Council of Representatives adopted a policy statement supporting "the passage of laws and policies protecting the rights, legal benefits, and privileges of people of all gender identities and expressions;" and as well as supporting "efforts to provide safe and secure educational environments, at all levels of education." **www.apa.org/about/governance/council/policy/transgender.aspx**

Gay and Lesbian Advocates and Defenders Transgender Rights Project — Through the Transgender Rights Project (TRP), Gay and Lesbian Advocates and Defenders puts litigation, legislative, and educational assets to work in a focused way to establish clear legal protections for the transgender community. **www.glad.org**

Gay, Lesbian and Straight Education Network — The Gay, Lesbian and Straight Education Network strives to assure that each member of every school community is valued and respected regardless of sexual orientation or gender identity/expression. **www.glsen.org**

Gender Spectrum — Gender Spectrum provides education, training and support to help create a gender sensitive and inclusive environment for all children and teens. **www.genderspectrum.org**

It Takes A Team! Education Campaign for LGBT Issues in Sport — A Women's Sports Foundation initiative, It Takes A Team! Education Campaign for Lesbian, Gay, Bisexual, and Transgender Issues in Sport is an education project focused on eliminating homophobia as a barrier to all women and men participating in sport. **www.ittakesateam.org**

Lambda Legal — Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV through impact litigation, education and public policy work. **www.lambdalegal.org**

National Center for Lesbian Rights — NCLR is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education. **www.nclrights.org**

National Center for Transgender Equality — The National Center for Transgender Equality is a social justice organization dedicated to advancing the equality of transgender people through advocacy, collaboration and empowerment. **www.transequality.org**

NCAA Office of Inclusion — www.ncaa.org/lgbt

National Gay and Lesbian Task Force — The mission of the National Gay and Lesbian Task Force is to build the grassroots power of the LGBT community by training activists, equipping state and local organizations with the skills needed to organize broad-based campaigns to defeat anti-LGBT referenda and advance pro-LGBT legislation, and building the organizational capacity of the movement. **www.thetaskforce.org**

Parents and Friends of Lesbians and Gays-TNET — The purpose of this special affiliate of PFLAG is to promote the health and well-being of transgender persons, their families and friends through: support, to cope with an adverse society; education, to enlighten an ill- informed public; and advocacy, to end discrimination and to secure equal civil rights. PFLAG TNET focuses on support for transgender people and their parents,

families, and friends; education on transgender facts and issues; and advocacy for equal rights for the transgender
community at local and national levels. **www.pflag.org/tnet**

Transgender Law Center — Transgender Law Center (TLC) connects transgender people and their families to culturally competent legal services, increases acceptance and enforcement of laws and policies that support California's transgender communities, and works to change laws and systems that fail to incorporate the needs and experiences of transgender people. **www.transgenderlawcenter.org**

Transgender Law and Policy Institute — Transgender Law and Policy Institute (TLPI) is a non- profit organization dedicated to engaging in effective advocacy for transgender people in our society. The TLPI brings experts and advocates together to work on law and policy initiatives designed to advance transgender equality. **www.transgenderlaw.org**

World Professional Association for Transgender Health (WPATH) — WPATH is an international, interdisciplinary organization of professionals from fields of psychiatry, endocrinology, surgery, law, psychology, sociology, and counseling. WPATH publishes the internationally recognized Standards of Care for Gender Identity Disorders, an evolving consensus on best practice in the provision of medical treatments for individuals with Gender Identity Disorder. **www.wpath.org**

VIDEOS

Straightlaced: How Gender's Got Us All Tied Up
Straightlaced: How Gender's Got Us All Tied Up takes a powerful and intimate look at how popular pressures around gender and sexuality are shaping the lives of American teens. The film proudly showcases the diverse and unscripted voices of more than 50 high school students from a variety of different communities, all of whom speak with breathtaking honesty, insight, and humor about gender roles and their struggles to be who they really are. More information on the film is available at **www.groundspark.org/our-films-and-campaigns/straightlaced**

Transgender Student-Athlete
A 30-minute video presentation sponsored by the NCAA and conducted by Dr. Betsy Crane, Widener University, **http://s3.amazonaws.com/ncaa/web_video/diversity_inclusion/transgenderSA.html**. Dr. Crane presents a sex educator's expertise on gender awareness and diversity, and provides definition to assist the veiwer in understanding best practices for including transgender students in athletics participation.

PART FOUR:

APPENDIX C

Legal Status of Transgender People

Federal, state, and local laws prohibit discrimination on the basis of gender identity/expression. In addition, many K-12 and collegiate educational institutions have adopted non-discrimination policies that include gender identity/expression. Each school or school district should be knowledgeable about specific legal requirements that apply and make sure that all school athletic staff understand their responsibilities to abide by and enforce these laws.

Federal Protections

Title IX of the Education Amendments of 1972 — The purpose of Title IX is to address sex discrimination in schools. This federal law also addresses discrimination or harassment in schools based on gender stereotypes.[9] As described by the Department of Education's Office for Civil Rights guideance in 2010, when gender non-conforming or transgender students are targeted on the basis of their gender expression, Title IX may provide the basis for legal recourse.[10] Schools are responsible for developing educational programs, preventative policy and grievance procedures to address sexual harassment, bullying and assault.

EQUAL PROTECTION CLAUSE OF THE FOURTEENTH AMENDMENT OF THE UNITED STATES CONSTITUTION — The Equal Protection clause states that "no state shall … deny to any person within its jurisdiction the equal protection of the laws."[11] Several successful cases involving allegations of harassment and discrimination against lesbian, gay, bisexual, and transgender students and staff in public schools have been based on the Equal Protection clause.[12]

The Employment Non-Discrimination Act (ENDA) — ENDA is a bill that was introduced in the 111th U.S. Congress in 2009.[13] If passed into law, ENDA would provide basic protections against workplace discrimination on the basis of sexual orientation or gender identity. The bill is closely modeled on existing civil rights laws, including Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act. ENDA prohibits public and private employers from using an individual's sexual orientation or gender identity as the basis for employment decisions, such as hiring, firing, promotion or compensation. ENDA also applies to federal, state, and local government employees.

The Matthew Shepard and James byrd, Jr. Hate Crimes Prevention Act (HCPA) — The HCPA gives the Department of Justice (DOJ) the power to investigate and prosecute bias-motivated violence by providing the DOJ with jurisdiction over crimes of violence where a perpetrator has selected a victim because of the person's actual or perceived race, color, religion, national origin, gender, sexual orientation, gender identity or disability.[14] Furthermore, the HCPA requires the Federal Bureau of Investigation to track statistics on hate crimes.[15]

State of Non-Discrimination Law

As of July 2010, 13 states and the District of Columbia[16] have enacted non-discrimination laws prohibiting discrimination on the basis of sexual orientation and gender identity or expression: California,[17] Colorado,[18] Hawaii,[19] Illinois,[20] Iowa,[21] Maine[22], Minnesota,[23] New Jersey,[24] New Mexico,[25] Oregon,[26] Rhode Island,[27] Vermont,[28] and Washington.[29]

Eight additional states have enacted laws prohibiting discrimination based on sexual orientation only: Connecticut, Delaware, Maryland, Massachusetts, Nevada, New Hampshire, New York, and Wisconsin.[30]

Additionally, courts and administrative bodies in seven states have interpreted state laws against sex discrimination to prohibit discrimination against transgender and gender nonconforming people: California, Connecticut, Florida, Massachusetts, New Jersey, New York, and Pennsylvania. Courts and administrative bodies in seven states have also held that transgender people are protected by state laws prohibiting discrimina-

tion based on disability or medical condition: Florida, Illinois, Massachusetts, New Hampshire, New Jersey, New York, and Washington.[31]

State Student Rights Laws

In addition to these federal protections, as of July 2010, twelve states and the District of Columbia[32] have enacted laws protecting students in schools from discrimination or harassment on the basis of sexual orientation or gender identity: California, Colorado, Illinois, Iowa, Maine, Maryland, Minnesota, New Jersey, North Carolina, Oregon, Vermont, and Washington.[33] Four additional states offer protections on the basis of sexual orientation only: Connecticut, Massachusetts, New York, and Wisconsin.[34]

Individual School or School District Non-Discrimination Policies

For a list of colleges and universities that have enacted non-discrimination policies that include gender identity/expression, refer to the following list created by the Transgender Law and Policy Institute: **www.transgenderlaw.org/college/index.htm#policies**

For a list of K-12 school districts that have enacted non-discrimination policies that include gender identity/expression, refer to the following list created by the Transgender Law and Policy Institute: **www.transgenderlaw.org/college/index.htm#schools American bar Association**

The American Bar Association (ABA) opposes discrimination against those who are transgender or gender non-conforming. The ABA is a national organization of lawyers, law students and judges, and is the largest voluntary professional association in the world, with more than 400,000 members. The control and administration of the ABA is vested in the House of Delegates, which is the policy-making body of the Association. In 2006, the ABA House of Delegates adopted a recommendation that all federal, state, local, and territorial governments enact legislation prohibiting discrimination on the basis of actual or perceived gender identity or expression, in employment, housing, and public accommodations.[35]

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The NCAA resource accepted input from the report, ***"On the Team: Equal Opportunity for Transgender Student Athletes"*** published in October, 2010. In October 2009 the National Center for Lesbian Rights and It Takes A Team!, an Initiative of the Women's Sports Foundation, co-sponsored a national think tank entitled **"Equal Opportunities for Transgender Student-Athletes."** Think Tank participants included leaders from the NCAA, the National High School Federation, transgender student-athletes, and experts on transgender issues from a range of disciplines—law, medicine, advocacy, and athletics. The NCAA also would like to acknowledge and thank George Washington University and Kyle Allums for their efforts in educating and raising awareness of transgender student-athlete participation.
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FOOTNOTES

[1] Gender Spectrum, "A Word About Words," available online at http://www.genderspectrum.org/images/stories/ Resources/Family/A_Word_About_Words.pdf.

[2] Intersex Society of North America, "What's the difference between being transgender or transsexual and having an intersex condition?"

Available online at http://www.isna.org/faq/transgender.

[3] Advocates for Informed Choice, General Brochure, available online at http://aiclegal.files.wordpress.com/2010/02/aic-brochure.pdf.

[4] In addition, what counts as a competitive advantage may shift dramatically depending on the sport. What is an advantage in one context may be a disadvantage in another. For example, factors such as height, weight, reaction time, and proportion of fast twitch muscle fibers all affect competitive advantage depending on the sport. A female volleyball player may be very tall, and yet few people would consider that to be an unfair competitive advantage in her sport. Similarly, a male swimmer may have a naturally high hemoglobin count enabling him to take in more oxygen, but he is not barred from swimming for that reason. Sarah Teetzel, "On Transgendered Athletes, Fairness and Doping: An International Challenge," Sport in Society: cultures, commerce, media, Politics, 1743-0445, Volume 9, Issue 2 (2006) Pages 227 – 251.

[5] Erin Buzuvis, "Caster Semenya and the myth of the Level Playing Field." Social Science research network (2009). Available online at http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1521674.

[6] Joe Leigh Simpson et al, "Gender Verification in the Olympics," JAmA (2000); 284: 1568-1569; see also Sex Typing for Sport, supra note 8.

[7] Kirk Mango, "The Benefits of Competitive Athletic Sports Participation in Today's Sports Climate," Chicago Now (February 16, 2010). Available online at http://www.chicagonow.com/blogs/athletes-sports-experience/2010/02/the-benefits-of-competitive-athletic-sports-participation-in-todays-sports-climate.html.

[8] Recent research indicates that most salient physical changes likely to affect athletic performance occur during the first year of hormone treatment making a longer waiting period unnecessary. Goorin, Louis, and Mathijs Bunck, "Transsexuals and Competitive Sports," European Journal of Endocrinology 151 (2004): 425-429. Available online at http://www.eje.org/cgi/reprint/151/4/425.pdf.

[9] See Snelling v. Fall Mt. Regional Sch. Dist, 2001 D.N.H. 057, 2001 WL 276975 (D.N.H. 2001); Ricco v. New Haven Bd. of Educ., 467 F.Supp.2d 219 (D. Conn. 2006); Doe v. Southeastern Greene Sch. Dist., 2006 U.S. Dist LEXIS 12790 (W.D. Pa. 2006).

[10] See 20 U.S.C.A. § 1681 et seq.; Office of Civil Rights, Revised Sexual Harassment Guidance, § III (Jan. 2001) ("Though beyond the scope of this guidance, gender-based harassment, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, but not involving conduct of a sexual nature, is also a form of sex discrimination to which a school must respond[.]").

[11] U.S. Const. amend. XIV, § 1.

[12] See, e.g., Flores v. Morgan Hill Unified Sch. Dist., 324 F.3d 1130 (9th Dist. 2003) (equal protection required school district to enforce policies "in cases of peer harassment of homosexual and bisexual students in the same way that they enforce those policies in cases of peer harassment of heterosexual students").

[13] H.R. 3017, 110th Cong. (2010).

[14] 18 U.S.C.A. § 249.

[15] 28 U.S.C.A. § 534.

[16] D.C. Code §§ 2-1401.01 et seq. (employment, housing, public accommodation, education, motor vehicle insurance, access to government facilities and programs), 4-754.21(10) (access to services for homeless persons), 16-914 (custody proceedings), 31-2231-11(c) & 31-2231.13(d) (insurance), 31-1603 (determination by insurance companies of likelihood of developing AIDS), 43-1507 (companies providing electricity).

[17] Cal. Penal Code § 422.56, Cal. Gov't Code § 12926 et seq. (non-discrimination in employment and housing), Cal. Civ. Code § 51 (public accommodations).

[18] Colo. Rev. Stat. Ann. §§ 24-34-401 et seq. (non-discrimination in public accommodation, housing and employment), 22-32-109 (non-discrimination in education).

[19] Haw. Rev. Stat. §§ 489-2 (non-discrimination in public accommodations), 515-3 (real property transactions).

[20] 775 Ill. Comp. Stat. 5/2-102 (non-discrimination in employment, public accommodations, real estate transactions, and access to financial credit).

[21] Iowa Code Ann. § 216.1 et seq. (non-discrimination in public accommodation, employment, housing, credit, and education).

[22] Me. Rev. Stat. Ann. tit. 5, § 4552 et seq. (non-discrimination in employment, housing, public accommodation, credit and education).

[23] Minn. Stat. Ann. § 363A.03 et seq. (non-discrimination in public accommodation, housing, employment, credit, and education).

[24] N.J. Stat. Ann. §§ 10:5-4 (non-discrimination in employment, housing, and public accommodation), 18A:37-14 (education).

[25] N.M. Stat. Ann. § 28-1-2 et seq., (non-discrimination in public accommodation, employment, housing and credit).

[26] Or. Rev. Stat § 174.100(6), Or. Rev. Stat. §§ 659A.003 et seq. (non-discrimination in public accommodation, employment, and housing), 101.115(3) (non-discrimination it retirement communities), 179.750(2) (state institutions), 240.306(1) (state employees), 418.648(10) (selection of foster parents), , 430.550 (drug abuse diversion programs), 443.739(19) (adult foster care), 458.505(4)(h) (community service programs hosted by a community action agency), 659.850(2) (education), 744.382(4) (making life settlement contracts), 10.030(1) (jury service).

[27] R.I. Gen. Laws § 11-24-2 (public accommodation), R.I. Gen. Laws 1956 §§ 28-5-7 (employment), 28-5.1-4(a) (state employees), 34-37-4 (housing), 34-37-5.4 (residential real estate transactions).

[28] Vt. Stat. Ann. tit. 3, §§ 961(6) (state employees), 963 (state employee organizations), 1026(6) (judiciary employees), 1028 (judiciary employee organizations), 1621 (union membership); Vt. Stat. Ann. tit. 8, §§ 4724(7) (B) &(C) (insurance), 10403 (credit cards, loans, mortgages, and commercial loans); Vt. Stat. Ann. tit. 9, §§ 2362 (motor vehicle retail installment contracts), 2410 (retail installment contracts), 2488 (agricultural finance leases), 4502 (public accommodations), 4503 (housing); Vt. Stat. Ann. tit. 16, §§ 11, 565 (education); Vt. Stat. Ann. tit. 21, §§ 495(a) (employment), 1726 (municipal employees).

[29] Wash. Rev. Code §§ 48.30-300 (insurance), 49.60.175 (credit), 49.60.180 (employment), 49.60.190 (labor unions), 49.60.215 (public accommodation), 49.60.222 (housing).

[30] See Conn. Gen. Stat. § 46a-81a et seq. (employment, public accommodations, housing, credit); Del Code Ann. tit. 6, §§ 4500 et seq. (public accommodation), 4601 et seq. (housing), Del. Code Ann. tit. 19, § 710 (employment); md. Code Ann., State Gov't §§ 20-304 (public accommodation), 20-705 (housing), 20-606 (employment); mass. Gen. Laws Ch. 151B §1 et seq. (generally), mass. Gen. Laws Ch. 272 §§92A, 98 (public accommodation); Nev. Rev. Stat. §§ 613.330 (employment), 651.070 (public accommodation); N.H. Rev. Stat. Ann. §§ 354-A:7 (employment), 354A-10 (housing), 354-A:17 (public accommodations); N.Y. Exec. Law § 296 (employment, public accommodations, housing, credit), N.Y. Civ. Rights § 40-c (public accommodations); Wis. Stat. §§ 106.50 (housing), 106.52 (public accommodation).

[31] For a comprehensive discussion of state court and administrative decisions applying sex and disability discrimination to transgender plaintiffs, see www.nclrights.org/site/DocServer/state_cases091004.pdf?docID=1203.

[32] D.C. Code 1981 §§ 2-1401.02 & 2-1402.41.

[33] See Cal. Educ. Code §§ 220, 210.7, 212.6, & 51500; Colo. Rev. Stat. §§ 2-4-401(13.5), 22-32-109(ll)(I), 12-59-106(1)(s), 22-30.5-104(3), 22-30.5-507(3), & 22-38-104(1)(d); 775 Ill. Comp. Stat. Ann. 5/1-102(A), 775 Ill. Comp. Stat. Ann. 5/1-103(O-1), (Q), & 775 Ill. Comp. Stat. Ann. 5/5-101(A)(11); Iowa Code §§ 216.9, 280.28; me. Rev. Stat. Ann. tit. 5, §§ 4552, 4553(9-C), 4601, & 4602(4); Md. Code Ann Educ. §§ 7-424; Minn. Stat. §§ 363A.03 subd. 44, 363A.13; N.J. Stat. Ann. §§ 10:5-5, 10:5-12(f)(1), & 18A:37-14; N.C. Gen. Stat. §§ 115C-407.15, 115C-407.16; Or. Rev. Stat. §§ 659.850, 174.100, 339.351(d)(3), & 338.125; Vt. Stat. Ann. tit. 16, §§ 1,11 & 565; Wash Rev. Code §§ 49.60.030 & 49.60.040(2), (26).

[34] Conn. Gen. Stat. § 10-15c; mass. Gen. Laws. Ch. 76, § 5; N.Y. Exec. Law §§ 291(2), 292(9) & (27) & 296(2); Wis. Stat. § 118.13.

[35] See A.B.A. Recommendation 122B (adopted August 7-8, 2006) available online at http://www.abanet.org/leadership/2006/annual/dailyjournal/hundredtwentytwob.doc (recognizing that "[t]ransgender people are disproportionately likely to face discrimination" and that "many individuals who are not transgender continue to suffer discrimination . . . because they do not comply with gendered stereotypes.").


NCAA



Office of Inclusion

ON THE TEAM:

EQUAL OPPORTUNITY FOR TRANSGENDER STUDENT ATHLETES



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It Takes A Team!

OCTOBER 4, 2010

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ABOUT THE REPORT

The purpose of this report is to provide guidance to high school and collegiate athletic programs about how to ensure transgender student athletes fair, respectful, and legal access to school sports teams. In October 2009 the National Center for Lesbian Rights and It Takes A Team!, an Initiative of the Women's Sports Foundation, co-sponsored a national think tank entitled "Equal Opportunities for Transgender student athletes." Think Tank participants included leaders from the National Collegiate Athletic Association and the National High School Federation, transgender student athletes, and an impressive array of experts on transgender issues from a range of disciplines—law, medicine, advocacy, and athletics. The think tank goals were to develop model policies and identify best practices for high school and collegiate athletic programs to ensure the full inclusion of transgender student athletes.

This think tank report includes best practice and policy recommendations for high school and collegiate athletic programs about providing transgender student athletes with equal opportunities to participate in school-based sports programs. In addition to specific policy recommendations for both high school and college athletics, the report provides guidance for implementing these policies to ensure the safety, privacy, and dignity of transgender student athletes as well as their teammates. Specific best practice recommendations are provided for athletic administrators, coaches, student athletes, parents, and the media.



LEA ROBINSON
ASSISTANT DIRECTOR OF MULTICULTURAL AFFAIRS, LGBTQ OUTREACH, COLUMBIA UNIVERSITY
(FORMER COACH AND ATHLETE)

"During my coaching career, there was little discussion of the existence of transgender student athletes and few resources for those student athletes that did identify as transgender. In my own experience, the few students that I did suspect may have identified as transgender weren't really able to come out in those settings because of a lack of support within their athletic communities as well as a real lack of resources, education, and safe spaces. I believe that the implementation of supportive policies would signify a commitment to the support and acceptance of transgender-identified student athletes and coaches, and aid in creating more spaces for dialogue and education within the culture of athletics regarding issues and challenges facing transgender student athletes. Those policies will also give transgender student athletes and coaches the guidance, support, encouragement, and sense of safety they need to pursue what can sometimes be a very difficult journey."

ABOUT THE AUTHORS



DR. PAT GRIFFIN

Dr. Pat Griffin is the former Director of It Takes A Team! Education Campaign for Lesbian, Gay, Bisexual and Transgender Issues in Sport, an initiative of the Women's Sports Foundation. Dr. Griffin is a Professor Emerita in the Social Justice Education Program at the University of Massachusetts Amherst. She is author of *Strong Women, Deep Closets: Lesbians and Homophobia in Sports* and co-editor of *Teaching for Diversity and Social Justice: A Sourcebook for Teachers and Trainers*. For the past 25 years, Dr. Griffin has led seminars on diversity issues including lesbian, gay, bisexual, and transgender issues in athletics at numerous colleges and universities, as well as at coaches and athletic administrators' association meetings throughout the United States and Canada. Dr. Griffin has discussed homophobia in sports on ESPN's *Outside the Lines*, HBO's *Real Sports* and ABC Sports. In 2007 she was selected as one of the Top 100 Sport Educators by the International Sport Institute. She played basketball and field hockey and swam at the University of Maryland. She coached high school basketball and field hockey in Silver Spring, Maryland and coached swimming and diving at the University of Massachusetts Amherst.

A Women's Sports Foundation initiative, It Takes A Team! Education Campaign for Lesbian, Gay, Bisexual, and Transgender Issues in Sport is an education project focused on eliminating homophobia as a barrier to all women and men participating in sport. It Takes A Team! provides practical educational information and resources to athletic administrators, coaches, parents, and athletes at the high school and college levels to make sport safe and welcoming for all. These resources are available at www.ittakesateam.org.



HELEN J. CARROLL

Helen J. Carroll is the Director of the National Center for Lesbian Rights' Sports Project, which aims to ensure that lesbian, gay, bisexual, and transgender players, coaches, and administrators receive fair and equal treatment—free of discrimination. She joined NCLR in 2001 after spending 30 years as an athlete, coach, and collegiate athletic director. Carroll is well-known in the sports world as an acclaimed National Championship Basketball Coach from the University of North Carolina-Asheville. She was a National Collegiate Athletic Association (NCAA) and National Association of Intercollegiate Athletics (NAIA) Athletic Director at Mills College for twelve years, and now devotes all her efforts to helping the sports world recognize that the inclusion of people who are lesbian, gay, bisexual, and/or transgender diversifies and strengthens the sport experience. Carroll works closely with major national sport organizations including the Women's Sports Foundation and the NCAA. She has been a featured speaker on panels with Nike, ESPN's *Outside the Lines*, *The New York Times*, and many others. Her work appears in Dr. Dee Mosbacher's and Fawn Yacker's award-winning film, *Training Rules*, Dr. Pat Griffin's book, *Strong Women, Deep Closets* and *The Outsports Revolution* by authors Jim Buzinski and Cyd Ziegler Jr. Carroll was recently named to the of list of Most Powerful Lesbians in Sport by *Curve Magazine*.

The National Center for Lesbian Rights is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education. The mission of the Sports Project is to create and ensure a sports culture where individuals may fully participate, free from sexual orientation and gender identity discrimination.

Other NCLR staff who provided assistance in the writing of this report include Shannon Minter, Legal Director; Liz Seaton, former Director of Projects and Managing Attorney; Ilona Turner, Staff Attorney; Cara Sherman, Public Interest Associate; and Jody Marksamer, Staff Attorney and Youth Project Director.

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For providing crucial expertise regarding National Collegiate Athletic Association rules, regulations and procedures related to drug testing, eligibility requirements, and gender equity: Karen Morrison, Director for Gender Initiatives; Mary Wilfert, Associate Director, Health and Safety.

For providing a voice and sharing the experience of being a transgender student: Keelin Godsey, Track and Field, Rugby, Bates College, 2006, Northeastern College, 2010; Morgan Dickens, Basketball and Rugby, Cornell University, 2008, Ithaca College, 2009; a high school transgender student athlete.

INTRODUCTION

INTRODUCTION

An increasing number of high school- and college-aged young people are identifying as transgender (or trans), meaning that their internal sense of their gender identity is different from the gender they were assigned at birth.[1] These students challenge many parents and educators to rethink our understanding of gender as universally fixed at birth. Educators and parents must be open to this challenge if we are to create educational institutions that value and meet the needs of all students. Once we recognize that transgender young people are part of school communities across the United States, educational leaders have a responsibility to ensure that these students have access to equal opportunities in all academic and extracurricular activities in a safe and respectful school environment.



STEPHANIE BRILL
EXECUTIVE DIRECTOR, GENDER SPECTRUM

"There are more and more transgender children today who, even at young ages, are allowed to live their lives in alignment with who they are. As it becomes common medical procedure to allow these children to transition in childhood, athletic policies need to reflect this change in the landscape of student athletes."

Some transgender students, like their non-transgender peers, enjoy athletic competition and want to be part of a school sports team. Transgender young people have the same right to participate and benefit from the positive aspects of athletics as other students do. School athletic leaders, in response to this interest, must identify effective and fair policies to ensure that transgender students have an equal opportunity to participate on school sports teams.

School athletic programs are widely accepted as integral parts of the high school and college experience. The benefits of school athletic participation include many positive effects on physical, social, and emotional well-being. Playing sports can provide student athletes with important lessons about self-discipline, teamwork, success, and failure—as well as the joy and shared excitement that being a member of a sports team can bring.

Additionally, participation in high school athletics shows that a student is well-rounded and can improve a student's chances of acceptance into college. For some students, playing on high school teams leads to future careers in athletics as competitors, coaches, administrators, and athletic trainers. All students, including those who are transgender, deserve access to these benefits.

Though the needs of transgender students in high school and college have received some attention in recent years, this issue has not been adequately addressed in the context of athletics. Few high school or collegiate athletic programs, administrators, or coaches are prepared to fairly, systematically,

[1] For a more complete list of definitions and terms related to transgender people, refer to Appendix A.

and effectively address a transgender student's interest in participating in athletics. The majority of school athletic programs have no policy governing the inclusion of transgender student athletes, and most coaches are unprepared to accommodate a transgender student who wants to play on a sports team. In fact, most school athletic programs are unprepared to address even basic accommodations such as knowing what pronouns or names to use when referring to a transgender student, where a transgender student should change clothes for practice or competition, or what bathroom or shower that student should use.

In response to this need, the National Center for Lesbian Rights Sports Project and the Women's Sports Foundation initiative It Takes A Team! convened a national think tank in October 2009 entitled "Equal Opportunities for Transgender student athletes." Think tank participants included leaders from the National Collegiate Athletic Association (NCAA) and the National High School Federation, transgender student athletes, and an impressive array of experts on transgender issues from a range of disciplines—law, medicine, advocacy, and athletics.

Think tank participants were committed to a set of guiding principles based on the core values of inclusion, fairness, and equal opportunity in sport. The think tank goals were to develop model policies and identify best practices for high school and collegiate athletic programs to ensure the full inclusion of transgender student athletes.

Think tank participants were also keenly aware of the advantages of adopting uniform national policies for the participation of high school and college transgender athletes. By adopting a single national policy for all high schools and a single national policy for intercollegiate athletics, educators can ensure that student athletes and teams will not run into problems due to inconsistent rules for state eligibility, conference and tournament eligibility, and national competitive tournaments. The adoption of a single national standard for high schools and a single national standard for colleges would also enable an easier transition for high school transgender student athletes moving to another state, or for transgender student athletes in college to transfer to a program in another state.

This report reflects the best thinking of the think tank participants, based on current medical knowledge and legal protections for transgender people, about how to ensure equal opportunities for transgender student athletes. The purpose of this report is to provide leaders in education and athletics with the information they need to make effective policy decisions about the participation of transgender student athletes in high school and college athletic programs. This report is intended for everyone involved with high school or collegiate athletics including college presidents, school board members, high school state athletic association leaders, school principals and district superintendents, intercollegiate athletic conference commissioners, and sport governing organization leaders. It is also intended for individual athletic directors, coaches, student athletes, and parents.

Part One of the report provides an overview of issues related to providing equal opportunities for transgender student athletes. Part Two describes model policies for the inclusion of high school and college transgender student athletes. Part Three recommends best practices for the inclusion of transgender student athletes. Part Four lists additional resources for addressing transgender issues in athletics. Part Five includes an appendix of definitions of key terms, information about the legal rights of transgender people in the United States, and a list of the think tank participants.

PART ONE:

OVERVIEW

PART ONE: OVERVIEW

This section of the report provides an overview of issues related to providing equal opportunities for transgender student athletes by addressing the following questions:

- **What Does Transgender Mean?**
- **Why Must We Address Transgender Issues in Athletics? Why Focus on High School and College Athletics?**
- **Should the Participation of Transgender Student Athletes Raise Concerns About Competitive Equity?**
- **What Are the Benefits of Adopting Fair and Inclusive Policies?**
- **What Are Harmful Effects of Failing to Adopt Fair and Inclusive Policies?**

What Does Transgender Mean?

"Transgender" describes an individual whose gender identity (one's internal psychological identification as a boy/man or girl/woman) does not match the person's sex at birth. For example, a male-to-female (MTF) transgender person is someone who was born with a male body, but who identifies as a girl or a woman. A female-to-male (FTM) transgender person is someone who was born with a female body, but who identifies as a boy or a man.[2]

Some transgender people choose to share the fact that they are transgender with others. Other transgender people prefer to keep the fact that they transgender private.

It is important that other people recognize and respect the transgender person's identification as a man or a woman. In order to feel comfortable and to express their gender identity to other people, transgender people may take a variety of steps: changing their names and self-referencing pronouns to better match their gender identity; choosing clothes, hairstyles, or other aspects of self-presentation that reflect their gender identity; and generally living, and presenting themselves to others, consistently with their gender identity. Some, but not all, transgender people take hormones or undergo surgical procedures to change their bodies to better reflect their gender identity.

Some people are confused by the difference between transgender people and people who have intersex conditions. The key feature of being transgender is having a psychological identification as a man or a woman that differs from the person's sex at birth. Apart from having a gender identity that is different than their bodies, transgender people are not born with physical characteristics that distinguish them from others. In contrast, people with intersex conditions (which may also be called a "Differences of Sex Development"), are born with physically mixed or atypical bodies

[2] Gender Spectrum, "A Word About Words," available online at http://www.genderspectrum.org/images/stories/Resources/Family/A_Word_About_Words.pdf.

with respect to sexual characteristics such as chromosomes, internal reproductive organs and genitalia, and external genitalia.[3] An estimated one in 2,000 people are born with an anatomy or chromosome pattern that doesn't seem to fit typical definitions of male or female. The conditions that cause these variations are sometimes grouped under the terms "intersex" or "DSD" (Differences of Sex Development).[4]

Most people with intersex conditions clearly identify as male or female and do not have any confusion or ambiguity about their gender identities. In fact, most intersex conditions are not visible, and many intersex people are unaware of having an intersex condition unless it is discovered during medical procedures. Though there may be some similar issues related to sports participation between transgender and intersex individuals, there are also significant differences. This report will focus on the participation of transgender people in sports.

Why Must We Address Transgender Issues in School Athletic Programs?

Educators must address transgender issues in athletics for several reasons. First and foremost, core values of equal opportunity and inclusion demand that educational leaders adopt thoughtful and effective policies that enable all students to participate fully in school athletic programs. Over the course of many years, schools have learned and continue to appreciate the value and necessity of accommodating the sport participation interests of students of color, girls and women, students with disabilities, and lesbian, gay, and bisexual students. These are all issues of basic fairness and equity that demand the expansion of our thinking about equal opportunity in sports. The right of transgender students to participate in sports calls for similar considerations of fairness and equal access.

Additionally, as more states, localities, and schools add gender identity and expression to their non-

PARENT OF HIGH SCHOOL STUDENT ATHLETE

"When my daughter transitioned at the age of 14, at the beginning of her eighth-grade year, we were told that a school administrator had contacted the state association for us. The answer I got then was that she could only compete in girls intramural sports. By the time she was ready to enter high school as a freshmen, she was no longer willing to settle. She wanted the right to compete at any level in the gender role she identified with."

discrimination policies, and as more courts hold that sex discrimination laws protect transgender people, transgender students and their parents are increasingly empowered to insist that athletic programs accommodate transgender students (see Part Five: Appendix B for a compilation of

[3] Intersex Society of North America, "What's the difference between being transgender or transsexual and having an intersex condition?" Available online at http://www.isna.org/faq/transgender.

[4] Advocates for Informed Choice, General Brochure, available online at http://aiclegal.files.wordpress.com/2010/02/aic-brochure.pdf.

state and federal laws, regulations, and legal decisions prohibiting discrimination based on gender identity/expression). To avoid decision-making that perpetuates discrimination, school leaders must be proactive in adopting policies that are consistent with school non-discrimination policies and state and federal laws prohibiting discrimination based on gender identity or expression (see Appendix A for definitions of gender identity and gender expression).

Though the number of transgender students is small, research indicates that their number is growing.[5] As the number of people who come out as transgender as teenagers and children increases, so too do the numbers of parents who support their transgender children and advocate for their rights to safety and fair treatment in schools. In response to these demands, K-12 school and college leaders must be prepared to accommodate the educational needs and protect the rights of trans-identified students.

To respond to these realities, sport governing organizations and individual schools are well advised to proactively adopt policies that provide equal opportunities for transgender students to participate on school sports teams. Moreover, in the spirit of encouraging sports participation for all, it is the right thing to do.

In order to design effective policies, educators must understand that gender is a core part of everyone's identity and that gender is more complex than our society generally acknowledges. Learning about the experience of transgender people can help us to see more clearly how gender affects all of our lives, and to put that knowledge into practice in order to better serve all students.



STEPHANIE BRILL
EXECUTIVE DIRECTOR, GENDER SPECTRUM

"Parents call Gender Spectrum weekly to see if their children will be allowed to play sports in high school."

Addressing the needs of transgender students is an important emerging equal opportunity issue that must be taken seriously by school leaders. Because a more complex understanding of gender may be new and challenging for some people, there is a danger that misinformation and stereotypes will guide policy decisions rather than accurate and up-to-date information. Athletic leaders who are charged with policy development need guidance to avoid inscribing misconceptions and misinformation in policies that, ultimately, create more problems than they solve.

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[5] See, e.g., Emily A. Greytak, Joseph G. Kosciw, and Elizabeth M. Diaz, Gay Lesbian Straight Education Network, *Harsh Realities: The Experiences of Transgender Youth in Our Nation's Schools* (2009). Available online at http://www.glsen.org/binary-data/GLSEN_ATTACHMENTS/file/000/001/1375-1.pdf. Despite this evidence of growing numbers, the decision to provide equal opportunity should not be based on the number of transgender students who want to play sports. Even the smallest minority of students deserves the opportunity to participate in all school-sponsored programs.

Why Focus on High School and College Athletics?

Providing equal opportunities in all aspects of school programming is a core value in education. As an integral part of educational institutions, high school and college athletic programs are responsible and accountable for reflecting the goals and values of the educational institutions of which they are a part. It follows that school athletic programs must reflect the value of equal opportunity in all policies and practices.

Athletic programs affiliated with educational institutions have a responsibility, beyond those of adult amateur or professional sports programs, to look beyond the value of competition to promote broader educational goals of participation, inclusion, and equal opportunity. Because high schools and colleges must be committed to those broader educational goals, they should not unthinkingly adopt policies developed for adult Olympic and professional athletes. Recognizing the need to address the participation of transgender athletes, a few leading international and professional sport governing organizations have developed policies based on overly stringent, invasive, and rigid medical requirements. These policies are not workable or advisable for high school and college athletes for a number of reasons.

For example, in 2004 the International Olympic Committee (IOC) developed a policy addressing the eligibility of transgender athletes to compete in IOC sanctioned events.[6] While the IOC deserves credit for its pioneering effort to address the inclusion of transgender athletes, medical experts have identified serious flaws in the IOC policy, especially its requirement of genital reconstructive surgery, which lacks a well-founded medical or policy basis. Most transgender people—even as adults—do not have genital reconstructive surgery.[7] In addition, whether a transgender person has genital reconstructive surgery has no bearing on their athletic ability. The IOC policy also fails to provide sufficient protections for the privacy and dignity of transgender athletes. Because of these serious flaws, high schools and colleges should not adopt or look to the IOC policy as a model.[8]

ERIC VILAIN
M.D., PH.D., PROFESSOR, DIRECTOR OF THE CENTER FOR GENDER-BASED BIOLOGY AND CHIEF MEDICAL GENETICS DEPARTMENT OF PEDIATRICS, UCLA



"Requiring sex reassignment surgery before allowing participation for the high school or collegiate student athlete is medically unnecessary and not linked to competitive equity. IOC regulations requiring surgery for Olympic transgender athletes have been controversial and it would be unreasonable to make this a requirement for high school and college students."

[6] International Olympic Committee, *Statement of the Stockholm Consensus on Sex Reassignment in Sport* (2003), http://www.olympic.org/Documents/Reports/EN/en_report_905.pdf.

[7] Lisa Mottet, National Gay and Lesbian Task Force Policy Institute and National Center for Transgender Equality, "Preliminary Findings of the National Transgender Discrimination Survey" (2010).

[8] Alice Dreger, "Sex Typing for Sport," Hastings Center Report (March-April 2010).

There are additional reasons for high schools and colleges to create their own policies rather than adopt policies developed for adults. High school- and college-aged student athletes have developmental needs that differ from those of adults. For example, a core purpose of high school and college is to teach students how to participate and be good citizens in an increasingly diverse society and how to interact respectfully with others. In addition, high school and college athletic programs impose limits on how many years a student athlete can compete that do not exist in adult sporting competitions, where athletes can compete as long as their performances are viable or, in the case of most amateur sports, as long as they wish to.

It is also advisable that high school athletic programs adopt a different policy for including transgender student athletes than college athletic programs. Specifically, this report recommends that high schools permit transgender athletes to play on teams consistent with the student's gender identity, without regard to whether the student has undertaken any medical treatment. In contrast, the report recommends a more nuanced policy for collegiate athletics that is based, in part, upon whether a student athlete is undergoing hormone therapy.

The need for distinct high school and collegiate policies is based on several considerations. First, in high school settings, students are guaranteed the availability of a high school education and a corresponding opportunity to participate equally in all high school programs and activities. At the high school level, the focus should be on full participation in athletics for all students, within the limits of school resources to provide participation opportunities.

Second, intercollegiate sports are governed differently than high school sports. Intercollegiate athletics are regulated nationally by governing bodies that sponsor national competitions and oversee such functions as the random testing of student athletes for the use of banned substances thought to enhance athletic performance. Because testosterone is a banned substance under the current rules for intercollegiate competition, the inclusion of transgender student athletes in college sports must be consistent with those rules.

Third, high school student athletes are still growing and developing physically, cognitively, and emotionally. Because high school-aged students are still growing and maturing, they present a broader range of physical characteristics than collegiate student athletes do, and these differences should be taken into account in developing a policy for high school students.

Finally, high school-aged and younger transgender students are subject to different medical protocols than adults because of their age and physical and psychological development.[9] The World Professional Association for Transgender Health (WPATH) has established guiding medical protocols for transitioning—the process by which a transgender person lives consistently with their gender identity—which may include treatments to have the person's physical presentation more closely align with their identity. Those protocols vary based on the age and psychological readiness of the young person.[10] For children and youth, transition typically consists entirely of

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[9] Stephanie Brill and Rachel Pepper, *The Transgender Child: A Handbook for Families and Professionals* (San Francisco: Cleis Press, 2008).

[10] World Professional Association for Transgender Health, *The Harry Benjamin International Gender Dysphoria Association's Standards Of Care For Gender Identity Disorders, Sixth Version* (2001). Available online at http://www.wpath.org/documents2/socv6.pdf.

permitting the child to dress, live, and function socially consistently with the child's gender identity. For youth who are approaching puberty, hormone blockers may be prescribed to delay puberty in order to prevent the youth from going through the traumatic experience of acquiring secondary sex characteristics that conflict with his or her core gender identity. For older youth, cross-gender hormones or even some sex-reassignment surgeries may be prescribed.



JAMISON GREEN
CENTER OF EXCELLENCE FOR TRANSGENDER HEALTH, UCSF, WPATH BOARD OF DIRECTORS

"The World Professional Association for Transgender Health Board of Directors has stated that policies requiring surgery as a condition of identity recognition are not advisable as a matter of ethical healthcare. High schools and colleges should not require surgery for a student to compete in their affirmed gender."

All of these factors point to the need to develop policies for the inclusion of transgender student athletes in high school and college programs that take the relevant differences between the two settings into account. In the high school and college policies recommended below, we have attempted to take account of these differences.

Should the Participation of Transgender Student Athletes on School Teams Raise Concerns About Competitive Equity?

Concern about creating an "unfair competitive advantage" on sex-separated teams is one of the most often cited reasons for resistance to the participation of transgender student athletes. This concern is cited most often in discussions about transgender women or girls competing on a women's or girls' team. Some advocates for gender equality in high school and college sports are concerned that allowing transgender girls or women—that is, male-to-female transgender athletes who were born male, but who identify as female—to compete on women's teams will take away opportunities for other girls and women, or that transgender girls or women will have a competitive advantage over other non-transgender competitors.

These concerns are based on three assumptions: one, that transgender girls and women are not "real" girls or women and therefore not deserving of an equal competitive opportunity; two, that being born with a male body automatically gives a transgender girl or woman an unfair advantage when competing against non-transgender girls and women; and three, that boys or men might be tempted to pretend to be transgender in order to compete in competition with girls or women.

These assumptions are not well founded. First, the decision to transition from one gender to the other—to align one's external gender presentation with one's internal sense of gender identity—is

a deeply significant and difficult choice that is made only after careful consideration and for the most compelling of reasons. Gender identity is a core aspect of a person's identity, and it is just as deep seated, authentic, and real for a transgender person as for others. Male-to-female transgender women fully identify and live their lives as women, and female-to-male transgender men fully identify and live their lives as men. For many transgender people, gender transition is a psychological and social necessity. It is essential that educators in and out of athletics understand this.

Second, while some people fear that transgender women will have an unfair advantage over non-transgender women, it is important to place that fear in context. When examined carefully, the realities underlying this issue are more complex than they may seem at first blush. The basis of this concern is that transgender girls or women who have gone through male puberty may have an unfair advantage due to the growth in long bones, muscle mass, and strength that is triggered by testosterone. However, a growing number of transgender youth are undergoing medically guided hormonal treatment prior to puberty, thus effectively neutralizing this concern. Increasingly, doctors who specialize in treating transgender people are prescribing hormone blockers to protect children who clearly identify as the other gender from the trauma of undergoing puberty in the wrong gender and acquiring unwanted secondary sex characteristics. When the youth is old enough to make an informed decision, he or she can make the choice of whether to begin cross-gender hormones. Transgender girls who transition in this way do not go through a male puberty, and therefore their participation in athletics as girls does not raise the same equity concerns that might otherwise be present.

DR. WALTER BOCKTING, PH.D.
PRESIDENT OF WPATH, ASSOCIATE PROFESSOR,
UNIVERSITY OF MINNESOTA MEDICAL SCHOOL



"Differences within the sexes are considerable and often times larger than differences between the sexes."

In addition, even transgender girls who do not access hormone blockers or cross-gender hormones display a great deal of physical variation, just as there is a great deal of natural variation in physical size and ability among non-transgender girls and boys. Many people may have a stereotype that all transgender girls and women are unusually tall and have large bones and muscles. But that is not true. A male-to-female transgender girl may be small and slight, even if she is not on hormone blockers or taking estrogen. It is important not to over generalize. The assumption that all male-bodied people are taller, stronger, and more highly skilled in a sport than all female-bodied people

is not accurate.[11] This assumption is especially inaccurate when applied to youth who are still developing physically and who therefore display a significantly broader range of variation in size, strength, and skill than older youth and adults.[12]



DR. NICK GORTON
AMERICAN BOARD OF EMERGENCY MEDICINE,
MEDICAL LEGAL CONSULTANT, TRANS HEALTH CARE

"Transgender student athletes fall within the spectrum of physical traits found in athletes of their transitioned gender, allowing them to compete fairly and equitably."

It is also important to know that any athletic advantages a transgender girl or woman arguably may have as a result of her prior testosterone levels dissipate after about one year of estrogen therapy. According to medical experts on this issue, the assumption that a transgender girl or woman competing on a women's team would have a competitive advantage outside the range of performance and competitive advantage or disadvantage that already exists among female athletes is not supported by evidence.[13] As one survey of the existing research concludes, "the data available does not appear to suggest that transitioned athletes would compete at an advantage or disadvantage as compared with physically born men and women."[14]

Finally, fears that boys or men will pretend to be female to compete on a girls' or women's team are unwarranted given that in the entire 40 year history of "sex verification" procedures in international

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[11] In addition, what counts as a competitive advantage may shift dramatically depending on the sport. What is an advantage in one context may be a disadvantage in another. For example, factors such as height, weight, reaction time, and proportion of fast twitch muscle fibers all affect competitive advantage depending on the sport. A female volleyball player may be very tall, and yet few people would consider that to be an unfair competitive advantage in her sport. Similarly, a male swimmer may have a naturally high hemoglobin count enabling him to take in more oxygen, but he is not barred from swimming for that reason. Sarah Teetzel, "On Transgendered Athletes, Fairness and Doping: An International Challenge," *Sport in Society: Cultures, Commerce, Media, Politics*, 1743-0445, Volume 9, Issue 2 (2006) Pages 227 – 251.

[12] Assuming that boys have an automatic advantage over girls is particularly false with respect to prepubescent children, where gender plays virtually no role in determining relative athletic ability. For that reason, we strongly recommend that school and recreational sports adopt the policy recommended by the Transgender Law and Policy Institute and endorsed by Gender Spectrum. Transgender Law and Policy Institute, *Guidelines for Creating Policies for Transgender Children in Recreational Sports* (2009).

[13] Brenda Wagman, Promising Practices: Working with Transitioning/Transitioned Athletes in Sport Project, AthletesCAN, Canadian Association for the Advancement of Women in Sport, and the Canadian Centre for Ethics in Sport, *Including Transitioning and Transitioned Athletes in Sport: Issues, Facts and Perspectives* (2009). Available online at http://www.caaws.ca/e/resources/pdfs/Wagman_discussion_paper_THE_FINAL.pdf.

[14] Michaela C. Devries, "Do Transitioned Athletes Compete at an Advantage or Disadvantage as compared with Physically Born Men and Women: A review of the Scientific Literature" (May 18, 2008). Including Transitioning and Transitioned Athletes, supra note 13. Available online at http://www.caaws.ca/e/resources/pdfs/Wagman_discussion_paper_THE_FINAL.pdf.

sport competitions, no instances of such "fraud" have been revealed.[15] Instead, rather than identifying men who are trying to fraudulently compete as women, "sex verification" tests have been misused to humiliate and unfairly exclude women with intersex conditions.[16] The apparent failure of such tests to serve their stated purpose of deterring fraud—and the terrible damage they have caused to individual women athletes—should be taken into account when developing policies for the inclusion of transgender athletes.

Rather than repeating the mistakes of the past, educators in high school and collegiate athletics programs must develop thoughtful and informed policies that provide opportunities for all students, including transgender students, to participate in sports. These policies must be based on sound medical science, which shows that male-to-female transgender athletes do not have any automatic advantage over other women and girls. These policies must also be based on the educational values of sport and the reasons why sport is included as a vital component of the educational environment: promoting the physical and psychological well-being of all students, and teaching students the values of equality, participation, inclusion, teamwork, discipline, and respect for diversity.

What Are the Benefits of Adopting Inclusive Policies and Practices Regarding Transgender Student Athletes?

All stakeholders in high school and collegiate athletics will benefit from adopting fair and inclusive policies enabling transgender student athletes to participate on school sports teams. School-based sports, even at the most competitive levels, remain an integral part of the process of education and development of young people, especially emerging leaders in our society. Adopting fair and inclusive participation policies will allow school and athletic leaders to fulfill their commitment to create an environment in which all students can thrive, develop their full potential, and learn how to interact with persons from diverse groups.

DONNA ROSE
TRANSGENDER ACTIVIST, WRESTLER



"To deny us the opportunity to participate and to compete and to potentially excel is to take away part of ourselves that we cherish."

[15] Erin Buzuvis, "Caster Semenya and the Myth of the Level Playing Field." *Social Science Research Network* (2009). Available online at http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1521674.

[16] Joe Leigh Simpson et al, "Gender Verification in the Olympics," JAMA (2000); 284: 1568-1569; see also Sex Typing for Sport, supra note 8.

Many schools and athletic departments identify diversity as a strength and have included sexual orientation and gender identity/expression in their non-discrimination policies. Athletic departments and personnel are responsible for creating and maintaining an inclusive and non-discriminatory climate in the areas they oversee. Adopting inclusive participation policies provides school athletic leaders with a concrete opportunity to fulfill that mandate and demonstrate their commitment to fair play and inclusion.

Moreover, when all participants in athletics are committed to fair play, inclusion, and respect, student athletes are free to focus on performing their best in athletic competition and in the classroom. This climate promotes the well-being and achievement potential of all student athletes. Every student athlete and coach will benefit from meeting the challenge of overcoming fear and prejudice about social groups of which they are not members. This respect for difference will be invaluable to all student athletes as they graduate and enter an increasingly diverse workforce in which knowing how to work effectively across differences is a professional and personal asset.

What Are Harmful Potential Consequences of Failure to Adopt Transgender-Inclusive Policies and Practices?

When schools fail to adopt inclusive participation policies, they are not living up to the educational ideals of equality and inclusion, and may reinforce the image of athletics as a privileged activity not accountable to broad institutional and societal ideals of inclusion and respect for difference. Moreover, this failure puts schools, athletic conferences, and sport governing organizations at risk of costly discrimination lawsuits and negative media attention.



KEELIN GODSEY
TRANSGENDER STUDENT ATHLETE,
BATES COLLEGE, 2006

"I have found it is nearly impossible to be both trans and an athlete. Being an athlete and being trans are both a part of my identity. I wish I didn't feel like I have to choose one or the other."

Failing to adopt transgender-inclusive participation policies is hurtful to and discriminates against transgender students because they may be denied the opportunity to participate in school sports. School sports programs are integral parts of a well-rounded education experience. The benefits of school sports participation include many positive effects on physical, social, and emotional well-being. All students, including those who are transgender, deserve access to these benefits.[17]

[17] Kirk Mango, "The Benefits of Competitive Athletic Sports Participation in Today's Sports Climate," *Chicago Now* (February 16, 2010). Available online at http://www.chicagonow.com/blogs/athletes-sports-experience/2010/02/the-benefits-of-competitive-athletic-sports-participation-in-todays-sports-climate.html.

Failure to adopt inclusive participation policies also hurt non-transgender students by conveying a message that the values of non-discrimination and inclusion are less important than values based on competition and winning. Schools must model and educate about non-discrimination values in all aspects of school programming, not only for students, but for parents and community members as well.

Last but not least, failure to adopt policies that ensure equal opportunities for transgender student athletes may also result in costly and divisive litigation. As described in Appendix B, a growing number of states and localities are adopting specific legal protections for transgender students. In addition, state and federal courts are increasingly applying sex discrimination laws to prohibit discrimination against transgender people.

JILL PILGRIM
FORMER GENERAL COUNSEL & DRUG TESTING PROGRAM ADMINISTRATOR LADIES PROFESSIONAL GOLF ASSOCIATION



"High Schools and colleges need to adopt transgender student athlete accommodation policies to remedy the silent suffering of young people who have the right to participate and enjoy the same activities that all other students have access to, without being discriminated against."

Several studies show that schools are often hostile places for transgender students and other students who do not conform to stereotypical gender expectations.[18] These students are frequently subjected to peer harassment and bullying which stigmatizes and isolates them. This mistreatment can lead to feelings of hopelessness, depression, and low self-esteem. When a school or athletic organization denies transgender students the ability to participate in sports because of their gender identity or expression, that condones, reinforces and affirms their social status as outsiders or misfits who deserve the hostility they experience from peers.

Finally, the absence of transgender-inclusive policies and practices reinforces stereotypes and fears about gender diversity. When transgender students are stigmatized and excluded, even non-transgender students may experience pressure to conform to gender-role stereotypes as a way to avoid being bullied or harassed themselves.

[18] Harsh Realities, *supra* note 3.

PART TWO:

POLICY RECOMMENDATIONS FOR INCLUDING TRANSGENDER STUDENT ATHLETES

PART TWO: POLICY RECOMMENDATIONS FOR INCLUDING TRANSGENDER STUDENT ATHLETES

This section of the report includes:

- **Guiding Principles**
- **General Recommendations**
- **Recommended Policy for High School Athletics**
- **Recommended Policy for College Athletics**
- **Additional Guidelines for Transgender Student Athlete Inclusion**

Guiding Principles

We recommend that policies governing the participation of transgender student athletes be informed by the following principles, which provided a philosophical foundation for the think tank participants.

Think Tank participants were committed to these guiding principles based on the belief that athletic participation is an integral part of the educational experience. This report recommends that, in addition to an organization's stated values, the following principles be included in the transgender student athlete policy statement:

1. Participation in interscholastic and intercollegiate athletics is a valuable part of the education experience for all students.
2. Transgender student athletes should have equal opportunity to participate in sports.
3. The integrity of women's sports should be preserved.
4. Policies governing sports should be based on sound medical knowledge and scientific validity.
5. Policies governing sports should be objective, workable, and practicable; they should also be written, available and equitably enforced.
6. Policies governing the participation of transgender students in sports should be fair in light of the tremendous variation among individuals in strength, size, musculature, and ability.
7. The legitimate privacy interests of all student athletes should be protected.

8. The medical privacy of transgender students should be preserved.

9. Athletic administrators, staff, parents of athletes, and student athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant students in athletics.

10. Policies governing the participation of transgender students in athletics should comply with state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression.

General Recommendations

1. Schools should adopt transgender student athlete inclusive policies proactively, rather than waiting for a transgender student to express an interest in sports participation. Proactive adoption of such a policy enables school and athletic administrators to educate staff, students and parents about the policy and increases the likelihood that inclusion of transgender students on school teams will occur in a timely, fair and effective manner. The adoption of comprehensive, consistent policies, and the institution of training concerning participation of transgender student athletes before the instance of a transgender student asking to participate also prevent situations in which a student may be subject to harassment or other unwanted or undue attention.

2. Policies governing the participation of transgender student athletes should be adopted by national and state athletic associations and implemented within individual school districts at the individual school level. The advantage of adopting a single national policy for all high schools and a single national policy for intercollegiate athletics is that it provides consistency for state eligibility rules, conference and tournament eligibility, and national competitive tournaments. This consistency reduces the likelihood of student athletes being held to different eligibility requirements in different states.

3. The adoption of a single national standard for high schools and a single national standard for colleges would also enable an easier transition for high school transgender student athletes moving to another state, or for transgender student athletes in college to transfer to a program in another state. Policy consistency eliminates confusion and ensures that transgender student athletes will be afforded an opportunity to compete in every state at both the high school and collegiate levels. Add or amend school non-discrimination policies to include “gender identity and expression.”

4. Policies should focus on maximizing inclusiveness, rather than restricting students’ opportunities to participate based on their gender identity or expression.

5. Policies should reflect the educational values of the organization adopting them and include procedures for implementation, protection of student confidentiality, and appeal.

6. Policies should enable all student athletes, regardless of their gender identity or expression, to compete in a safe, competitive, and respectful environment free of discrimination.

7. Policies should use clear and consistent language that reflects understanding of the concepts of transgender, gender identity, and gender expression.

8. Policies should be in written form and included in all school organizational rulebooks, eligibility guidelines, and student athlete handbooks and should be made readily available to all stakeholders including administrators, coaches, students, and parents.

9. Educational resources should be made available to all national, state and local athletic associations and conferences, school athletic staff, parents, and student athletes, including:

    - Information about gender identity and expression
    - State and federal non-discrimination and anti-harassment laws pertaining to transgender students
    - Best practices for including transgender student athletes on teams, and
    - Information about the transgender student athlete participation policy in the student athlete handbook.

A HIGH SCHOOL STUDENT ATHLETE
A PERSONAL STORY

"I am blessed to have a mom who has always accepted me, even though I know that it was hard for her at first. Knowing that my mom was always there to fight for my rights, and that she is not ashamed of me helped me to have the confidence to participate in sports."

I've been on the cross country and track teams since before I started to transition. At first, I had to be on the boys' team. I always felt terrible, out of place, and like I was living a lie.

When I first started to transition, I was able to be on the girls' team. I was so excited to be with the girls, but I was not allowed to "officially" compete and that was hard.

I'll be a senior this fall. Looking back at these last three years competing on the girls' cross country and track team, I feel really good about my experience as a transgender student athlete in my high school. I know I couldn't have done it without the help of people who have loved and supported me, and fought for my right to be myself no matter what.

My mom was always with me, and she talked to the coaches about what I needed so I could participate fully on the team. My coaches are great. They do not treat me like I am different. To them, I am just another girl on the team.

Before I had surgery, I was able to talk to my female coach about how uncomfortable I would be wearing the speed suits that are required when running, and she was able to figure out a solution that did not single me out. My coaches also made sure that I was accepted and safe when I started to use the girls' restroom and locker room. And I have teammates that are genuinely accepting, and defend me if others on the team are teasing me, or saying things about me behind my back.

Overall, I believe that taking the time to educate my teammates, being honest, and holding my head high has helped me to be a successful student athlete. I know that there are still people who don't accept or understand what it means to be transgender, but I don't let them get in my life, or in the way of my success on the track or off.

POLICY RECOMMENDATIONS FOR HIGH SCHOOL AND COLLEGIATE ATHLETICS

The following policy recommendations are for high school and collegiate athletic programs and should not be assumed appropriate for younger age groups. We recommend that policies for younger athletes should be adopted specifically for that age group and should follow the general guidelines developed by the Transgender Law and Policy Institute and endorsed by Gender Spectrum which states that prepubescent young people should be able to commit in recreational and school sports according to their gender identity.[19]

We urge readers to keep in mind that policy development governing the inclusion of transgender student athletes is an emerging endeavor. As new research on the participation of transgender athletes and the physiological effects of gender transition on athletic performance becomes available, policies may need to be reevaluated to ensure that they reflect the most current research-based information.

Recommended Policy for High School Athletics

A transgender student athlete at the high school level shall be allowed to participate in a sports activity in accordance with his or her gender identity irrespective of the gender listed on the student's birth certificate or other student records, and regardless of whether the student has undergone any medical treatment. This policy shall not prevent a transgender student athlete from electing to participate in a sports activity according to his or her assigned birth gender.

RECOMMENDED IMPLEMENTATION PROCEDURES

1. Notice to the School: The student and/or parents shall contact the school administrator or athletic director indicating that the student has a consistent gender identity different than the gender listed on the student's school registration records or state birth record, and that the student desires to participate in activities in a manner consistent with his/her gender identity.

2. Notice to the State Interscholastic Athletic Association (SIAA): The athletic director shall notify the SIAA of the student's interest in participating.

3. Once the athletic director grants the student eligibility to participate in the sport consistent with his/her 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. All discussion and documentation will be kept confidential, and the proceedings will be sealed unless the student and family make these records available.

4. All communications among involved parties and required supporting documentation shall be kept confidential and all records of proceedings sealed unless the student and family

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[19] Transgender Law and Policy Institute, *Guidelines for Creating Policies for Transgender Children in Recreational Sports* (2009). Online at http://www.transgenderlaw.org/resources/TLPI_GuidlinesforCreatingPoliciesforTransChildreninRecSports.pdf; Gender Spectrum, "School Policies and the Law: School Sports," available online at http://www.genderspectrum.org/index.php?option=com_content&view=article&id=24&Itemid=38.

make a specific request otherwise. All medical information provided pursuant to this policy shall be kept strictly confidential as is consistent with medical privacy law.

5. Should any questions arise about whether a student's request to participate in a sports activity consistent with his or her gender identity is bona fide, a student may seek review of his or her eligibility for participation through the procedure set forth below:

   A. First Level of Appeal: The student will be scheduled for an appeal hearing before an SIAA eligibility committee specifically established to hear gender identity appeals. The SIAA shall schedule a hearing as expeditiously as possible, but in no case later than five (5) school business days of the student's school prior to the first full interscholastic contest that is the subject of the petition, or within a reasonable time thereafter in cases of emergency, including, but not limited to, any unforeseeable late student enrollment. The Gender Identity Eligibility Committee will be comprised of a minimum of three of the following persons, at least one of whom must be from the physician or mental health professional categories:

      - Physician with experience in transgender health care and the World Professional Association for Transgender Health (WPATH) Standards of Care
      - Psychiatrist, psychologist, or licensed mental health professional familiar with the WPATH Standards of Care
      - School administrator from a non-appealing school
      - SIAA staff member
      - Advocate familiar with issues of gender identity and expression

   B. Documentation: The appealing student should provide the Eligibility Committee with the following documentation and information:

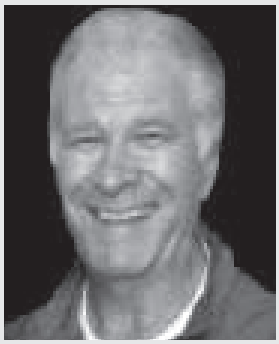
      - Current transcript and school registration information
      - Documentation of the student's consistent gender identification (e.g., written statements from the student and/or parent/guardian and/or health care provider)
      - Any other pertinent documentation or information

   C. Committee Decision Process: The student's appeal should be granted upon the committee's receipt of the documentation noted above.

   D. Second Level of Appeal: If the Gender Identity Eligibility Committee denies the student's request to participate, the student can file a notice of appeal with the Executive Director of the SIAA on or before the tenth (10th) school business day following the date of receipt of the written decision of the Gender Identity Eligibility Committee denying the petition. An appeal to the SIAA Executive

Director shall require the Executive Director to schedule a hearing to commence on or before the tenth (10th) school business day following the date of receipt of the written notice of appeal. Written notice of the time and place of the hearing shall be delivered to the appealing student in person or by certified mail, with return receipt requested, no later than five (5) school business days of the student's school prior to the date of the hearing.

E. When there is confirmation of a student's consistent gender identity, the Eligibility Committee/SIAA Executive Director will affirm the student's eligibility to participate in SIAA activities consistent with the student's gender identification.



MIKE COLBRESE
EXECUTIVE DIRECTOR, WASHINGTON INTERSCHOLASTIC ACTIVITIES ASSOCIATION

"The WIAA's gender identity/expression policy, which was adopted two years ago, has been successful in its implementation in the eyes of student athletes, teammates, coaches, athletic directors, parents, and the state association."

Our think tank report recommendation for interscholastic athletics is based on the Washington Interscholastic Activities Association (WIAA) Gender Identity/Expression policy adopted in 2008. The WIAA adopted this non-discrimination policy permitting transgender student athletes to participate according to their gender identity. This policy and specific procedural steps that students and schools are required to follow are described in the WIAA Official Handbook. WIAA officials report that this policy is working as planned in providing equal opportunity for currently participating transgender student athletes. The WIAA policy is, as of 2010, the best working policy governing the participation of transgender student athletes in high school sports and is consistent with contemporary medical knowledge and practice and with the principles of inclusion and non-discrimination, as well as with laws prohibiting discrimination against transgender persons. (See Part Five: Appendix B)

As a final note, it is important to recognize that some high school transgender athletes will have undergone hormonal treatments or even surgeries, and others will not. This recommended policy—which requires inclusion regardless of whether a transgender student has undergone any medical treatment—recognizes that regulating access to high school sports based on medical treatment would be unfair and too complicated for this level of competition. However, high schools should ensure that transgender student athletes are aware of any policies that may affect their ability to compete at the collegiate level so that they can make informed choices about how medical transition may affect their eligibility to participate in collegiate athletics.

KEELIN GODSEY

FORMER STUDENT ATHLETE, BATES COLLEGE, 2006,
NORTHEASTERN COLLEGE, 2010



Photo courtesy of Jeff Sheng

I was 18 when I started to figure out I was transgender, but the thought of telling anyone was absolutely frightening. I didn't have the support system I needed and I didn't know how it would impact my track and field career.

I started researching rules and regulations for transgender athletes, and while I was able to find a policy from the International Olympic Committee, I couldn't find anything that would apply to me at the collegiate level. I later found out it was because they didn't have any policies.

I also tried to find information about transgender athletes, which, at the time, was like trying to find a needle in a haystack. I became very fearful that you couldn't be transgender and a champion collegiate athlete at the same time. This fear, the lack of policies and information about successful transgender athletes, and the fact that I was the track team's biggest scorer and a national contender each year, caused me to hold off on coming out as transgender for almost three years. I was so afraid of losing everything I had worked so hard to accomplish in track and field and that I would no longer be able to compete in something that defined me as much as being transgender does.

But by the end of my junior year I couldn't hide who I was anymore. I felt I had no choice but to face the consequences head on and come out as FTM. I was afraid if I didn't, I wouldn't make it through my senior year. I started by coming out to a professor/mentor. This wasn't too hard, but I knew that I had to come out to the athletic director, and that getting his/her support was imperative in order for my "transition" of names and pronouns to work and my continued participation on the women's track and field team to go smoothly.

At the time, my track team had a new head coach, and I was really nervous about how she was going to respond. But after having a long talk with her it was clear that she understood and that she was there to help. Together, we were able to think through how my coming out might effect the team, and come up with the best plan for telling my teammates. When I came out to the team, I wasn't met with the fear and hate that I was expecting. In fact, it was the complete opposite. My team was awesome. The only thing that was said was, "Please forgive us if we slip on the pronouns while we adjust." And, to tell the truth, I don't think I ever once heard them slip up on pronouns.

Everyone's biggest concern was how my transition was going to be received outside of Bates, as, at that time, the NCAA didn't have any rules or guidelines about transgender athletes. Since I was already a national champion in the Women's Hammer Throw, as well as holding the DIII national record as an 11-time all-American, we knew my coming out was very much going to be a public event. Unfortunately, things went less smoothly off-campus than on. I was extremely lucky though to have the support of my teammates and my coach, who helped me succeed despite all of the outside stresses I experienced as an FTM competing at the national level on a women's team. My teammates were the first to defend me when people were being hateful, when the media was stalking me or when I was repetitively accused of cheating despite all of my clean drug (testosterone) tests. I had chosen to forego any medical transitioning to remain on my women's team. My team was also there to share in the positive things that happened as a result of my coming out.

Recommended Policy for College Athletics

A transgender student athlete at the college level should be allowed to participate in any sports activity so long as that athlete's use of hormone therapy, if any, is consistent with the National Governing Body's (NGB) existing policies on banned medications. Specifically, a transgender student athlete should be allowed to participate in sex-separated sports activities under the following conditions:

I. Participation in Sex-Separated Sport Teams

A. Transgender student athletes who are undergoing hormone treatment

1. A male-to-female (MTF) transgender student athlete who is taking medically prescribed hormone treatment related to gender transition may participate on a men's team at any time, but must complete one year of hormone treatment related to gender transition before competing on a women's team.[20]

2. A female-to-male (FTM) transgender student athlete who is taking medically prescribed testosterone related to gender transition may not participate on a women's team after beginning hormone treatment, and must request a medical exception from the National Governing Body (NGB) prior to competing on a men's team because testosterone is a banned substance.

3. A female-to-male (FTM) transgender student athlete who is taking medically prescribed testosterone for the purposes of gender transition may compete on a men's team.

4. In any case where a student athlete is taking hormone treatment related to gender transition, that treatment must be monitored by a physician, and the NGB must receive regular reports about the athlete's eligibility according to these guidelines.

B. Transgender student athletes who are NOT undergoing hormone treatment

1. Any transgender student athlete who is not taking hormone treatment related to gender transition may participate in sex-separated sports activities in accordance with his or her assigned birth gender.

2. A female-to-male transgender student athlete who is not taking testosterone related to gender transition may participate on a men's or women's team.

3. A male-to-female transgender student athlete who is not taking hormone treatments related to gender transition may not compete on a women's team.

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[20] Recent research indicates that most salient physical changes likely to affect athletic performance occur during the first year of hormone treatment making a longer waiting period unnecessary. Goorin, Louis, and Mathijs Bunck, "Transsexuals and Competitive Sports," *European Journal of Endocrinology* 151 (2004): 425-429. Available online at http://www.eje.org/cgi/reprint/151/4/425.pdf

ERIC VILAIN
M.D., PH.D., PROFESSOR, DIRECTOR OF THE CENTER FOR GENDER-BASED BIOLOGY AND CHIEF MEDICAL GENETICS DEPARTMENT OF PEDIATRICS, UCLA



"Research suggests that androgen deprivation and cross sex hormone treatment in male-to-female transsexuals reduces muscle mass; accordingly, one year of hormone therapy is an appropriate transitional time before a male-to-female student athlete competes on a women's team."

II. Participation in Mixed Gender Sport Activities

A mixed team has both female and male participants and may be restricted in championship play according to specific national governing body rules.

A. Transgender student athletes who are undergoing hormone treatment

1. For purposes of mixed gender team classification, a male-to-female (MTF) transgender student athlete who is taking medically prescribed hormone treatment related to gender transition shall be counted as a male participant until the athlete has completed one year of hormone treatment at which time the athlete shall be counted as a female participant.

2. For purposes of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is taking medically prescribed testosterone related to gender transition shall be counted as a male participant and must request a medical exception from the National Governing Body (NGB) prior to competing because testosterone is a banned substance.

B. Transgender student athletes who are NOT undergoing hormone treatment

1. For purposes of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is not taking testosterone related to gender transition may be counted as either a male or female.

2. For purposes of mixed gender team classification, a female-to-male (FTM) transgender student athlete who is not taking testosterone related to gender transition participating on a women's team shall not make that team a mixed gender team.

3. For purposes of mixed gender team classification, a male-to-female (MTF) transgender student athlete who is not taking hormone treatment related to gender transition shall count as a male.

III. Recommended Implementation Process

A. The student's responsibility

1. In order to avoid challenges to a transgender student's participation during a sport season, a student athlete who has completed, plans to initiate, or is in the process of taking hormones as part of a gender transition shall submit the request to participate on a sports team in writing to the athletic director upon matriculation or when the decision to undergo hormonal treatment is made.

2. The student shall submit her or his request to the athletic director. The request shall include a letter from the student's physician documenting the student athlete's intention to transition or the student's transition status if the process has already been initiated. This letter shall identify the prescribed hormonal treatment for the student's gender transition and documentation of the student's testosterone levels, if relevant.

B. Individual School and National Governing Body Responsibilities

1. The athletic director shall meet with the student to review eligibility requirements and procedure for approval of transgender participation.

2. The athletic director shall notify the NGB of the student's request to participate. The NGB will assign a facilitator to assist the athletic director in responding to the request.

3. If a student athlete's request is denied by the athletic director, the decision must be automatically reviewed by a Transgender Participation Committee to be established by a school administrator. This committee shall be convened and its decision reported to the athletic director and school administrator in a timely fashion. This committee should include:

    - A health care professional, e.g. physician, psychiatrist, psychologist or other licensed health professional with experience in transgender health care and the World Professional Association for Transgender Health (WPATH) Standards of Care. The student athlete's physician can serve in this role.

    - A faculty athletic representative; and

    - A representative assigned by the institution's president with expertise in institutional anti-discrimination policy, such as someone from the institution's human resources, ombuds office, or Americans with Disabilities compliance office.

4. The athletic director will notify the NGB of the appeal outcome.

5. The NGB will confirm that the treatment requirement has been met.

6. Transgender student athletes subject to a one-year transition period should receive an extension of their eligibility at the end of their transition period, upon timely review and approval by the NGB.

7. An opposing team or school may only challenge a transgender student athlete's approved eligibility through the accepted formal appeal process of the NGB.

8. All discussions among involved parties and required written supporting documentation should be kept confidential, unless the student athlete makes a specific request otherwise. All information about an individual student's transgender identity and medical information, including physician's information provided pursuant to this policy, shall be maintained confidentially.*

[*The NGB should provide a model confidentiality policy for member institutions, including information about medical waivers.]

ADDITIONAL GUIDELINES FOR TRANSGENDER STUDENT ATHLETE INCLUSION

In addition to overall eligibility policy, we recommend that the following additional guidelines be adopted by individual schools at both the high school and college level. These guidelines will assist schools, athletic departments, coaches, teams, and student athletes in creating an environment in which all student athletes are safe and fairly treated.

Facilities Access

1. Changing Areas, Toilets, Showers—Transgender student athletes should be able to use the locker room, shower, and toilet facilities in accordance with the student's gender identity. Every locker room should have some private, enclosed changing areas, showers, and toilets for use by any athlete who desires them. When requested by a transgender student athlete, schools should provide private, separate changing, showering, and toilet facilities for the student's use, but transgender students should not be required to use separate facilities.

2. Competition at Another School—If a transgender student athlete requires a particular accommodation to ensure access to appropriate changing, showering, or bathroom facilities, school leaders, athletic directors, and coaches, in consultation with the transgender student athlete, should notify their counterparts at other schools prior to competitions to ensure that the student has access to facilities that are comfortable and safe. This notification should maintain the student's confidentiality. Under no circumstances should a student athlete's identity as a transgender person be disclosed without the student's express permission.

3. Hotel Rooms—Transgender student athletes generally should be assigned to share hotel rooms based on their gender identity, with a recognition that any student who needs extra privacy should be accommodated whenever possible.

Language

1. Preferred Names—In all cases, teammates, coaches and all others in the school should refer to transgender student athletes by a student's preferred name.

2. Pronouns—Similarly, in all cases, pronoun references to transgender student athletes should reflect the student's gender and pronoun preferences.

Dress Codes and Team Uniforms

1. Dress Codes—Transgender athletes should be permitted to dress consistently with their gender identities. That is, a female-to-male transgender athlete should be permitted to dress as a male. A male-to-female should be permitted to dress as a female.

   For reasons unrelated to trans-inclusion, schools should evaluate the necessity of gendered dress codes and recognize that they tend to marginalize a range of students who may not feel comfortable with them. Dress codes for athletic teams when traveling or during a game day at school should be gender-neutral. Instead of requiring a girls' or women's team to wear dresses or skirts, for example, ask that team members wear dresses or slacks that are clean, neat, well cared for and appropriately "dressy" for representing their school and team.

2. Uniforms—All team members should have access to uniforms that are appropriate for their sport and that they feel comfortable wearing. No student should be required to wear a gendered uniform that conflicts with the student's gender identity.

Education

1. In School—All members of the school community should receive information and education about transgender identities, school or district non-discrimination policies, the use of preferred names and pronouns, and expectations for creating a respectful team and school climate for all students, including transgender and gender-variant students.

2. Athletic Conference Personnel—Athletic conference leaders should be educated about the need for policies governing the participation of transgender student athletes, develop such policies, and ensure that all schools in the conference understand and adopt the policies.

3. Opposing Teams/Schools—Without violating a transgender student's confidentiality or privacy, school leaders, athletic directors, and coaches should communicate with their counterparts at other schools prior to competitions in which a transgender athlete is participating about expectations for treatment of transgender student athletes on and off the field. This does not require "outing" or otherwise identifying a particular student athlete as transgender, but rather establishing general expectations for the treatment of all student athletes, including those who may be transgender.

Media

1. Training—All school or athletic representatives (conference and/or state leaders, sports information departments and personnel, school leaders, athletic administrators, team members, and coaches) who are authorized to speak with the media should receive information about appropriate terminology, use of preferred names and pronouns, and school and athletic conference policies regarding the participation of transgender student athletes on school sports teams.

2. Confidentiality—Protecting the privacy of transgender student athletes must be a top priority for all athletic department and affiliated school personnel, particularly when in the presence of the media. All medical information shall be kept confidential in accordance with applicable state, local, and federal privacy laws.

Enforcement and Non-Retaliation

1. Enforcement—Any member of an athletics department who has been found to have violated this policy by threatening to withhold athletic opportunity or harassing any student on the basis of their gender identity or expression, or by breaching medical confidentiality will be subject to disciplinary action, up to and including discharge or expulsion from the school. The athletic department will also take appropriate remedial action to correct the situation. Any member of the athletic department who becomes aware of conduct that violates this policy should report the conduct to the appropriate official such as the athletic director.

2. Retaliation—Retaliation is specifically forbidden against anyone who complains about discrimination based on gender identity or expression, even if the person was in error. This athletic department will take steps to prevent any retaliation against any person who makes such a complaint.

PART THREE:

BEST PRACTICES RECOMMENDATIONS FOR IMPLEMENTING TRANSGENDER STUDENT ATHLETE INCLUSION POLICIES

PART THREE: BEST PRACTICES RECOMMENDATIONS FOR IMPLEMENTING TRANSGENDER STUDENT ATHLETE INCLUSION POLICIES

Part Three describes best practices—the actions that coaches, administrators, student athletes, and parents of transgender student athletes can take to assure the inclusion of transgender student athletes. Although these practices specifically address transgender student athletes, they can be used to address discrimination based on other factors as well, such as race, religion, class, and sexual orientation.

The first part of this section describes general best practices for everyone. The next sections identify best practices we recommend specifically to athletic administrators, coaches, student athletes, and parents of student athletes, as well as athletic staff who interact with the media.

Overall Best Practices

1. Provide Equal Opportunity—Colleges and universities often have legal obligations to provide equal opportunity to student athletes and to personnel, including coaches. All those involved in athletics should be aware of these obligations, and treat them as core values guiding policies and practices. Transgender discrimination may be a part of a systemic problem where the broader environment is unfriendly or discriminatory toward lesbian, gay, bisexual, and transgender people. This will negatively affect all boys, girls, men, and women who participate in athletic competition. If discrimination is accepted as part of the common practices of an athletic department, this will undermine the core principle of equal opportunity.

2. Value Diversity—In creating guidelines or best practices for including transgender student athletes, it is important to place this conversation in the context of the athletic department's broad commitments to safety, fairness, and respect for all participants. It helps when athletic department leadership, including coaches, value all aspects of diversity. Collegiate athletics provide an opportunity for students to compete with and against others who come from different races, cultures, religions, sexual orientations, gender identities and expressions, and social classes, but all of whom share the common goal of achieving athletic excellence. Valuing this common ground enhances the social and competitive experience for all. Athletic administrators should make their commitment to valuing diversity explicit in media interviews and other public speaking opportunities as well as in meetings with athletic department staff. That diversity-valuing approach then shapes and informs activities throughout the athletic department and is conveyed to coaches and student athletes. Everyone should also understand how these core values are important to team success and to individual team member development. Teams that value each member's contribution to the unit, while respecting individual differences, provide a foundation for the whole team and each member of the team to focus on achieving their athletic and academic goals.

3. When diversity values are explicit, athletic departments, institutions, state, and national governing organizations are in a position to develop specific policy statements that reflect a commitment to these values. These policy statements, if followed, protect schools, administrators, student athletes, and coaches from litigation and other negative consequences. Coaches should know that they may have a transgender student athlete on their teams and should be equipped to make that experience a positive one for the athlete and their teammates. Parents should communicate the importance of these values in meetings with prospective coaches and athletic administrators. Student athletes can discuss these values with new team members and in public speaking opportunities.



LAURIE PRIEST
CHAIR OF PHYSICAL EDUCATION AND DIRECTOR OF ATHLETICS, MT. HOLYOKE COLLEGE

"It is imperative that administrators and coaches provide a safe and inclusive environment so that all student athletes can participate and achieve success. Being aware of appropriate laws can help us to develop policies and implement practices to assure that all of our students are treated with respect."

Best Practices for Athletic Administrators

Best practices for athletic administrators focus on policy development, discrimination prevention, education, enforcement procedures, and consequences. These best practices will be helpful to a wide range of athletic administrators in organizations including colleges and universities, high schools, sport-governing organizations, coaches associations, and sports conferences.

1. If the school does not have an inclusive non-discrimination and harassment policy, work with other school administrators to adopt a policy that includes gender identity and expression.

2. Respect the right to privacy of all student athletes with respect to personal information (including whether a student is transgender) when discussing gender identity and expression and understand that all medical information must be kept confidential in accordance with applicable state, local, and federal privacy laws.

3. Become knowledgeable about school non-discrimination and harassment policies that include gender identity and expression.

4. Include gender identity and expression in departmental non-discrimination statements on all official department documents and web sites.

5. Become aware of state and federal non-discrimination laws that prohibit discrimination

based on gender identity and expression (see Part 5 Appendix B for a list of relevant federal and state laws).

6. Adopt an effective and fair athletic departmental policy addressing the participation of transgender student athletes that is consistent with school policy and state or federal non-discrimination laws.

7. Educate all members of the athletic department community (including staff, student athletes, and parents) about departmental and school policy regarding the participation of transgender student athletes in athletics.

8. Educate yourself about transgender identity, preferred terminology, and current scientific perspectives on the participation of transgender student athletes on men's and women's sports teams.

9. Work with athletic conferences of which your school is a member to adopt fair and effective policies governing the participation of transgender student athletes.

10. Recommend that your athletic conference sponsor educational programs for coaches and student athletes on the inclusion of transgender student athletes, preferred terminology, and understanding transgender identity.

11. Recommend that professional associations for athletic administrators sponsor educational programs on the inclusion of transgender student athletes, preferred terminology, understanding transgender identity, and adopting fair and effective policies.

12. Educate all members of the sports information department about transgender identity, preferred terminology, department policies governing the participation of transgender student athletes, and confidentiality requirements when discussing transgender student athlete participation with the media.

Best Practices for Coaches

Best practices for coaches focus on acquiring knowledge about transgender student athletes, understanding legal and ethical obligations, maintaining professional conduct, and ensuring that those with whom coaches work are also educated and aware of these issues.

1. Become knowledgeable about school non-discrimination and harassment policies that include gender identity and expression

2. Become knowledgeable about departmental and school policy regarding the participation of transgender student athletes in athletics.

3. If your department does not have a policy addressing the participation of transgender student athletes, ask your athletic director to adopt one.

4. Educate student athletes on your team about transgender identity, preferred terminology,

and departmental/school policies regarding the participation of transgender student athletes on sports teams.

5. Be prepared to talk with parents of student athletes about transgender student athletes' participation on school teams.
6. Use respectful and preferred language and terminology when discussing transgender student athlete participation or interacting with a transgender student athlete.
7. Anticipate and address transgender student athlete access issues proactively and in accordance with departmental policy regarding locker room use, toilet and shower availability, hotel room assignment, uniforms and dress codes.
8. Recommend that coaches associations to which you belong adopt fair and effective policy statements addressing the participation of transgender student athletes.
9. Recommend that coaches associations to which you belong sponsor educational programs addressing the participation of transgender student athletes.
10. If you are aware of discriminatory or harassing behavior from opposing teams or spectators based on the perceived or actual gender identity or expression of a student athlete, talk to the opposing coach and ask your athletic director to talk with the opposing school's athletic director.
11. Respect the right to privacy of all student athletes with respect to personal information (including whether a student is transgender) when discussing gender identity and expression and understand that all medical information must be kept confidential in accordance with applicable state, local, and federal privacy laws.

JENNIFER 'JAY' HARTSHORN
TRACK AND FIELD COACH, BATES COLLEGE

"I think it's important for us to be aware there are transgender student athletes who want to compete, and with a little preparation, including transgender athletes isn't a big deal."



Best Practices for Student Athletes

Best practices for student athletes who have transgender teammates focus on respectful behavior, safety, and valuing diversity.

1. Use respectful and preferred language and terminology when discussing transgender student athlete participation or interacting with a transgender student athlete.
2. Become familiar with departmental and school policy governing the participation of transgender student athletes in athletics.
3. Learn about school non-discrimination and harassment policies that include gender identity and expression.
4. Encourage other student athletes to use respectful language when discussing transgender issues in sports or interacting with a transgender student athlete.
5. Respect the right to privacy of all student athletes with respect to personal information (including whether a student is transgender) when discussing gender identity and expression.
6. Ask your coach and athletic director for team and departmental educational training concerning transgender student athlete participation.
7. If taunting or harassment from spectators or opponents occurs during competition, take the approach that these actions are never acceptable for any reason including taunting or harassment based on gender identity or expression. Make your coaches aware of discriminatory or harassing behavior and ask them to arrange a meeting with the opposing school's athletic director to address this behavior.
8. Ask the student athlete advisory council at your school to plan an activity that focuses on the participation of transgender athletes in sports and frame the issue as one of equal opportunity in sports and fair treatment for all.

Best Practices for Parents of Student Athletes

Best practices for parents of student athletes highlight the importance of the role of parents in monitoring athletic department policy and practice to encourage adherence to core principles of fairness for all student athletes.

1. If you are the parent of a transgender student, ask school officials and athletic administrators for their policy on the participation of transgender students in athletic programs.
2. Encourage athletic administrators to educate coaches, other athletic staff, student athletes, and parents of student athletes about policies and preferred terminology relating to the participation of transgender student athletes on school teams.
3. Talk with your child about the importance of respecting the rights of transgender teammates and understanding transgender identity.

4. If your child is transgender, talk with them about actions to take if she or he is feeling unsafe or is treated disrespectfully.
5. Respect the right to privacy of all student athletes when discussing gender identity and expression and understand that all medical information must be kept confidential in accordance with applicable state, local, and federal privacy laws.
6. If you become aware of discriminatory or harassing behavior by spectators or participants based on perceived or actual gender identity or expression during competitions, report this behavior to your school's athletic director.

PARENT OF HIGH SCHOOL ATHLETE

"Like any parent, I want to make sure my daughter is treated fairly and with respect when playing sports. I spend a lot of time watching her sporting events. Any time I have seen her being discriminated against, harassed, or degraded, I set up meetings with her teachers or the principal so they could address the problem and figure out how to prevent future issues. In addition, I've talked to my daughter on ways she can respond if her team members treat her with disrespect, make fun of her, or shun her. I also kept on top of the law in this area, so that we know her rights as a student and athlete and can educate others on their responsibilities."

Best Practices for Athletic Staff Interacting With Media About Transgender Student Athlete Issues

Best practices for interacting with the media focus on the importance of understanding basic information about transgender identity, preferred terminology, and respecting confidentiality of student athletes.

1. The school or athletic department should provide training to all athletic staff who may interact with the media.
2. Respect the confidentiality of all student athletes when discussing transgender issues with the media and understand that all medical information must be kept confidential in accordance with applicable state, local, and federal privacy laws.
3. Use appropriate language in media interviews or presentations and insist that this terminology be used in media reports on transgender issues in athletics.
4. Focus on the importance of providing equal opportunities for all students to participate in athletics.
5. Describe how departmental policies provide equal opportunities for all students to participate in athletics.

PART FOUR:

ADDITIONAL RESOURCES ON TRANSGENDER ISSUES

PART FOUR: ADDITIONAL RESOURCES ON TRANSGENDER ISSUES

Print Resources (Books, Articles, Reports)

AthletesCAN, the Canadian Centre for Ethics in Sport, and the Canadian Association for the Advancement of Women and Sport and Physical Activity, *Promising Practices: Working With Transitioned/Transitioning Athletes in Sport* (2009).

Including Transitioning and Transitioned Athletes in Sport - Issues, Facts and Perspectives - SUMMARY. Brenda Wagman (February 12, 2009). Available online at http://www.caaws.ca/e/resources/pdfs/Summary_Transition_Discussion_Paper_FINAL1%20(2).pdf.

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Steinbach, Paul, "Change Candidates," *Athletic Business* (August 2008). Available online at http://www.athleticbusiness.com/articles/article.aspx?articleid=1817&zoneid=3.

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Transgender Law and Policy Institute, *Guidelines for Creating Policies for Transgender Children in Recreational Sports* (2009). Available online at http://www.transgenderlaw.org/resources/TLPI_GuidlinesforCreatingPoliciesforTransChildreninRecSports.pdf.

Washington Interscholastic Activities Association Gender Identity Policy
Jim Meyerhoff, Assistant Executive Director
435 Main Avenue South, Renton, WA 98057
Office Phone: 425-282-5234
Office E-mail: jmeyerho@wiaa.com

Women's Sports Foundation, *Participation of Transgender Athletes in Women's Sports: A Women's Sports Foundation Position Paper* (2008). Available online at http://www.womenssportsfoundation.org/Content/Articles/Issues/Homophobia/T/Participation-of-Transgender-Athletes.aspx.

ORGANIZATIONS/WEBSITES

American Bar Association (ABA)—The ABA opposes discrimination against those who are transgender or gender non-conforming. In 2006, the ABA House of Delegates adopted a recommendation that all federal, state, local and territorial governments enact legislation prohibiting discrimination on the basis of actual or perceived gender identity or expression, in employment, housing and public accommodations. For more information visit www.abanet.org/leadership/2006/annual/dailyjournal/hundredtwentytwob.doc.

Advocates for Informed Choice—legal advocacy organization dedicated to promoting the civil rights of children with intersex conditions or disorders of sex development. www.aiclegal.org

American Civil Liberties Union (ACLU)—The ACLU Lesbian, Gay, Bisexual, Transgender Project fights discrimination and moves public opinion through the courts, legislatures and public education across five issue areas: Relationships, Youth & Schools, Parenting, Gender Identity and Expression and Discrimination in Employment, Housing and other areas. www.aclu.org/lgbt-rights

American Medical Association (AMA)—The AMA is a medical professional association whose mission is to promote the art and science of medicine and the betterment of public health. The AMA has adopted a number of policies supporting the right of transgender and gender-non-conforming persons to be free from discrimination on the basis of their gender identity or expression. www.ama-assn.org

American Psychological Association (APA)—In 2008, the APA Council of Representatives adopted a policy statement supporting "the passage of laws and policies protecting the rights, legal benefits, and privileges of people of all gender identities and expressions;" and as well as supporting "efforts to provide safe and secure educational environments, at all levels of education." www.apa.org/about/governance/council/policy/transgender.aspx

Gay and Lesbian Advocates and Defenders Transgender Rights Project—Through the Transgender Rights Project (TRP), Gay and Lesbian Advocates and Defenders puts litigation, legislative, and educational assets to work in a focused way to establish clear legal protections for the transgender community. www.glad.org

Gay, Lesbian and Straight Education Network—The Gay, Lesbian and Straight Education Network strives to assure that each member of every school community is valued and respected regardless of sexual orientation or gender identity/expression. www.glsen.org

Gender Spectrum—Gender Spectrum provides education, training and support to help create a gender sensitive and inclusive environment for all children and teens. www.genderspectrum.org

It Takes A Team! Education Campaign for LGBT Issues in Sport—A Women's Sports Foundation initiative, It Takes A Team! Education Campaign for Lesbian, Gay, Bisexual, and Transgender Issues in Sport is an education project focused on eliminating homophobia as a barrier to all women and men participating in sport. www.ittakesateam.org

Lambda Legal—Lambda Legal is a national organization committed to achieving full recognition of the civil rights of lesbians, gay men, bisexuals, transgender people and those with HIV through impact litigation, education and public policy work. www.lambdalegal.org

National Center for Lesbian Rights—NCLR is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education. www.nclrights.org

National Center for Transgender Equality—The National Center for Transgender Equality is a social justice organization dedicated to advancing the equality of transgender people through advocacy, collaboration and empowerment. www.transequality.org

National Gay and Lesbian Task Force—The mission of the National Gay and Lesbian Task Force is to build the grassroots power of the LGBT community by training activists, equipping state and local organizations with the skills needed to organize broad-based campaigns to defeat anti-LGBT referenda and advance pro-LGBT legislation, and building the organizational capacity of the movement. www.thetaskforce.org

Parents and Friends of Lesbians and Gays-TNET—The purpose of this special affiliate of PFLAG is to promote the health and well-being of transgender persons, their families and friends through: support, to cope with an adverse society; education, to enlighten an ill-informed public; and advocacy, to end discrimination and to secure equal civil rights. PFLAG TNET focuses on support for transgender people and their parents, families, and friends; education on transgender facts and issues; and advocacy for equal rights for the transgender community at local and national levels. www.pflag.org/tnet

Transgender Law Center—Transgender Law Center (TLC) connects transgender people and their families to culturally competent legal services, increases acceptance and enforcement of laws and policies that support California's transgender communities, and works to change laws and systems that fail to incorporate the needs and experiences of transgender people. www.transgenderlawcenter.org

Transgender Law and Policy Institute—Transgender Law and Policy Institute (TLPI) is a non-profit organization dedicated to engaging in effective advocacy for transgender people in our society. The TLPI brings experts and advocates together to work on law and policy initiatives designed to advance transgender equality. www.transgenderlaw.org

World Professional Association for Transgender Health (WPATH)—WPATH is an international, interdisciplinary organization of professionals from fields of psychiatry, endocrinology, surgery, law, psychology, sociology, and counseling. WPATH publishes the internationally recognized Standards of Care for Gender Identity Disorders, an evolving consensus on best practice in the provision of medical treatments for individuals with Gender Identity Disorder. www.wpath.org

VIDEOS

Straightlaced: How Gender's Got Us All Tied Up

Straightlaced: How Gender's Got Us All Tied Up takes a powerful and intimate look at how popular pressures around gender and sexuality are shaping the lives of American teens. The film proudly showcases the diverse and unscripted voices of more than 50 high school students from a variety of different communities, all of whom speak with breathtaking honesty, insight, and humor about gender roles and their struggles to be who they really are. More information on the film is available at www.groundspark.org/our-films-and-campaigns/straightlaced

PART FIVE:

APPENDICES

PART FIVE: APPENDIX A

Definitions and Terminology: A Word About Words[21]

Language has immense power to shape our perceptions of other people. Using accurate language can help to overcome many of the misperceptions associated with gender and transgender people. Although the vocabulary related to transgender people continues to evolve, here are some working definitions and examples of frequently used (and misused) terms.

Biological/Anatomical Sex—The physical characteristics typically used to assign a person's gender at birth, such as chromosomes, hormones, internal and external genitalia and reproductive organs. Given the potential variation in all of these, biological sex must be seen as a spectrum or range of possibilities rather than a binary set of two options.

Gender Identity—One's inner concept of self as male or female or both or neither. One's gender identity can be the same or different than the gender assigned at birth. Most people become conscious of their gender identity between the ages 18 months and 3 years. Most people have a gender identity that matches their assigned gender at birth. For some, however, their gender identity is different from their assigned gender. Some of these individuals choose to live socially as the other gender and may also hormonally and/or surgically change their bodies to more fully express their gender identity. All people have gender identity, not just transgender people.

Gender Expression—Refers to the ways in which people externally communicate their gender identity to others through behavior, clothing, haircut, voice, and other forms of presentation. Gender expression also works the other way as people assign gender to others based on their appearance, mannerisms, and other gendered characteristics. Many transgender people seek to make their external appearance—their gender expression—congruent with their internal gender identity through clothing, pronouns, names, and, in some cases, hormones and surgical procedures. All people have gender expression, not just transgender people.

Transgender—Sometimes used as an 'umbrella term' to describe anyone whose identity or behavior falls outside of stereotypical gender norms. More narrowly defined, it refers to an individual whose gender identity does not match their assigned birth gender. Being transgender does not imply any specific sexual orientation (attraction to people of a specific gender.) Therefore, transgender people may additionally identify as straight, gay, lesbian, or bisexual.

Sexual Orientation—Term that refers to being romantically or sexually attracted to people of a specific gender. Our sexual orientation and our gender identity are separate, distinct parts of our overall identity. Although a child may not yet be aware of their sexual orientation, they usually have a strong sense of their gender identity.

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[21] These terms and definitions were adapted from Gender Spectrum's "A Word About Words." Available online at http://www.genderspectrum.org/images/stories/Resources/Family/A_Word_About_Words.pdf.

Genderqueer—This term represents a blurring of the lines around gender identity and sexual orientation. Genderqueer individuals typically reject notions of static categories of gender and embrace a fluidity of gender identity and sexual orientation. This term is typically assigned an adult identifier and not used in reference to preadolescent children.

Gender Nonconforming/Gender Variant—Refers to individuals whose behaviors and/or interests fall outside what is considered typical for their assigned gender at birth. Someone who identifies as "gender nonconforming" is not necessarily transgender. To the contrary, many people who are not transgender do not conform to gender stereotypes in their appearance, clothing, physical characteristics, interests, or activities. No one should be treated differently or made to feel uncomfortable or unaccepted because they are gender non-conforming.

Gender Fluidity—Gender fluidity conveys a wider, more flexible range of gender expression, with interests and behaviors that may even change from day to day. Gender fluid individuals do not feel confined by restrictive boundaries of stereotypical expectations of girls or boys.

MORGAN DICKENS
FORMER BASKETBALL, RUGBY STUDENT ATHLETE, CORNELL UNIVERSITY 2008, ITHACA COLLEGE, 2009



"There are differences between being male and female, but being gender fluid doesn't mean I reject these differences, it just means I'm rejecting the idea that I have to be defined one way or another. The clear delineation between male and female in the sporting world doesn't leave room for someone like me. When I started presenting in a more masculine way, I was ostracized in girls' locker rooms, told I was in the wrong bathroom, and even once had my gender questioned during a co-ed intramural football game. Because athletics are such an important part of my life, I deal with these and other inequalities and misunderstandings. While I'm prepared to handle it, my concern is there aren't many other people out there who are prepared and willing to engage in a dialogue about the presence of gender fluid athletes in sport."

Intersex—An estimated one in 2,000 babies is born with an "intersex" condition or Difference of Sex Development (DSD), that is, a reproductive or sexual anatomy and/or chromosome pattern that doesn't seem to fit typical definitions of male or female. These conditions include androgen insensitivity syndrome, some forms of congenital adrenal hyperplasia, Klinefelter's syndrome, Turner's syndrome, hypospadias, and many others. People with intersex conditions generally identify as men or women, just as people without intersex conditions do. Having an intersex condition does not necessarily affect a person's gender identity.

FTM (Female-to-Male)/Affirmed male/transboy—A child or adult who was assigned to the female gender at birth but has a male gender identity.

MTF (Male-to-Female)/Affirmed female/transgirl—A child or adult who was assigned to the male gender at birth but has a female gender identity.

Transition—The process by which a transgender individual lives consistently with his or her gender identity, and which may (but does not necessarily) include changing the person's body through hormones and/or surgical procedures. Transition can occur in three ways: social transition through changes in clothing, hairstyle, name and/or pronouns; hormonal transition through the use of medicines such as hormone "blockers" or cross hormones to promote gender-based body changes; and/or surgical transition in which an individual's body is modified through the addition or removal of gender-related physical traits. Based on current medical knowledge and practice, genital reconstructive surgery is not required in order to transition. Most transgender people in the United States do not have genital reconstructive surgery.

Transsexual—A person whose gender identity differs from the person's assigned gender at birth. Transsexual people do not identify with their birth-assigned genders and desire to live and be treated by others consistently with their gender identity. In addition to transitioning socially, transsexual people may also physically alter their bodies surgically and/or hormonally. This physical transition is a complicated, multi-step process that may take years and may include, but is not limited to, cross-gender hormone therapy and a variety of surgical procedures. There is no cookie cutter approach. The precise treatments required vary from person to person.

Transphobia—Fear or hatred of transgender people. Transphobia is manifested in a number of ways, including violence, harassment, and discrimination.

PART FIVE: APPENDIX B: LEGAL STATUS OF TRANSGENDER PEOPLE

Federal, state, and local laws prohibit discrimination on the basis of gender identity/expression. In addition, many K-12 and collegiate educational institutions have adopted non-discrimination policies that include gender identity/expression. Each school or school district should be knowledgeable about specific legal requirements that apply and make sure that all school athletic staff understand their responsibilities to abide by and enforce these laws.

Federal Protections

The Employment Non-Discrimination Act (ENDA)—ENDA is a bill that was introduced in the 111th U.S. Congress in 2009.[22] If passed into law, ENDA would provide basic protections against workplace discrimination on the basis of sexual orientation or gender identity. The bill is closely modeled on existing civil rights laws, including Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act. ENDA prohibits public and private employers from using an individual's sexual orientation or gender identity as the basis for employment decisions, such as hiring, firing, promotion or compensation. ENDA also applies to federal, state, and local government employees.

The Matthew Shepard and James Byrd, Jr. Hate Crimes Prevention Act (HCPA)—The HCPA gives the Department of Justice (DOJ) the power to investigate and prosecute bias-motivated violence by providing the DOJ with jurisdiction over crimes of violence where a perpetrator has selected a victim because of the person's actual or perceived race, color, religion, national origin, gender, sexual orientation, gender identity or disability.[23] Furthermore, the HCPA requires the Federal Bureau of Investigation to track statistics on hate crimes.[24]

Title IX of the Education Amendments of 1972—The purpose of Title IX is to address sex discrimination in schools. However, this federal law has also been successfully used to address discrimination or harassment in schools based on gender stereotypes.[25] When gender non-conforming or transgender students are targeted on the basis of their gender expression, Title IX may provide the basis for legal recourse.[26]

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[22] H.R. 3017, 110th Cong. (2010).

[23] 18 U.S.C.A. § 249.

[24] 28 U.S.C.A. § 534.

[25] See *Snelling v. Fall Mt. Regional Sch. Dist*, 2001 D.N.H. 057, 2001 WL 276975 (D.N.H. 2001); *Ricco v. New Haven Bd. of Educ.*, 467 F.Supp.2d 219 (D. Conn. 2006); Doe v. *Southeastern Greene Sch. Dist.*, 2006 U.S. Dist LEXIS 12790 (W.D. Pa. 2006).

[26] See 20 U.S.C.A. § 1681 *et seq.*; Office of Civil Rights, Revised Sexual Harassment Guidance, § III (Jan. 2001) ("Though beyond the scope of this guidance, gender-based harassment, which may include acts of verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping, but not involving conduct of a sexual nature, is also a form of sex discrimination to which a school must respond[.]").

Equal Protection Clause of the Fourteenth Amendment of the United States Constitution—The Equal Protection clause states that "no state shall … deny to any person within its jurisdiction the equal protection of the laws."[27] Several successful cases involving allegations of harassment and discrimination against lesbian, gay, bisexual, and transgender students and staff in public schools have been based on the Equal Protection clause.[28]

State Non-Discrimination Laws

As of July 2010, 13 states and the District of Columbia[29] have enacted non-discrimination laws prohibiting discrimination on the basis of sexual orientation and gender identity or expression: California,[30] Colorado,[31] Hawaii,[32] Illinois,[33] Iowa,[34] Maine[35], Minnesota,[36] New Jersey,[37] New Mexico,[38]

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[27] U.S. Const. amend. XIV, § 1.

[28] See, e.g., *Flores v. Morgan Hill Unified Sch. Dist.*, 324 F.3d 1130 (9th Dist. 2003) (equal protection required school district to enforce policies "in cases of peer harassment of homosexual and bisexual students in the same way that they enforce those policies in cases of peer harassment of heterosexual students").

[29] D.C. Code §§ 2-1401.01 et seq. (employment, housing, public accommodation, education, motor vehicle insurance, access to government facilities and programs), 4-754.21(10) (access to services for homeless persons), 16-914 (custody proceedings), 31-2231-11(c) & 31-2231.13(d) (insurance), 31-1603 (determination by insurance companies of likelihood of developing AIDS), 43-1507 (companies providing electricity).

[30] Cal. Penal Code § 422.56, Cal. Gov't Code § 12926 et seq. (non-discrimination in employment and housing), Cal. Civ. Code § 51 (public accommodations).

[31] Colo. Rev. Stat. Ann. §§ 24-34-401 et seq. (non-discrimination in public accommodation, housing and employment), 22-32-109 (non-discrimination in education).

[32] Haw. Rev. Stat. §§ 489-2 (non-discrimination in public accommodations), 515-3 (real property transactions).

[33] 775 Ill. Comp. Stat. 5/2-102 (non-discrimination in employment, public accommodations, real estate transactions, and access to financial credit).

[34] Iowa Code Ann. § 216.1 et seq. (non-discrimination in public accommodation, employment, housing, credit, and education).

[35] Me. Rev. Stat. Ann. tit. 5, § 4552 et seq. (non-discrimination in employment, housing, public accommodation, credit and education).

[36] Minn. Stat. Ann. § 363A.03 et seq. (non-discrimination in public accommodation, housing, employment, credit, and education).

[37] N.J. Stat. Ann. §§ 10:5-4 (non-discrimination in employment, housing, and public accommodation), 18A:37-14 (education).

[38] N.M. Stat. Ann. § 28-1-2 et seq., (non-discrimination in public accommodation, employment, housing and credit).

Oregon,[39] Rhode Island,[40] Vermont,[41] and Washington.[42]

Eight additional states have enacted laws prohibiting discrimination based on sexual orientation only: Connecticut, Delaware, Maryland, Massachusetts, Nevada, New Hampshire, New York, and Wisconsin.[43]

Additionally, courts and administrative bodies in seven states have interpreted state laws against sex discrimination to prohibit discrimination against transgender and gender nonconforming people: California, Connecticut, Florida, Massachusetts, New Jersey, New York, and Pennsylvania. Courts and administrative bodies in seven states have also held that transgender people are protected by state laws prohibiting discrimination based on disability or medical condition: Florida, Illinois, Massachusetts, New Hampshire, New Jersey, New York, and Washington.[44]

State Student Rights Laws

In addition to these federal protections, as of July 2010, twelve states and the District of Columbia[45] have enacted laws protecting students in schools from discrimination or harassment on the basis of sexual orientation or gender identity: California, Colorado, Illinois, Iowa, Maine, Maryland,

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[39] Or. Rev. Stat § 174.100(6), Or. Rev. Stat. §§ 659A.003 et seq. (non-discrimination in public accommodation, employment, and housing), 101.115(3) (non-discrimination it retirement communities), 179.750(2) (state institutions), 240.306(1) (state employees), 418.648(10) (selection of foster parents), , 430.550 (drug abuse diversion programs), 443.739(19) (adult foster care), 458.505(4)(h) (community service programs hosted by a community action agency), 659.850(2) (education), 744.382(4) (making life settlement contracts), 10.030(1) (jury service).

[40] R.I. Gen. Laws § 11-24-2 (public accommodation), R.I. Gen. Laws 1956 §§ 28-5-7 (employment), 28-5.1-4(a) (state employees), 34-37-4 (housing), 34-37-5.4 (residential real estate transactions).

[41] Vt. Stat. Ann. tit. 3, §§ 961(6) (state employees), 963 (state employee organizations), 1026(6) (judiciary employees), 1028 (judiciary employee organizations), 1621 (union membership); Vt. Stat. Ann. tit. 8, §§ 4724(7)(B) &(C) (insurance), 10403 (credit cards, loans, mortgages, and commercial loans); Vt. Stat. Ann. tit. 9, §§ 2362 (motor vehicle retail installment contracts), 2410 (retail installment contracts), 2488 (agricultural finance leases), 4502 (public accommodations), 4503 (housing); Vt. Stat. Ann. tit. 16, §§ 11, 565 (education); Vt. Stat. Ann. tit. 21, §§ 495(a) (employment), 1726 (municipal employees).

[42] Wash. Rev. Code §§ 48.30-300 (insurance), 49.60.175 (credit), 49.60.180 (employment), 49.60.190 (labor unions), 49.60.215 (public accommodation), 49.60.222 (housing).

[43] See Conn. Gen. Stat. § 46a-81a et seq. (employment, public accommodations, housing, credit); Del Code Ann. tit. 6, §§ 4500 et seq. (public accommodation), 4601 et seq. (housing), Del. Code Ann. tit. 19, § 710 (employment); Md. Code Ann., State Gov't §§ 20-304 (public accommodation), 20-705 (housing), 20-606 (employment); Mass. Gen. Laws Ch. 151B §1 et seq. (generally), Mass. Gen. Laws Ch. 272 §§92A, 98 (public accommodation); Nev. Rev. Stat. §§ 613.330 (employment), 651.070 (public accommodation); N.H. Rev. Stat. Ann. §§ 354-A:7 (employment), 354A-10 (housing), 354-A:17 (public accommodations); N.Y. Exec. Law § 296 (employment, public accommodations, housing, credit), N.Y. Civ. Rights § 40-c (public accommodations); Wis. Stat. §§ 106.50 (housing), 106.52 (public accommodation).

[44] For a comprehensive discussion of state court and administrative decisions applying sex and disability discrimination to transgender plaintiffs, see www.nclrights.org/site/DocServer/state_cases091004.pdf?docID=1203.

[45] D.C. Code 1981 §§ 2-1401.02 & 2-1402.41.

Minnesota, New Jersey, North Carolina, Oregon, Vermont, and Washington.[46] Four additional states offer protections on the basis of sexual orientation only: Connecticut, Massachusetts, New York, and Wisconsin.[47]

Individual School or School District Non-Discrimination Policies

For a list of colleges and universities that have enacted non-discrimination policies that include gender identity/expression, refer to the following list created by the Transgender Law and Policy Institute: www.transgenderlaw.org/college/index.htm#policies

For a list of K-12 school districts that have enacted non-discrimination policies that include gender identity/expression, refer to the following list created by the Transgender Law and Policy Institute: www.transgenderlaw.org/college/index.htm#schools

American Bar Association

The American Bar Association (ABA) opposes discrimination against those who are transgender or gender non-conforming. The ABA is a national organization of lawyers, law students and judges, and is the largest voluntary professional association in the world, with more than 400,000 members. The control and administration of the ABA is vested in the House of Delegates, which is the policy-making body of the Association. In 2006, the ABA House of Delegates adopted a recommendation that all federal, state, local, and territorial governments enact legislation prohibiting discrimination on the basis of actual or perceived gender identity or expression, in employment, housing, and public accommodations.[48]

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[46] See Cal. Educ. Code §§ 220, 210.7, 212.6, & 51500; Colo. Rev. Stat. §§ 2-4-401(13.5), 22-32-109(II)(I), 12-59-106(1)(s), 22-30.5-104(3), 22-30.5-507(3), & 22-38-104(1)(d); 775 Ill. Comp. Stat. Ann. 5/1-102(A), 775 Ill. Comp. Stat. Ann. 5/1-103(O-1), (Q), & 775 Ill. Comp. Stat. Ann. 5/5-101(A)(11); Iowa Code §§ 216.9, 280.28; Me. Rev. Stat. Ann. tit. 5, §§ 4552, 4553(9-C), 4601, & 4602(4); Md. Code Ann Educ. §§ 7-424; Minn. Stat. §§ 363A.03 subd. 44, 363A.13; N.J. Stat. Ann. §§ 10:5-5, 10:5-12(f)(1), & 18A:37-14; N.C. Gen. Stat. §§ 115C-407.15, 115C-407.16; Or. Rev. Stat. §§ 659.850, 174.100, 339.351(d)(3), & 338.125; Vt. Stat. Ann. tit. 16, §§ 1, 11 & 565; Wash Rev. Code §§ 49.60.030 & 49.60.040(2), (26).

[47] Conn. Gen. Stat. § 10-15c; Mass. Gen. Laws. Ch. 76, § 5; N.Y. Exec. Law §§ 291(2), 292(9) & (27) & 296(2); Wis. Stat. § 118.13.

[48] See A.B.A. Recommendation 122B (adopted August 7-8, 2006) available online at http://www.abanet.org/leadership/2006/annual/dailyjournal/hundredtwentytwob.doc (recognizing that "[t]ransgender people are disproportionately likely to face discrimination" and that "many individuals who are not transgender continue to suffer discrimination . . . because they do not comply with gendered stereotypes.").

PART FIVE: **APPENDIX C**

EQUAL OPPORTUNITY FOR TRANSGENDER STUDENT ATHLETES A NATIONAL THINK TANK, OCTOBER 25-26, 2009: PARTICIPANTS

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NCLR

NATIONAL CENTER FOR LESBIAN RIGHTS

NATIONAL CENTER FOR LESBIAN RIGHTS
SPORTSPROJECT

www.nclrights.org

The National Center for Lesbian Rights is a national legal organization committed to advancing the civil and human rights of lesbian, gay, bisexual, and transgender people and their families through litigation, public policy advocacy, and public education.

WOMEN'S SPORTS FOUNDATION

www.womenssportsfoundation.org

Founded in 1974 by Billie Jean King, the Women's Sports Foundation is a national charitable educational organization dedicated to advancing the lives of girls and women through physical activity. The Women's Sports Foundation is the only national organization promoting all sports and physical activities for women of all ages and skill levels. The Foundation's goal is to create a society in which girls and women of all ages fully experience and enjoy sports and physical activity with no barriers to their participation.

It Takes A Team!

www.ittakesateam.org

It Takes A Team! Education Campaign for Lesbian, Gay, Bisexual and Transgender Issues in Sport is an education and advocacy initiative of the Women's Sports Foundation. Our goal is to eliminate barriers to safe and respectful sports participation for all people regardless of their sexual orientation or gender identity. It Takes A Team works toward this goal through the development and dissemination of practical educational information and resources to athletic administrators, coaches, parents and student athletes at the high school and college levels.

September 20, 2022

NCAA Transgender Student-Athlete Participation Policy:

Clarifying Application and Next Steps

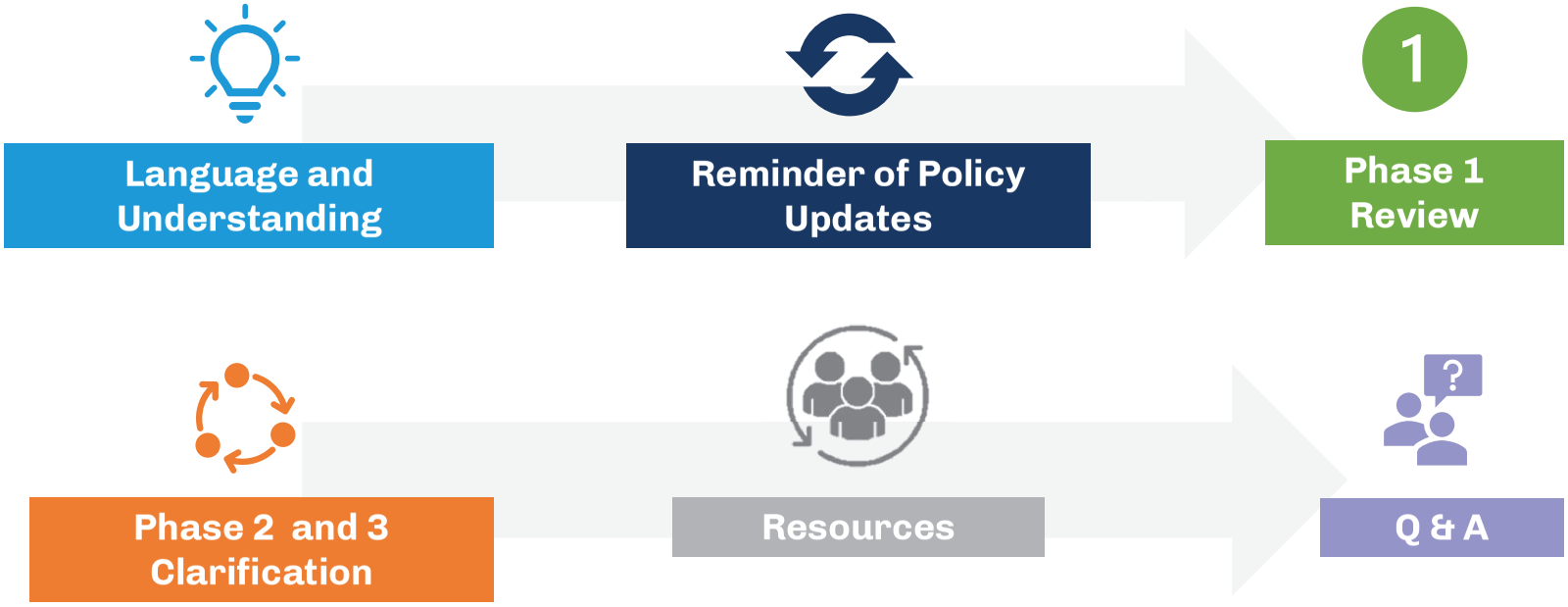
Dr. Jean Merrill, Director, Office of Inclusion
Mallory Mickus, Associate Director, SSI
Anne Rohlman, Director, SSI

Scope of Presentation and Legal Disclaimer

- Presentation is designed and intended for use by the NCAA membership.
- Scope is limited to key components of the published policy, related procedural guidance and supporting educational materials.
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- It is intended as a resource and not a substitute for legal or other professional advice.

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Webinar Overview



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Language and Understanding

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TRANSGENDER
MISGENDER
GENDERIDENTITY
NONBINARY
CISGENDER
MTF
FTM
DEADNAME
GENDEREXPANSIVE
GENDERQUEER
GENDEREXPRESSION
GENDERNONCONFORMING
SEXASSIGNEDATBIRTH
TRANS
TRANSITION

- **Gender identity:** one's internal sense of their own gender. This does not have to match one's sex or gender assigned at birth. Though it often does as most people are not transgender.
- **Sex/Gender assigned at birth:** the designation of a newborn child's sex or gender based on inspection of their external genitalia.
  - *Note: "sex/gender assigned at birth" is a more inclusive phrase than "biological male" or "born male"; or "biological female" or "born female."*
- **Gender expression:** ways in which a person communicates their gender identity to others through behavior, clothing, haircut, voice, name, pronouns, and other forms of self-presentation.

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- **<u>Transgender/Trans</u>:** an adjective used to describe a person who does not identify as the gender they were assigned at birth.
  - **Trans man/male**: a man assigned female at birth.
  - **Trans woman/female**: a woman assigned male at birth.
    - *Note: References to "FTM" or "MTF" may be problematic for some trans persons.*

- **<u>Cisgender/Cis</u>:** an adjective used to describe a person who identifies as the gender they were assigned at birth.
  - **Cis man/male**: a man assigned male at birth.
  - **Cis woman/female**: a woman assigned female at birth.

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- **Non-Binary**: Term used to describe a person who does not identify with the male/female gender binary. For some, this means identifying somewhere between male and female; for others, it means identifying as a combination of genders; for others, it means not having a gender identity.
    - **Genderqueer, gender expansive, gender non-conforming:** terms similar to non-binary that a person may choose to use when their gender identity is neither male nor female.
- **Transition**: any step(s) a person takes to affirm their gender identity; this may or may not include changes in one's name, pronouns, physical appearance, taking hormones, undergoing surgery, among many others. There are various ways through which an individual can choose to transition.
- **Misgender:** the act of referring to someone in a way that does not reflect that person's gender identity (e.g., using deadnames or incorrect pronouns or prefixes).
- **Deadname**: the name someone was given or used before they transitioned and/or discovered their true gender identity.

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Language and Application to NCAA Policy

- NCAA sports historically have been categorized according to the participant's sex assigned at birth (male and female sports).
- Transgender Student-Athlete Participation Policy (TSAP) applies to any SA who plans to compete in an NCAA sport that does match the SA's sex assigned at birth.
    - Applies to a multitude of identities (e.g., transgender, nonbinary, genderqueer).
- TSAP does not apply to intersex SAs, whose reproductive anatomies do not fit traditional definitions of male or female.
- TSAP does not factor a SA's sexual orientation.

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Transgender Student-Athlete Participation Policy

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ncaa.org/transgender

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2022 Policy Updates

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2022 Update to NCAA Policy

Competitive Safeguards and Medical Aspects of Sports
Association-wide
23 members
Medical personnel and athletics administrators

Board of Governors
Highest governing body
25 members
Presidents/chancellors & 5 independent members

Consensus:

1. Testosterone thresholds can facilitate and support fair competition while providing participation opportunities for trans athletes.
2. Consistency with Olympic model intended to provide continuity for student-athletes. Deference to sport-specific rules intended to rely on those who have studied and manage potential impact in the sport.
3. Flexibility should be considered for SAs who lose eligibility, but are able to meet requirements in the future.

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2022 Update to NCAA Policy

Alignment with Olympic Movement to balance fairness, inclusion and well-being.

January 2022: BOG adopts policy as recommended by CSMAS:

1. Trans student-athletes must continue to meet 2010 policy; and
2. Meet sport-specific eligibility requirements reviewed and approved by CSMAS, in each case to be informed by national governing body policy (or international federation policy or 2015 IOC policy).
3. Implemented over three phases:
   a. Phase One: 2022 Winter/Spring - Championship competition, testosterone thresholds apply.
   b. Phase Two: 2022-23 academic year - **All competition**, testosterone thresholds apply.
   c. Phase Three: 2023-24 academic year and beyond - All competition, all sport-governing policy components considered.

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1. Meet 2010 Transgender SA Participation Policy.

Trans Men

- A trans man with a medical exception for testosterone may compete on a men's team but not on a women's team.
- A trans man who is not taking hormone treatment may compete on a men's or women's team.

Trans Women

- A trans woman may not compete on a women's team until completing one calendar year of testosterone suppression treatment.
- Managed by student-athlete's institution, unless medical exception is needed.

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2. Meet Sport-Specific Eligibility Requirements.

Examples of Trans Athlete Policy Components

1. Testosterone Threshold.

- E.g., 5 nmol/L.

Applicable Phase One and Two

2. Length of Testosterone Mitigation and Maintenance.

- Requirement that testosterone threshold be continuously met for specific number of months (e.g., 12 months).
- Requirement to maintain testosterone threshold level throughout period of participation.

3. Additional policy considerations.

- E.g., gender declaration, case-by-case review, gender-affirming surgery, birth certificate aligns with gender identity, proof of mitigated advantage.

For consideration in Phase Three

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3. Implemented Over Three Phases.

Phase One
2022 Winter/Spring

- Only impacted trans women.
- Only impacted championship competition.
- 2010 NCAA policy; and
- One-time sport-specific testosterone threshold.

Phase Two
2022-23 Academic Year

- Impacts all competition.
- Additional eligibility documentation submission requirements.
- Only testosterone threshold component of sport-specific policy apply.
- Only impacts trans women.

Phase Three
2023-24 Academic Year

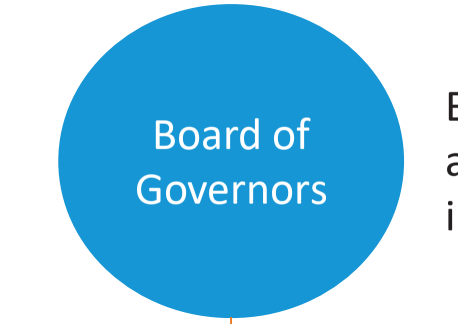
- All parts of applicable sport-governing policy to be considered by CSMAS, including:
  - Length of testosterone mitigation; and
  - Other requirements.
- May impact trans men.

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Phase Two

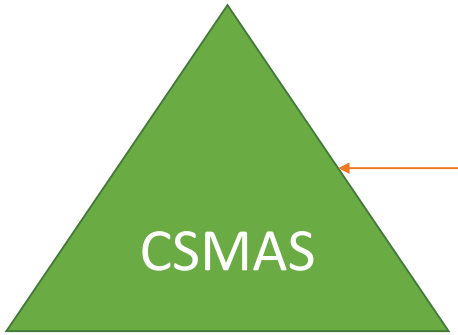
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Policy Authority



BOG retains ultimate authority for TSAP oversight, including CSMAS decisions.

BOG delegated authority for operational decisions and policy clarifications to CSMAS.



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Phase 2 Policy Clarifications (2022-23 Academic Year)

Testosterone Thresholds

- Set Phase 2 thresholds for 2022-23 academic year (including emerging sports).
- All thresholds align with relevant sport-governing policies.

Mid-Cycle Policy Changes

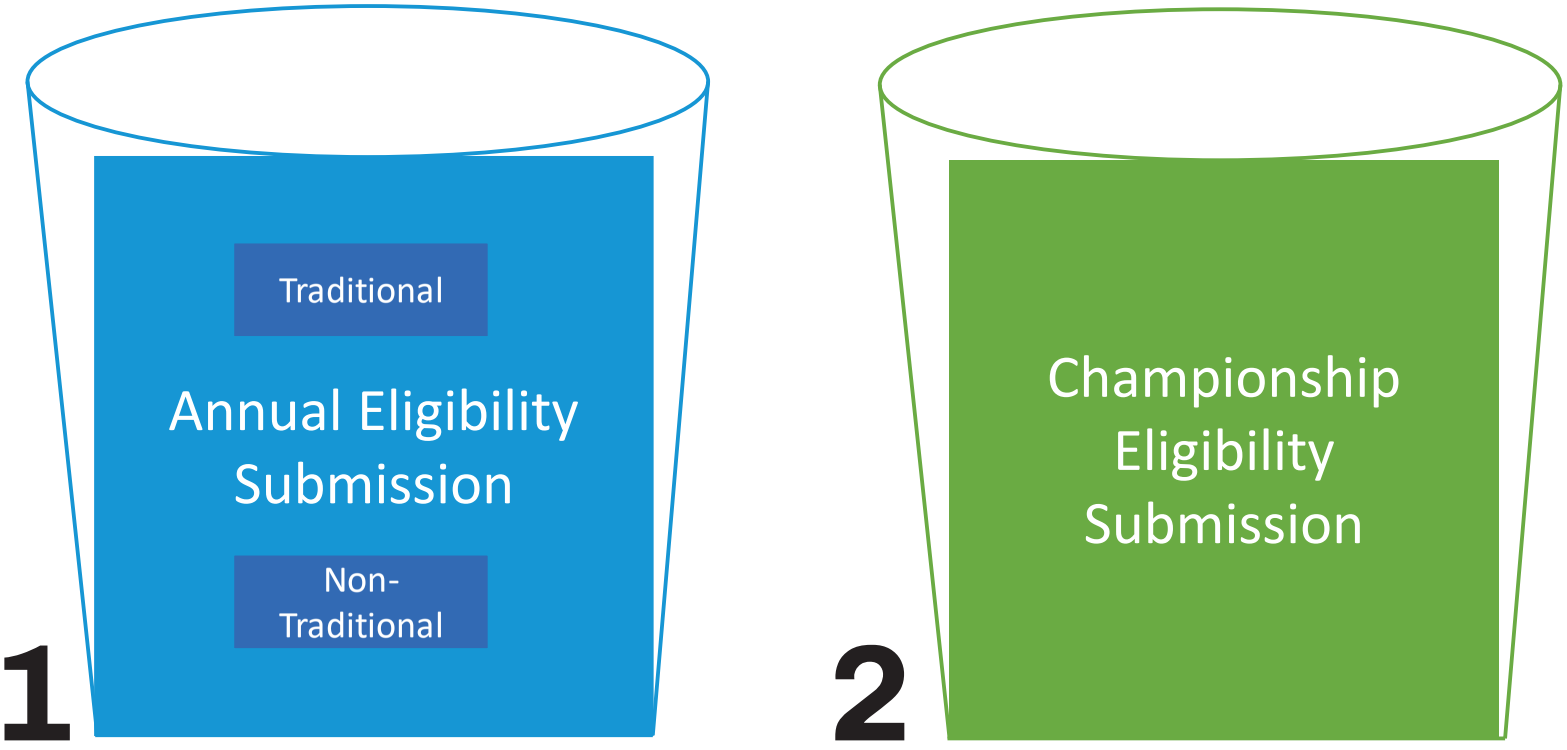
- Clarified that should a sport governing body change its policy after the NCAA releases its eligibility requirements for an academic year, the published requirements will not be reconsidered for that academic year.

Eligibility Documentation Submission

- Clarified submissions must occur:
  - Annually (prior to initial traditional and nontraditional competition); and
  - Prior to NCAA championship competition.

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Submission Requirements



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Annual Submission Requirements

Softball
Submit before nontraditional competition in fall

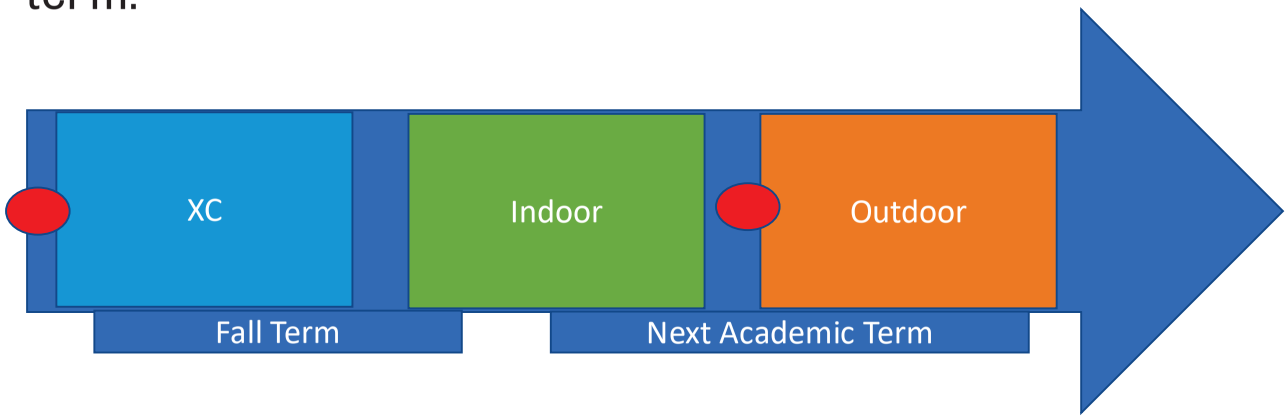
Softball
Submit again before traditional competition in spring

- Competition season refers to both traditional and non-traditional segments; and
- Eligibility must be reviewed by Medical Review Panel before the SA competes in each segment.

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Annual Submission - Multi-Sport Student-Athletes

- At least twice per academic year:
  1. Before initial contest in fall term; and
  2. Before initial contest of an additional sport in the following academic term.



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Championship Submission

- Same as Phase 1.
- Submit if possibility SA will qualify for championship.

4 Lab results within four weeks of the championships

1 Submit ≥ one week before championship selections.

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Medical Review Process

Who

- CSMAS Medical Review Panel.
  - Anonymous review.
  - Communication with school-identified contact only.

What

- **Eligibility Review Form**, including medical professional attestation.
- **Evidence of Serum Testosterone Level**.
  - Lab must be within four weeks of competition.

When

- Submitted at least <u>one week prior</u> to initial competition of relevant season or championship.

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Phase Three/Simplification

Consideration of all components of sport-governing policies.

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Phase 3: Seeking Consolidation and Simplification

- Acknowledgement that trans athlete policies should be regularly reviewed and updated based on quickly-evolving landscape.
- CSMAS, in collaboration with relevant experts, will:
    - Continue to evaluate policy and related eligibility requirements.
    - Consider emerging medical and scientific information, trends in policy landscape and possible sport “classification” (e.g., contact, endurance, power and skill sports).
    - Aim to pro-actively prioritize simplification while balancing objectives of inclusion, fairness and well-being.
    - Develop consensus-driven foundational principles that will drive possible new policy.

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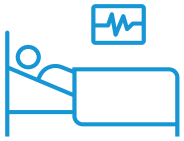
Membership Guidance – Phase Three

CSMAS will not recommend the Board of Governors include eligibility criteria from sport-governing policies that are determined to be fundamentally inconsistent with NCAA's values of fairness, inclusion and student-athlete well-being. For example:

Complete Prohibition



Surgery



Gender Determinations



(e.g., review panel, align with ID docs, physical evaluation)

Gender Challenges



(e.g., won't use Drug-Testing Program to respond to challenge)

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Resources and Support

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Gender Identity Summit

- Commissioned in October 2020 with over 60 participants.
- Brought together experts in inclusion, endocrinology, athletics administrators, cisgender student-athletes, transgender and nonbinary (TGNB) student-athletes, and other external stakeholders.
    - Included representatives from the Committee to Promote Cultural Diversity and Equity (CPCDE) and Committee on Competitive Safeguards and Medical Aspects in Sports (CSMAS).
- Consensus statements were developed for consideration by governance groups, not membership requirements.

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Additional Resources

- Inclusion page on ncaa.org (core area: LGBTQ).
- Sport Science Institute page on ncaa.org.
- Gender Identity and Student-Athlete Participation Summit Outcomes (Final Report).
- Champions of Respect.
- Five ways to have an LGBTQ-inclusive athletics department.
- Inclusion of Transgender Student-Athletes Best Practices Handbook.
- NCAA Inclusion Forum.

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ssi@ncaa.org

Contact Sport Science Institute for questions on policy application or document submission.

NCAA | SPORT SCIENCE INSTITUTE™

inclusion@ncaa.org

Contact office of inclusion for questions on creating inclusive environments or related resources.

NCAA INCLUSION

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NCAA.org

Five ways to have an LGBTQ-inclusive athletics department

Five ways to have an LGBTQ-inclusive athletics department

This resource serves as a guide to ensure athletics departments are providing an environment that is inclusive of all student-athletes, especially those who identify as lesbian, gay, bisexual, transgender and/or questioning. Included in this resource are samples of policies and codes of conduct; additional resources for coaches, players and staff; and LGBTQ inclusion training best practices. Click here for the PDF

1. LGBTQ-Inclusive Nondiscrimination Policies

Athletics departments should have a written nondiscrimination policy that explicitly covers "sexual orientation," "gender identity" and "gender expression" to protect lesbian, gay, bisexual, transgender and questioning people.

- Click here for sample language to be used in athletics department handbooks.
- Click here for the NCAA Inclusion of Transgender Student-Athletes guide, which includes gender identity and gender nonconforming policies.

2. LGBTQ-Inclusive Codes of Conduct

Athletics departments should ban anti-LGBTQ conduct by players, coaches, athletics administrators and fans.

Team Code of Conduct: Teams should be encouraged to create codes of conduct outlining consequences for engaging in homophobic and transphobic behaviors.

- Click here for a sample team code of conduct

Fan Code of Conduct: Fans should not be subjected to discriminatory language and behavior by those on the field or in the stands. Values and expectations should be communicated to fans via the school's official fan code of conduct.

- Click here for a sample fan code of conduct

3. Communications

Athletics departments should ensure all media communications and recruiting materials (media guides, community outreach, team camp brochures, etc.) include a nondiscrimination clause and use LGBTQ-inclusive language.

4. Accessible Resources

Athletics departments should maintain up-to-date LGBTQ inclusion resources that are readily available to coaches, players and staff throughout the year.

- Click here for a list of resources

5. Annual LGBTQ Inclusion Trainings for Staff and Students

Athletics departments should hold timely mandatory training sessions that review policies and codes of conduct, as this is essential to creating LGBTQ-inclusive environments.

- Click here for LGBTQ inclusion training best practices

Resources:

Sample Language To Be Used in Athletics Department Handbooks

- "The athletics department prohibits discrimination based on race, sex, religion, national origin, sexual orientation, gender identity and gender expression."
- "As an athletics department that respects and celebrates inclusion, (school X athletics) prohibits discrimination based on sexual orientation, gender identity and gender expression."

Note: If the school already has a policy that covers sexual orientation and gender identity discrimination, the policy should be explicitly referenced in athletics department materials (e.g., student handbook, website, etc.).

Sample Team Code of Conduct

- "Respect and sportsmanship are core values of this team. All members of this team are expected to reflect these core values in their words and conduct toward members of marginalized communities, including (but not limited to) the LGBTQ community."
- "Respect and sportsmanship are core values of this team. All members of this team are expected to reflect these core values in their words and conduct. Racist, sexist, homophobic, biphobic, and/or transphobic language or conduct will not be tolerated."

Sample Fan Code of Conduct

- "*(Insert School Name)* expects fans to enjoy the game experience free from fighting, thrown objects, attempts to enter the playing field, political or inciting messages and disorderly behavior, including foul, sexist, racist, homophobic, transphobic, obscene or abusive language or gestures."

LGBTQ Inclusion Training Best Practices

- As a best practice, LGBTQ inclusion training should:
  - Be held at least once each academic year.
  - Be mandatory for all coaches, players and staff.
  - Review all LGBTQ harassment policies and team codes of conduct.
- This training can be integrated into similar training programs (e.g., CHAMPS) or, depending on time, resources and capacity, a separate training program can be developed.
- Athletics departments also should maintain up-to-date LGBTQ inclusion resources that are readily available to coaches, players and staff throughout the year, for review between training programs.

Printable Resources:

Sports-Specific Resources (free and printable)

- Champions of Respect
- On the Team
- NCAA Inclusion of Transgender Student-Athletes Best Practices

Books and Films (available for purchase)

- Out To Win (Film)
- Training Rules (Film)
- Strong Women, Deep Closets (Book by Pat Griffin)
- In The Game: Gay Athletes and the Cult of Masculinity (Book by Eric Anderson)
- http://competenetwork.com (Magazine)

General LGBTQ Resources (free and printable)

- Human Rights Campaign Municipal Equality Index
- Movement Advancement Project Equality Maps

Web Resources:

Sports-Specific Websites (internet only, free)

- http://www.transathlete.com
- http://www.athleteally.org
- http://www.glsen.org/sports
- http://www.goathletes.org
- http://www.campusprideindex.org/sports/index
- http://sportsinclusion.wix.com/sportsinclusion

LGBTQ General Websites (internet only, free)

- http://www.hrc.org
- http://www.glsen.org
- http://www.glaad.org
- http://www.nclrights.org

LGBTQ Resources

- NCAA Champions of Respect: LGBTQ Inclusion Best Practices
- LGBTQ Terminology
- Five ways to have an LGBTQ-inclusive athletics department
- Common Ground
- Division III LGBTQ OneTeam Program

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5 Ways to Have an **LGBTQ-Inclusive** Athletics Department



1 LGBTQ-Inclusive Nondiscrimination Policies

Athletics departments should have a written nondiscrimination policy that explicitly covers “sexual orientation,” “gender identity” and “gender expression" to protect lesbian, gay, bisexual, transgender and questioning people.

2 LGBTQ-Inclusive Codes of Conduct

Athletics departments should ban anti-LGBTQ conduct by players, coaches, athletics administrators and fans.

Team Code of Conduct: Teams should be encouraged to create codes of conduct outlining consequences for engaging in homophobic and transphobic behaviors.

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5 Annual LGBTQ Inclusion Trainings for Staff and Students

Athletics departments should hold timely mandatory training sessions that review policies and codes of conduct, as this is essential to creating LGBTQ-inclusive environments.

For samples of policies and codes of conduct, go to https://www.ncaa.org/about/resources/inclusion/five-ways-have-lgbtq-inclusive-athletics-department#ADH.

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LGBTQ Terminology and Definitions

Sex Assigned at Birth: Refers to the designation of a newborn child's sex based on inspection of their external genitalia.

Gender Identity: One's inner concept of self as male or female or both or neither.

Gender Expression: Refers to the ways in which a person communicates their gender identity to others through behavior, clothing, haircut, voice, name, personal pronouns and other forms of self-presentation.

Transgender: An adjective describing a person whose gender identity does not match their sex assigned at birth.

Transitioning: The process by which a transgender person strives to live consistently with their gender identity (Male to female or female to male, for example). Transitioning may include changing behavior, names, pronouns, clothing, hairstyles and other appearance related characteristics. Transitioning may also, but not necessarily, include surgically changing one's body or taking or suppressing hormones.

Cisgender: An adjective describing a person whose gender identity is consistent with their sex assigned at birth.

Non-Binary: Describes a person whose gender identity is not either male or female. A non-binary person may feel some mix of both male and female, somewhere in between, or something completely different. Other terms that are similar to 'non-binary' are genderqueer, gender expansive, and gender nonconforming.

Gender Fluid: Describes a person whose gender identity and expression are not fixed and can vary at any time.

Sexual Orientation: Describes a person's sexual attraction to other people. "Heterosexual" (or "straight") describes a person attracted to people of a different sex. "Lesbian" describes a woman attracted to women. "Gay" describes a man attracted to men ("Gay" is also used as an umbrella term referring to both lesbians and gay men). "Bisexual" or "pansexual" describe someone attracted to people of any sex.

Queer: Historically a slur used to demean lesbian and gay people, queer is now a self-description preferred by many lesbian, gay, bisexual and transgender people (especially younger people) as a challenge to traditional sex and gender expectations or labels and to reclaim the word in a positive way from its historically negative use.

LGBTQ: A short-hand way to refer to lesbian, gay, bisexual, transgender, queer people. The "Q" can also refer to people who are questioning their sexual orientation or gender identity.

Heterosexual or Cisgender Ally: A description for heterosexual and cisgender people who take actions to support LGBTQ people and address prejudice and discrimination against LGBTQ people.

View Champions of Respect — Inclusion of LGBTQ Student-Athletes and Staff in NCAA Programs resource here.

NCAA Inclusion

EXHIBIT
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exhibitsticker.com

https://www.outkick.com/sports/university-nevada-volleyball-san-jose-state-blaire-fleming

University Of Nevada Will Not Forfeit Against San Jose State, Blaire Fleming

Dan Zaksheske

Published October 3, 2024 5:57 PM EDT | **Updated** October 3, 2024 6:06 PM EDT

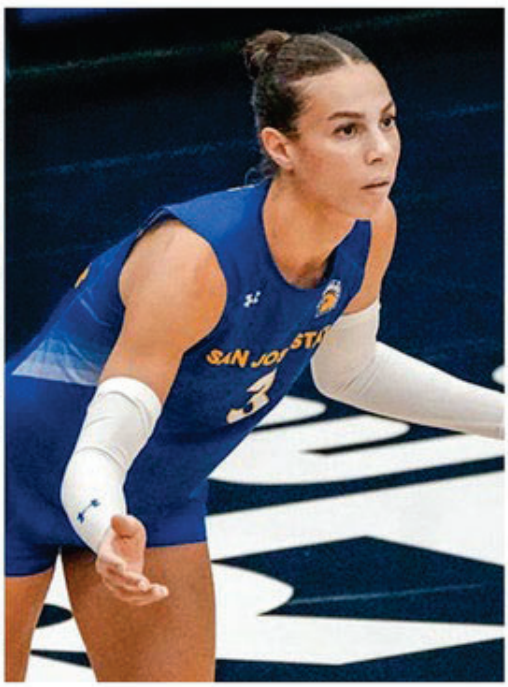
While several schools, including three in the Mountain West, have refused to compete against San Jose State due to the team having transgender player Blaire Fleming, the University of Nevada told OutKick that it intends to play the scheduled match.

The school sent a statement to OutKick via email.

"The University of Nevada volleyball team remains focused on its upcoming matches with UNLV and San Diego State and intends to play its remaining Mountain West schedule, including the match with San José State University on October 26," the statement read.

"The University will continue to abide by the NCAA, Mountain West Conference and USA Volleyball rules and regulations as well as the laws and Constitution of the State of Nevada."





The University of Nevada told OutKick that its volleyball team intends to play its scheduled match against San Jose State, despite the presence of transgender player Blaire Fleming.

(University of Nevada Athletics & San Jose State Athletics)

Southern Utah became the first school to cancel its match against San Jose State last month when it backed out of a scheduled contest at the Santa Clara Tournament.

Since then, three schools have followed suit: Boise State, Wyoming and Utah State.

The most interesting aspect of the Utah State forfeit is that the school canceled three weeks before the scheduled match (October 23).



The University of Nevada decided to get out in front of it, as well, except to make the opposite decision from Utah State.

As of now, the Mountain West Conference has remained relatively silent on the matter, preferring to deflect attention towards the individual schools and the NCAA.

That's despite San Jose State sitting at the top of the conference at 4-0, though they've only played in one conference match, defeating Fresno State.

Per the conference's latest statement to OutKick:

"Per Mountain West policy, these are institutional decisions, and questions should be directed to the institutions. The forfeits are following the current policy and will be accounted for in the conference standings," conference spokesperson Javan Hedlund wrote via email.

RELATED: Colorado State Promotes Thursday Match Against SJSU, Blaire Fleming But Turns Off Comments On Post

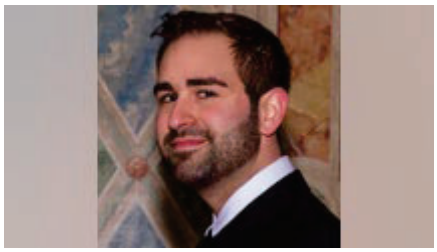
San Jose State is off to the best start in school history, sitting at 9-0 in completed matches.

While San Jose State has gotten three victories via forfeit, several Mountain West schools maintain that they will play against the team in upcoming matches.

San Jose State plays Colorado State on Thursday night on the road before traveling to San Diego State next Thursday.

That match is still scheduled and San Diego State did not respond to a request for comment on whether it plans to compete in that game.

#NEVADA WOLF PACK # SAN JOSE STATE #BLAIRE FLEMING # TRANSGENDER ATHLETES #VOLLEYBALL



Written by Dan Zaksheske

Dan began his sports media career at ESPN, where he survived for nearly a decade. Once the Stockholm Syndrome cleared, he made his way to OutKick. He is secure enough in his masculinity to admit he is a cat-enthusiast with three cats, one of which is named "Brady" because his wife wishes she were married to Tom instead of him.

EXHIBIT

5

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https://www.outkick.com/sports/university-nevada-volleyball-forfeit-san-jose-state-transgender-blaire-fleming

Nevada Players Vote To Forfeit Against SJSU, Transgender Player Despite School's Statement | OutKick Exclusive

Dan Zaksheske

Published October 14, 2024 11:27 AM EDT | **Updated** October 14, 2024 8:46 PM EDT

UPDATE: After this story was published, the University of Nevada sent a statement to OutKick saying that it "intends to move forward with the match as scheduled" and "the players' decision does not represent the position of the University."

You can read the full statement here.

Previous story:

The Nevada women's volleyball team held a vote among players and voted to forfeit an Oct. 26 match against San Jose State and transgender player Blaire Fleming, OutKick has exclusively learned.

The Nevada athletic department said in an exclusive statement to OutKick on Oct. 3 that the team would play the scheduled match. However, the school did not consult with the players before making that statement.

"The University of Nevada volleyball team remains focused on its upcoming matches with UNLV and San Diego State and intends to play its remaining Mountain West schedule, including the match with San José State University on October 26," the statement read.

"The University will continue to abide by the NCAA, Mountain West Conference and USA Volleyball rules and regulations as well as the laws and Constitution of the State of Nevada."



The University of Nevada issued a statement about its October 26 women's volleyball match against San Jose State and transgender player Blaire Fleming without consulting members of the team.

(University of Nevada Athletics)

But most of the Nevada players did not agree with the decision made by the school and decided to take matters into their own hands.

"We, the University of Nevada Reno women's volleyball team, forfeit against San Jose State University and stand united in solidarity with the volleyball teams of Southern Utah University, Boise State University, the University of Wyoming, and Utah State University," the team wrote in an exclusive statement to OutKick.

"We demand that our right to safety and fair competition on the court be upheld. We refuse to participate in any match that advances injustice against female athletes."



Riley Gaines, host of the OutKick podcast "Gaines for Girls" and one of the most influential pro-woman voices in the country, lauded the Nevada team for their bravery.

"When college athletes have to vote on whether to play the sport they received scholarships for, it's a clear sign that the adults responsible for protecting them have failed," Gaines said in a statement to OutKick.

"I applaud these athletes for setting boundaries and prioritizing their safety over victory. They've shown far more courage and leadership than the president of the university and the President of this country.

"A movement is forming, where athletes take control of their future, reminding us that what's being called 'progressive' is actually taking us back in time."

Sia Liilii, a senior and one of two captains on the team, told OutKick that players were frustrated when they found out that the school had committed them to playing the match without speaking to them.

"The school released that statement without consulting our team at all," Liilii said. "We were pretty upset that we were not made aware that a statement was going to come out."



Nevada senior Sia Liilii told OutKick that players were upset and frustrated when the school committed them to playing against San Jose State and transgender player Blaire Fleming without consulting the team.

(University of Nevada Athletics)

The senior outside hitter also noted that the timing of the statement couldn't have been worse.

"We were actually in Las Vegas preparing for our match against UNLV, our in-state rival," she said. "It was a really frustrating time, especially because we were about to go and play a big game."

Nevada lost to UNLV, 3-2, although Liilii acknowledged that the statement release did not affect the team's performance.

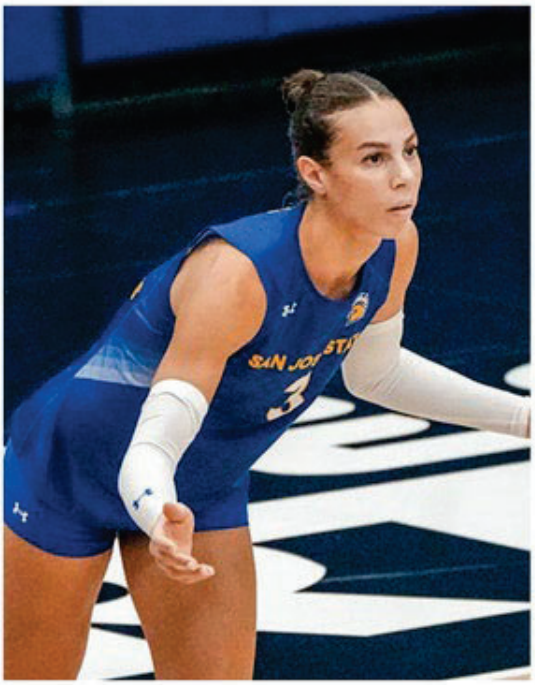
The senior told OutKick that players and coaches had a meeting the day after the match against UNLV to talk about the statement that the school released.

She said that players decided they wanted time to think about what they wanted to do.

This week, the team came together again and made the decision to forfeit their match against San Jose State.

"We decided that we're going to stand in solidarity with other teams that have already forfeited and that we wouldn't participate in a game that advances sex-based discrimination or injustice against female athletes," Liilii said.





Despite University of Nevada officials declaring the volleyball team would play San Jose State and transgender player Blaire Fleming, players voted to forfeit the October 26 match.

(University of Nevada Athletics & San Jose State University Athletics)

Nevada is the fifth school to cancel a match this season against San Jose State and the fourth Mountain West team to forfeit rather than face transgender opponent Blaire Fleming.

Southern Utah became the first school to cancel its match against San Jose State last month when it backed out of a scheduled contest at the Santa Clara Tournament.

Nevada joined Boise State, Wyoming and Utah State as schools from the Mountain West to accept a loss rather than play their scheduled match.

RELATED: Brooke Slusser Says SJSU Tried To Hide Transgender Volleyball Player: 'Just Sweeping It Under The Rug'

While Liilii acknowledged the potential for negative backlash due to the team's decision, they decided it was worth it to stand up for what they believe in.

"It's definitely something that we've talked about as a team, but we've always come back to the fact that we believe that women deserve fair competition and our rights to opportunity," she said.

OutKick reached out to the University of Nevada to request comment on the decision made by the players. We will update if/when the school returns our message.

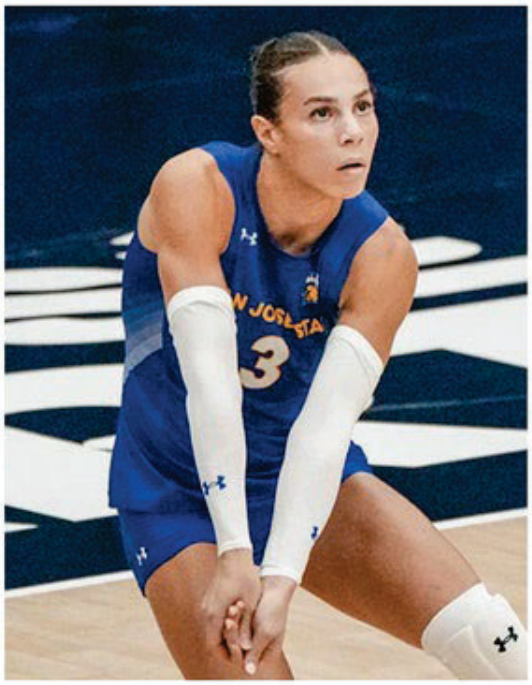
UPDATE: You can read the full statement from the University of Nevada here.

OutKick also reached out to San Jose State, which said in a statement:

"SJSU student athletes are in full compliance with NCAA and Mountain West rules and regulations. We remain committed to supporting all of our student athletes—including their mental health and physical safety, both on and off the court—during this challenging time. We continue to work to ensure their ability to participate in an inclusive, fair, and respectful environment," the school wrote via email.

The Mountain West Conference has repeatedly told OutKick that the forfeits are "institutional decisions" and the conference has no plans, currently, to adjust their procedures despite the multiple cancelations.





The Mountain West has remained relatively quiet about San Jose State volleyball and transgender player Blaire Fleming, despite four schools forfeiting conference matches in the past two weeks.

(Getty Images & San Jose State Athletics)

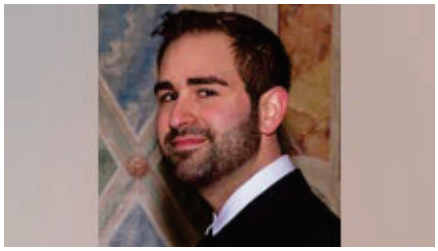
The conference's latest statement to OutKick, sent on Oct. 3:

"Per Mountain West policy, these are institutional decisions, and questions should be directed to the institutions. The forfeits are following the current policy and will be accounted for in the conference standings," conference spokesperson Javan Hedlund wrote via email.

OutKick reached out to the Mountain West after the Nevada announcement to ask if a fourth school forfeiting a match had changed the conference's position.

They did not immediately respond to our request.

#NEVADA WOLF PACK # SAN JOSE STATE #BLAIRE FLEMING # TRANSGENDER ATHLETES #VOLLEYBALL



Written by Dan Zaksheske

Dan began his sports media career at ESPN, where he survived for nearly a decade. Once the Stockholm Syndrome cleared, he made his way to OutKick. He is secure enough in his masculinity to admit he is a cat-enthusiast with three cats, one of which is named "Brady" because his wife wishes she were married to Tom instead of him.

EXHIBIT
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https://www.outkick.com/sports/breaking-university-nevada-says-forfeit-against-sjsu-does-not-represent-position-school

University Of Nevada Says Forfeit Against SJSU 'Does Not Represent Position' Of School

Dan Zaksheske

Published October 14, 2024 5:45 PM EDT | **Updated** October 14, 2024 8:48 PM EDT

As OutKick reported exclusively earlier Monday, the women of the University of Nevada volleyball team held a vote and decided to forfeit their upcoming match against San Jose State and transgender player Blaire Fleming.

However, in a new statement to OutKick, the University says that it "intends to move forward with the match as scheduled" and that the players' decision "does not represent the position of the University."

"On Oct. 13, 2024, the majority of members of the University of Nevada, Reno women's volleyball team sent a statement to the University advising the institution that they were forfeiting its scheduled match with San Jose State University on Oct. 26, 2024," a University of Nevada spokesperson wrote to OutKick in an email.

"The players' decision and statement were made independently, and without consultation with the University or the athletic department. The players' decision also does not represent the position of the University.





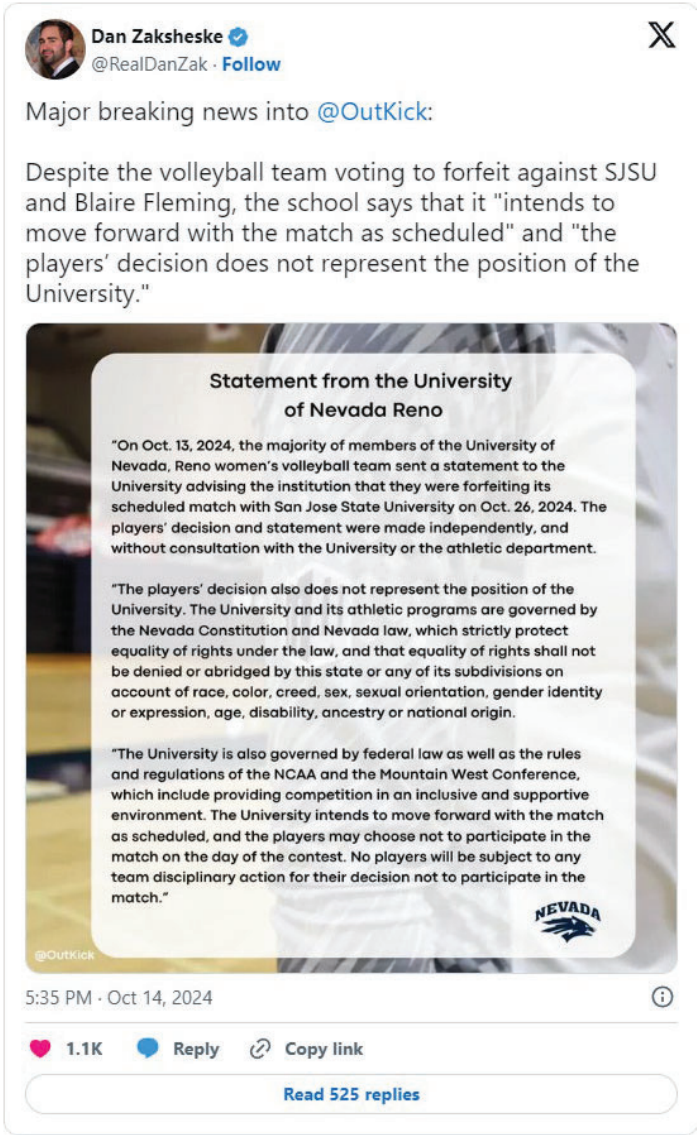
The University of Nevada released a statement saying that the volleyball team's decision to forfeit against San Jose State and Blaire Fleming "does not represent the position of the University."

(Getty Images and San Jose State University Athletics)

"The University and its athletic programs are governed by the Nevada Constitution and Nevada law, which strictly protect equality of rights under the law, and that equality of rights shall not be denied or abridged by this state or any of its subdivisions on account of race, color, creed, sex, sexual orientation, gender identity or expression, age, disability, ancestry or national origin.

"The University is also governed by federal law as well as the rules and regulations of the NCAA and the Mountain West Conference, which include providing competition in an inclusive and supportive environment.

"The University intends to move forward with the match as scheduled, and the players may choose not to participate in the match on the day of the contest. No players will be subject to any team disciplinary action for their decision not to participate in the match."

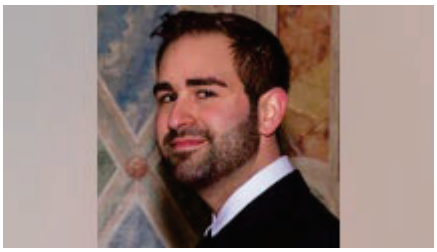


It will be interesting to see if San Jose State decides to travel to this match knowing that the players intend to forfeit.

Or, if this statement by the school is an attempt to force the Nevada volleyball team into competing even though the players have made their intentions clear.

Stay with OutKick as we continue to monitor this developing story.

#NEVADA WOLF PACK #BLAIRE FLEMING # TRANSGENDER ATHLETES **# SAN JOSE STATE**



Written by Dan Zaksheske

Dan began his sports media career at ESPN, where he survived for nearly a decade. Once the Stockholm Syndrome cleared, he made his way to OutKick. He is secure enough in his masculinity to admit he is a cat-enthusiast with three cats, one of which is named "Brady" because his wife wishes she were married to Tom instead of him.

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https://nevadasportsnet.com/newsletter-daily/unr-president-brian-sandoval-releases-new-statement-on-nevada-sjsu-volleyball-match

UNR president Brian Sandoval releases new statement on Nevada-SJSU volleyball match

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by Christ Murray | Thu, October 17th 2024 at 12:43 PM

Updated Thu, October 17th 2024 at 1:06 PM



San Jose State players huddle before a match against Colorado State. (David Zalubowski/AP file)

University of Nevada president Brian Sandoval released a statement Thursday adding points of clarification about Nevada volleyball's upcoming home match against San Jose State on Oct. 26, which Wolf Pack players have voted to boycott due to the Spartans reportedly having a transgender woman on their roster.

Sandoval reiterated the university does not have the legal authority to cancel its match with San Jose State but Wolf Pack players who opt out of the contest can do so without punishment. As such, the match is still scheduled despite being unlikely to be played barring the Wolf Pack team members changing their vote.

Sandoval's full statement made via a news release by UNR is as follows:

Recently, the University and members of our women's volleyball team have made statements regarding the Wolf Pack volleyball team's upcoming match on Oct. 26 with San José State

University. Certain points regarding this issue needs clarification, specifically where the University stands regarding support for all–and I truly do mean all– of our students, faculty and staff, as well as the laws and rules that govern the University in this situation.

On Oct. 13, a majority of the Wolf Pack women's volleyball team issued a statement to the University informing it that the team had decided it was forfeiting the scheduled match with San José State University. While players are not authorized to forfeit the match – this decision is one that only the University and our Department of Athletics can officially make – the University continues to support the rights of the volleyball players who choose not to participate.

I wish to give added emphasis to what was stated on Oct. 13 by the University, that any member of the women's Wolf Pack volleyball team may opt out of participating in the match on the day of the contest without consequence. No volleyball team member will be subjected to any team disciplinary action for deciding not to participate in the match.

The University made the decision not to declare a forfeiture and move forward with hosting the match as scheduled based on several factors. As a public university, the University is legally prohibited by Section 24 of the Nevada Constitution and other laws and regulations to declare a forfeit for reasons related to gender identity or expression.

Specifically:

Article I, Section 24 of the Nevada Constitution provides that "Equality of Rights under the law shall not be denied or abridged by this state or any of its political subdivisions on account of race, color, creed, sex, sexual orientation, gender identity or expression, age, disability, ancestry or national origin" (emphasis added). As a State university, a forfeiture for reasons involving gender identity or expression could constitute per se discrimination and violate the Nevada Constitution.

It is also important to understand that:

The University must protect the First Amendment rights of its students and other individuals. The University acknowledges that a student athlete's refusal to participate in the match with San José State University can be interpreted as free expression that is protected by the First Amendment of the United States Constitution. Conversely, we also acknowledge that a student athlete's choice to play in the same match may also be intended as free expression protected by the First Amendment. Consequently, a forfeiture declared by the University prior to the match for reasons involving gender identity or expression could violate the rights of our student athletes whether they choose to compete or not.

The University remains steadfast in maintaining a safe and inclusive learning and teaching environment for all of its students, staff and faculty to freely exercise their protected rights and free speech. As a public institution, we continue to adhere to State and federal law as well as all of the relevant rules and regulations that govern the institution.

I remain hopeful that everyone involved with this situation understands and appreciates the complexities of the laws that the University must follow while supporting and protecting the

individual free speech rights of the members of the Wolf Pack volleyball team, students, faculty and staff.

On Sunday, the Wolf Pack players notified the university it had voted against playing its match San Jose State before releasing a statement Monday tothe conservative website OutKick, which also interviewed team captain Sia Liilii. Later Monday, the university said the match would continue as scheduled but players who did not want to participate could sit out without punishment. If Nevada had six players or more, the match would be played. Below that figure, the Wolf Pack would forfeit.

Liilii reiterated after Nevada's match against Utah State on Tuesday the players will not field a team for the San Jose State contest. Nevada is preparing to host the match Oct. 26 in case it has enough players to play. The game had previously been scheduled to air live on Nevada Sports Net's online channels, including NevadaSportsNet.com and our YouTube and Facebook channels.

Four San Jose State opponents have canceled games with the Spartans, including Mountain West opponents Utah State, Wyoming and Boise State taking forfeit losses. UNLV, the only other Division I athletic department in the state, played its match against the Spartans, beating San Jose State 3-1 last Saturday.

San Jose State's roster is in compliance with NCAA, MW and USA Volleyball rules, which allow transgender athletes to compete in women's sports with proof they have met a serum testosterone requirement for at least one year and shown proof at the start of the competitive season, with further documentation before any championship competition. The player in question has been a member of San Jose State for three seasons without any forfeitures despite MW teams knowing the Spartans' roster included a transgender athlete. Nevada split two matches with San Jose State in 2023 and lost its lone match against the Spartans in 2022. The transgender athlete played in one of those three matches.

MW commissioner Gloria Nevarez was asked Wednesday by NSN for her reaction to teams in her conference canceling matches against San Jose State and said the MW is following national guidance.

“I'm learning a lot about the issue, learning how the policies have been developed, how to talk about it, and right now, policy is dictated not only by NCAA but also NCAA drafts off of USA volleyball," Nevarez said. "And so while there's a lot of debate currently around the issue, I think those organizations are the ones that are directing and guiding us along on how to think about the issue as it impacts college.”

EXHIBIT

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https://nevadasportsnet.com/news/reporters/nevadas-controversial-volleyball-match-against-san-jose-state-has-moved-locations

Nevada's controversial volleyball match against San Jose State has moved locations

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by Chris Murray | Tue, October 22nd 2024 at 2:53 PM

Updated Tue, October 22nd 2024 at 2:56 PM



Players on the Nevada and San Jose State volleyball teams. (File)

Nevada's controversial volleyball match against San Jose State has moved locations with both schools agreeing to change the site to San Jose, Calif.

That is a further indicator the match will not be played as Nevada's players have voted against playing the match due to the Spartans reportedly having a transgender woman on their roster.

The university, however, has said the match would not be forfeited by the school due to state and federal laws. UNR president Brian Sandoval said no players would face punishment for not playing the match but the game would be held if the Wolf Pack fielded the minimum number of six players to take the court.

The change of location will keep San Jose State from traveling to Reno only to return home without playing, which could have required the Wolf Pack to foot that bill. If the match is

canceled, Nevada would be the fifth team this season to not play San Jose State joining Southern Utah, Utah State, Wyoming and Boise State. The MW schools not playing the match have taken forfeit losses for not fielding a team since San Jose State's roster is in NCAA and MW compliance.

Nevada was scheduled to host San Jose State on Saturday at noon at the Virginia Street Gym in the only regular-season matchup between the teams.

"The Mountain West Conference women's volleyball match between Nevada and San José State University scheduled for Saturday, Oct. 26, has been moved from Reno, Nevada, to San Jose, California," Wolf Pack athletics said in a news release. "The decision to move the location of the match has been made in the best interest of both programs and the well-being of the student-athletes, coaches, athletic staff and spectators. The decision has been made with the approval of the Mountain West Conference."

For further reading on this story, see the links below:

Oct. 14: Report: Nevada volleyball to forfeit match against San Jose State over transgender player

Oct. 14: Nevada says it will move forward with match against SJSU volleyball despite player vote

Oct. 15: Gov. Joe Lombardo: I support Wolf Pack volleyball players' decision to forfeit SJSU game

Oct. 17:UNR president Brian Sandoval releases new statement on Nevada-SJSU volleyball match

Oct. 18: Nevada volleyball players considering lawsuit against university, lawyer Joey Gilbert says

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2024

Women's Volleyball Schedule

OVERALL	PCT	CONF.	PCT	HOME	AWAY	NEUTRAL
13-4	.765	11-4	.733	4-2	6-2	3-0

DATE		LOCATION	TIME/RESULTS
FRI, AUG 30	vs. Louisiana Tech	Fullerton, Calif. / Titan Gym	W 3-0
SAT, AUG 31	at Cal State Fullerton	Fullerton, Calif. / Titan Gym	W 3-1
FRI, SEP 6	at Iowa	Coralville, Iowa / Xtream Arena	W 3-1
SAT, SEP 7	vs. Delaware	Coralville, Iowa / Xtream Arena	W 3-0
SUN, SEP 8	vs. California Baptist	Coralville, Iowa / Xtream Arena	W 3-0
SUN, SEP 15	at Santa Clara	Santa Clara, Calif. / Leavey Center	W 3-2
THU, SEP 19	vs. San Francisco	San Jose, Calif. / Spartan Gym	W 3-0
SAT, SEP 21	vs. Saint-Mary's (CA)	San Jose, Calif. / Spartan Gym	W 3-0
TUE, SEP 24	at Fresno State	Fresno, Calif. / Save Mart Center	W 3-1
SAT, SEP 28	vs. Boise State	San Jose, Calif. / Spartan Gym	No Contest, W in MW play
THU, OCT 3	at Colorado State	Fort Collins, Colo. / Moby Arena	L 0-3
SAT, OCT 5	at Wyoming	Laramie, Wyo. / Uniwyo Sports Complex	No Contest, W in MW play
THU, OCT 10	vs. San Diego State	San Jose, Calif. / Spartan Gym	L 0-3

DATE		LOCATION	TIME/RESULTS
SAT, OCT 12	vs. UNLV	San Jose, Calif. / Spartan Gym	L 3-1
THU, OCT 17	at New Mexico	Albuquerque, N.M. / Johnson Center	W 3-1
SAT, OCT 19	at Air Force	USAFA, Colo. / Falcon Court at East Gym	W 3-1
WED, OCT 23	vs. Utah State	San Jose, Calif. / Spartan Gym	No Contest, W in MW Play
SAT, OCT 26	vs. Nevada	San Jose, Calif. / Spartan Gym	No Contest, W in MW Play
THU, OCT 31	vs. Air Force	San Jose, Calif. / Spartan Gym	W 3-2
SAT, NOV 2	vs. New Mexico	San Jose, Calif. / Spartan Gym	W 3-1
THU, NOV 7	at UNLV	Las Vegas, Nev. / Cox Pavilion	L 1-3
SAT, NOV 9	at San Diego State	San Diego, Calif.	L 1-3
THU, NOV 14	vs. Wyoming	San Jose, Calif. / Spartan Gym	No Contest - W in MW Play
SAT, NOV 16	vs. Colorado State	San Jose, Calif. / Spartan Gym	11:00 AM PST
TUE, NOV 19	vs. Fresno State	San Jose, Calif. / Spartan Gym	7:00 PM PST
THU, NOV 21	at Boise State	Boise, Idaho / Bronco Gym	No Contest - W in MW play
WED, NOV 27 – SAT, NOV 30	vs. TBA	Las Vegas, Nev. / Cox Pavilion	TBA



Standings

Women's Volleyball 2024

SCHOOL	MW	CPCT.	OVERALL	PCT.
Colorado State	12-3	.800	16-9	.640
San José State	11-5	.688	13-5	.722
Fresno State	10-5	.667	14-12	.538
Utah State	10-5	.667	13-12	.520
San Diego State	9-6	.600	17-8	.680
Boise State	8-8	.500	16-10	.615
Wyoming	6-9	.400	14-10	.583
New Mexico	6-10	.375	13-13	.500
Nevada	5-10	.333	12-14	.462
UNLV	5-10	.333	12-14	.462

SCHOOL	MW	CPCT.	OVERALL	PCT.
Air Force	2-13	.133	3-23	.115

WOMEN'S VOLLEYBALL
SCHEDULE STANDINGS STATS (PDF) NEWS CHAMPIONSHIP PLAYERS OF THE WEEK MO

2024-25 Mountain West Women's Volleyball
Conference Leaders
In Conference games

as of Nov 08, 2024

	Hitting Percentage	S	K	E	TA	Pct.
1.	Colorado St.	50	711	221	1586	.309
2.	Utah St.	49	698	256	1620	.273
3.	San Diego St.	53	695	253	1772	.249
4.	Boise St.	52	665	258	1877	.217
5.	Fresno St.	53	669	273	1873	.211
6.	Wyoming	53	667	277	1850	.211
7.	UNLV	48	602	274	1747	.188
8.	San Jose St.	35	425	204	1190	.186
9.	Nevada	48	580	316	1611	.164
10.	New Mexico	52	612	303	1896	.163
11.	Air Force	49	534	281	1660	.152

	Opponent Hitting Pct.	S	K	E	TA	Pct.
1.	San Jose St.	35	421	205	1217	.177
2.	Colorado St.	50	581	285	1632	.181
3.	San Diego St.	53	630	286	1834	.188
4.	Boise St.	52	652	283	1870	.197
5.	Utah St.	49	563	251	1560	.200
6.	Wyoming	53	677	290	1856	.209
7.	New Mexico	52	758	331	2033	.210
8.	Fresno St.	53	671	282	1844	.211
9.	UNLV	48	662	249	1753	.236
10.	Air Force	49	661	255	1621	.250
11.	Nevada	48	582	199	1462	.262

	Assists	S	No.	Avg/S
1.	Colorado St.	50	653	13.06
2.	Utah St.	49	634	12.94
3.	San Diego St.	53	646	12.19
4.	Boise St.	52	621	11.94
5.	Wyoming	53	620	11.70
6.	Fresno St.	53	607	11.45
7.	UNLV	48	542	11.29
8.	San Jose St.	35	390	11.14
9.	Nevada	48	530	11.04
10.	New Mexico	52	563	10.83
11.	Air Force	49	483	9.86

	Kills	S	No.	Avg/S
1.	Utah St.	49	698	14.24
2.	Colorado St.	50	711	14.22
3.	San Diego St.	53	695	13.11
4.	Boise St.	52	665	12.79
5.	Fresno St.	53	669	12.62
6.	Wyoming	53	667	12.58
7.	UNLV	48	602	12.54
8.	San Jose St.	35	425	12.14
9.	Nevada	48	580	12.08
10.	New Mexico	52	612	11.77
11.	Air Force	49	534	10.90

	Blocks	S	BS	BA	Total	Avg/S
1.	New Mexico	52	23	227	136.5	2.63
2.	Boise St.	52	16	232	132	2.54
3.	UNLV	48	33	170	118	2.46
4.	Wyoming	53	45	166	128	2.42
5.	San Diego St.	53	28	193	124.5	2.35
6.	Utah St.	49	19	192	115	2.35
7.	Fresno St.	53	48	150	123	2.32
8.	San Jose St.	35	24	112	80	2.29
9.	Colorado St.	50	17	184	109	2.18
10.	Air Force	49	25	147	98.5	2.01
11.	Nevada	48	18	127	81.5	1.70

	Service Aces	S	No.	Avg/S
1.	San Jose St.	35	71	2.03
2.	Fresno St.	53	98	1.85
3.	Boise St.	52	95	1.83
4.	Colorado St.	50	78	1.56
5.	Nevada	48	73	1.52
6.	Wyoming	53	80	1.51
7.	Utah St.	49	70	1.43
8.	UNLV	48	68	1.42
9.	Air Force	49	63	1.29
10.	New Mexico	52	64	1.23
11.	San Diego St.	53	64	1.21

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2024-25 Mountain West Women's Volleyball Conference Leaders In Conference games

as of Nov 08, 2024

	Digs	S	No.	Avg/S
1.	New Mexico	52	790	15.19
2.	Boise St.	52	773	14.87
3.	San Diego St.	53	780	14.72
4.	San Jose St.	35	509	14.54
5.	Fresno St.	53	762	14.38
6.	UNLV	48	682	14.21
7.	Wyoming	53	745	14.06
8.	Colorado St.	50	665	13.30
9.	Utah St.	49	627	12.80
10.	Air Force	49	588	12.00
11.	Nevada	48	575	11.98

Team Identification

Team	Team ID
Air Force	USAFA
Boise St.	Boise
Colorado St.	CSU
Fresno St.	Fresno
Nevada	Nevada
New Mexico	UNM
San Diego St.	SDSU
San Jose St.	SJSU
UNLV	UNLV
Utah St.	USU
Wyoming	UW

2024-25 Mountain West Women's Volleyball Conference Individual Leaders In Conference games

as of Nov 08, 2024

To be ranked, a player must appear in at least 50.0% of their team's games.

Hitting %(Min. 3.0 TA/set)

	Player	S	K	E	TA	PCT
1.	Weathers, Naeemah - CSU	49	140	30	250	.440
2.	Barlow, Tierney - USU	49	106	20	200	.430
3.	Rubright, Shea - SDSU	53	109	21	209	.421
4.	Leber, Karina - CSU	49	110	30	214	.374
5.	Purry, Kasey - Fresno	53	97	25	201	.358
6.	Fiaseu, Grace - USAFA	49	93	21	202	.356
7.	Holcomb, Sarah - UW	53	106	19	251	.347
8.	Cooper, Kat - SDSU	51	74	18	165	.339
9.	Helgesen, Loryn - USU	27	60	17	127	.339
10.	Slusser, Brooke - SJSU	35	51	10	132	.311

Kills

	Player	S	No.	Avg/S
1.	Jones, Malaya - CSU	50	217	4.34
2.	Haluska, Addison - Fresno	53	224	4.23
3.	McLaughlin, Gabby - Nevada	48	195	4.06
4.	Fleming, Blaire - SJSU	35	134	3.83
5.	Bartsch, Paige - Boise	52	195	3.75
6.	Lauterwasser, Paige - UW	53	189	3.57
7.	Payne, Lauryn - UNM	52	175	3.37
8.	Rud, Ella - Fresno	53	174	3.28
9.	Štiglic, Mara - USU	41	123	3.00
10.	Latos, Basia - UNLV	44	131	2.98

Assists

	Player	S	No.	Avg/S
1.	Herman, Emery - CSU	50	553	11.06
2.	Cowie, Brooke - Fresno	53	533	10.06
3.	Kofe, Kaylie - USU	49	485	9.90
4.	Partyka, Kasia - UW	53	511	9.64
5.	Miller, Madeleine - UNM	52	387	7.44
6.	Maeva, Tehya - Nevada	48	342	7.13
7.	Slusser, Brooke - SJSU	35	232	6.63
8.	Fafard, Arien - UNLV	48	272	5.67
9.	Loyd, Mia - USAFA	49	239	4.88
10.	Hall, Fatimah - SDSU	29	141	4.86

Service Aces

	Player	S	No.	Avg/S
1.	Rud, Ella - Fresno	53	28	0.53
2.	Slusser, Brooke - SJSU	35	18	0.51
3.	Testi, Emma - SJSU	35	17	0.49
4.	Cotton, Elle - Boise	52	22	0.42
5.	Brun, Maria - CSU	48	20	0.42
6.	Ti'a, Nayeli - SJSU	20	8	0.40
7.	Mitchell, Breanna - Boise	52	19	0.37
8.	Erickson, Skylar - UW	53	19	0.36
9.	Tynsky, Jordyn - CSU	34	12	0.35
10.	Cowie, Brooke - Fresno	53	18	0.34

Blocks

	Player	S	BS	BA	Total	Avg/S
1.	Deen-Jackson, Rheanna - UNLV	36	8	43	51	1.42
2.	Lavickyte, Liepa - UNM	49	5	60	65	1.33
3.	Purry, Kasey - Fresno	53	21	47	68	1.28
	Holcomb, Sarah - UW	53	27	41	68	1.28
5.	Kaminski, Annie - Boise	52	3	59	62	1.19
6.	Watson, Kelsey - USU	34	1	38	39	1.15
7.	Barlow, Tierney - USU	49	8	48	56	1.14
8.	Woods, Elizabeth - UNM	52	8	51	59	1.13
9.	Rubright, Shea - SDSU	53	9	48	57	1.08
10.	Mazzocca, Kayla - UW	53	12	42	54	1.02

Digs

	Player	S	No.	Avg/S
1.	Fraga, Dionii - Fresno	53	236	4.45
2.	Grizzle, Sierra - UW	53	219	4.13
3.	Danielson, Falanika - UNM	52	214	4.12
4.	Mitchell, Breanna - Boise	52	210	4.04
5.	Bender, Gianna - SDSU	53	201	3.79
6.	Suan, Jordan - USAFA	45	159	3.53
7.	Thompson, Kendel - USU	49	172	3.51
8.	Yoshimoto, Kate - CSU	50	159	3.18
9.	Singleton, Kinsley - Nevada	48	146	3.04
10.	Remensperger, Kiki - Boise	52	152	2.92

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Points

	Player	S	K	SA	BS	BA	PTS	Avg/S
1.	Jones, Malaya - CSU	50	217	12	3	26	245.0	4.90
2.	Haluska, Addison - Fresno	53	224	13	2	31	254.5	4.80
3.	Fleming, Blaire - SJSU	35	134	11	5	16	158.0	4.51
4.	McLaughlin, Gabby - Nevada	48	195	9	3	15	214.5	4.47
5.	Bartsch, Paige - Boise	52	195	16	4	29	229.5	4.41
6.	Rud, Ella - Fresno	53	174	28	4	5	208.5	3.93
7.	Lauterwasser, Paige - UW	53	189	9	1	14	206.0	3.89
8.	Payne, Lauryn - UNM	52	175	0	3	18	187.0	3.60
9.	Štiglic, Mara - USU	41	123	6	3	17	140.5	3.43
10.	Mehmedovic, Adna - USU	48	142	1	4	34	164.0	3.42

Team Identification

Team	Team ID
Air Force	USAFA
Boise St.	Boise
Colorado St.	CSU
Fresno St.	Fresno
Nevada	Nevada
New Mexico	UNM
San Diego St.	SDSU
San Jose St.	SJSU
UNLV	UNLV
Utah St.	USU
Wyoming	UW

2024-25 Mountain West Women's Volleyball
Conference Team Highs
In Conference games

as of Nov 08, 2024

Conference Team Highs

ATTACK PERCENT (K-E-TA)	.500	(40 - 5 - 70)		Utah St. vs Nevada (10/29/2024)
	.400	(50 - 14 - 90)		Colorado St. vs Air Force (10/26/2024)
	.395	(37 - 7 - 76)		Colorado St. vs UNLV (10/31/2024)
	.394	(45 - 8 - 94)		Nevada vs Air Force (10/10/2024)
	.371	(76 - 17 - 159)		Utah St. at Boise St. (10/19/2024)
KILLS (K-E-TA)	77	(77 - 27 - 192)	5s	San Diego St. at New Mexico (09/28/2024)
	76	(76 - 17 - 159)	5s	Utah St. at Boise St. (10/19/2024)
	72	(72 - 27 - 187)	5s	Boise St. vs Wyoming (11/07/2024)
	70	(70 - 24 - 176)	5s	Utah St. at San Diego St. (10/03/2024)
	69	(69 - 31 - 199)	5s	San Diego St. at Boise St. (10/24/2024)
	69	(69 - 27 - 162)	4s	Utah St. at Air Force (11/07/2024)
	68	(68 - 13 - 151)	5s	Colorado St. vs Boise St. (10/10/2024)
KILLS 3-SETS (K-E-TA)	50	(50 - 14 - 90)		Colorado St. vs Air Force (10/26/2024)
	49	(49 - 13 - 105)		Utah St. at UNLV (10/05/2024)
	49	(49 - 13 - 116)		Utah St. vs Fresno St. (10/26/2024)
KILLS 4-SETS (K-E-TA)	69	(69 - 27 - 162)		Utah St. at Air Force (11/07/2024)
	67	(67 - 27 - 179)		Fresno St. at New Mexico (10/19/2024)
	64	(64 - 21 - 178)		Boise St. at UNLV (10/26/2024)
	64	(64 - 22 - 143)		Colorado St. at Wyoming (11/05/2024)
KILLS 5-SETS (K-E-TA)	77	(77 - 27 - 192)		San Diego St. at New Mexico (09/28/2024)
	76	(76 - 17 - 159)		Utah St. at Boise St. (10/19/2024)
	72	(72 - 27 - 187)		Boise St. vs Wyoming (11/07/2024)
	70	(70 - 24 - 176)		Utah St. at San Diego St. (10/03/2024)
TOTAL ATTEMPTS (K-E-TA)	218	(66 - 28 - 218)	5s	Boise St. at Wyoming (10/12/2024)
	209	(56 - 30 - 209)	5s	Wyoming vs Boise St. (10/12/2024)
	206	(66 - 31 - 206)	5s	Air Force vs New Mexico (10/01/2024)
	199	(69 - 31 - 199)	5s	San Diego St. at Boise St. (10/24/2024)
	193	(67 - 29 - 193)	5s	New Mexico at Air Force (10/01/2024)
	192	(66 - 25 - 192)	5s	New Mexico vs San Diego St. (09/28/2024)
	192	(77 - 27 - 192)	5s	San Diego St. at New Mexico (09/28/2024)
	189	(62 - 21 - 189)	5s	Boise St. vs San Diego St. (10/24/2024)
TOTAL ATTEMPTS 3-SETS (K-E-TA)	125	(45 - 18 - 125)		Fresno St. vs New Mexico (10/31/2024)
TOTAL ATTEMPTS 4-SETS (K-E-TA)	179	(67 - 27 - 179)		Fresno St. at New Mexico (10/19/2024)
	178	(64 - 21 - 178)		Boise St. at UNLV (10/26/2024)
	175	(60 - 31 - 175)		Nevada vs New Mexico (10/12/2024)
	174	(61 - 20 - 174)		UNLV at Fresno St. (10/10/2024)
TOTAL ATTEMPTS 5-SETS (K-E-TA)	218	(66 - 28 - 218)		Boise St. at Wyoming (10/12/2024)
	209	(56 - 30 - 209)		Wyoming vs Boise St. (10/12/2024)
	206	(66 - 31 - 206)		Air Force vs New Mexico (10/01/2024)
	199	(69 - 31 - 199)		San Diego St. at Boise St. (10/24/2024)
	193	(67 - 29 - 193)		New Mexico at Air Force (10/01/2024)
ASSISTS	73		5s	San Diego St. at New Mexico (09/28/2024)
	71		5s	Utah St. at Boise St. (10/19/2024)
	67		5s	Utah St. at San Diego St. (10/03/2024)
ASSISTS 3-SETS	46			Colorado St. vs Air Force (10/26/2024)
	45			Utah St. vs Fresno St. (10/26/2024)
ASSISTS 4-SETS	63			Fresno St. at New Mexico (10/19/2024)
	60			UNLV at Fresno St. (10/10/2024)
	60			San Jose St. at New Mexico (10/17/2024)
	59			Utah St. vs New Mexico (10/10/2024)
ASSISTS 5-SETS	73			San Diego St. at New Mexico (09/28/2024)
	71			Utah St. at Boise St. (10/19/2024)
	67			Utah St. at San Diego St. (10/03/2024)

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In Conference games

Conference Team Highs

DIGS	106		5s	Boise St. at Wyoming (10/12/2024)
	105		5s	Wyoming vs Boise St. (10/12/2024)
	96		5s	San Diego St. at Boise St. (10/24/2024)
	94		5s	New Mexico at Air Force (10/01/2024)
DIGS 3-SETS	57			Fresno St. vs New Mexico (10/31/2024)
	55			New Mexico at Fresno St. (10/31/2024)
DIGS 4-SETS	77			UNLV at Fresno St. (10/10/2024)
	76			Boise St. at UNLV (10/26/2024)
	75			San Jose St. at New Mexico (10/17/2024)
	74			Fresno St. vs UNLV (10/10/2024)
	73			San Jose St. at Fresno St. (09/24/2024)
	73			New Mexico vs San Jose St. (10/17/2024)
DIGS 5-SETS	106			Boise St. at Wyoming (10/12/2024)
	105			Wyoming vs Boise St. (10/12/2024)
	96			San Diego St. at Boise St. (10/24/2024)
	94			New Mexico at Air Force (10/01/2024)
ACES	16			Fresno St. vs San Diego St. (10/12/2024)
	14			UNLV at San Jose St. (10/12/2024)
	13			Wyoming at Utah St. (09/28/2024)
	13			Boise St. vs Utah St. (10/19/2024)
	13			Boise St. vs San Diego St. (10/24/2024)
	13			Fresno St. vs Nevada (10/24/2024)
BLOCKS (BS-BA)	19.0	(2 - 34)		Colorado St. at Utah St. (09/26/2024)
	18.5	(1 - 35)		New Mexico at Utah St. (10/10/2024)
	18.0	(4 - 28)		UNLV vs Nevada (10/03/2024)
	18.0	(2 - 32)		New Mexico vs Nevada (11/07/2024)
	17.0	(8 - 18)		Wyoming at Nevada (09/26/2024)
	17.0	(3 - 28)		New Mexico at Nevada (10/12/2024)
	17.0	(4 - 26)		San Diego St. vs UNLV (10/22/2024)
	17.0	(1 - 32)		Boise St. vs San Diego St. (10/24/2024)
	16.0	(6 - 20)		Fresno St. vs Boise St. (09/26/2024)

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Conference Individual Highs

ATTACK PERCENT (K-E-TA) minimum 12 kills	.667	(13 - 1 - 18)		Barlow, Tierney(Utah St.) vs Boise St. (10/31/2024)
	.647	(12 - 1 - 17)		Cooper, Kat(San Diego St.) vs Fresno St. (11/07/2024)
	.640	(16 - 0 - 25)		Mehmedovic, Adna(Utah St.) vs Fresno St. (10/26/2024)
KILLS (K-E-TA)	31	(31 - 10 - 64)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	29	(29 - 9 - 78)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	28	(28 - 7 - 55)	5s	Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
	28	(28 - 3 - 49)	5s	Simovski, Andrea(Utah St.) at Boise St. (10/19/2024)
	25	(25 - 4 - 62)	4s	Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	24	(24 - 8 - 68)	4s	Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	24	(24 - 8 - 56)	5s	Jones, Malaya(Colorado St.) at San Diego St. (10/17/2024)
	24	(24 - 7 - 49)	5s	Mitchell, Talea(San Diego St.) vs Colorado St. (10/17/2024)
KILLS 3-SETS (K-E-TA)	21	(21 - 4 - 35)		Jones, Malaya(Colorado St.) at UNLV (10/19/2024)
	18	(18 - 6 - 46)		Haluska, Addison(Fresno St.) vs New Mexico (10/31/2024)
KILLS 4-SETS (K-E-TA)	25	(25 - 4 - 62)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	24	(24 - 8 - 68)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	22	(22 - 12 - 73)		Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	22	(22 - 4 - 38)		Jones, Malaya(Colorado St.) at Nevada (09/28/2024)
KILLS 5-SETS (K-E-TA)	31	(31 - 10 - 64)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	29	(29 - 9 - 78)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	28	(28 - 7 - 55)		Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
	28	(28 - 3 - 49)		Simovski, Andrea(Utah St.) at Boise St. (10/19/2024)
TOTAL ATTEMPTS (K-E-TA)	78	(29 - 9 - 78)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	73	(22 - 12 - 73)	4s	Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	71	(17 - 10 - 71)	5s	Bartsch, Paige(Boise St.) at Wyoming (10/12/2024)
	68	(24 - 8 - 68)	4s	Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	65	(21 - 11 - 65)	5s	Haluska, Addison(Fresno St.) vs Boise St. (09/26/2024)
	64	(23 - 9 - 64)	5s	Bartsch, Paige(Boise St.) vs San Diego St. (10/24/2024)
	64	(16 - 12 - 64)	5s	McLaughlin, Gabby(Nevada) at UNLV (10/03/2024)
	64	(31 - 10 - 64)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	63	(19 - 6 - 63)	5s	Lauterwasser, Paige(Wyoming) vs Boise St. (10/12/2024)
	63	(23 - 7 - 63)	5s	Payne, Lauryn(New Mexico) vs San Diego St. (09/28/2024)
TOTAL ATTEMPTS 3-SETS (K-E-TA)	46	(18 - 6 - 46)		Haluska, Addison(Fresno St.) vs New Mexico (10/31/2024)
	42	(14 - 10 - 42)		Fleming, Blaire(San Jose St.) at Colorado St. (10/03/2024)
TOTAL ATTEMPTS 4-SETS (K-E-TA)	73	(22 - 12 - 73)		Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	68	(24 - 8 - 68)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	62	(25 - 4 - 62)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	61	(17 - 12 - 61)		Payne, Lauryn(New Mexico) vs UNLV (09/26/2024)
	59	(18 - 10 - 59)		Rud, Ella(Fresno St.) vs San Jose St. (09/24/2024)
TOTAL ATTEMPTS 5-SETS (K-E-TA)	78	(29 - 9 - 78)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	71	(17 - 10 - 71)		Bartsch, Paige(Boise St.) at Wyoming (10/12/2024)
	65	(21 - 11 - 65)		Haluska, Addison(Fresno St.) vs Boise St. (09/26/2024)
	64	(23 - 9 - 64)		Bartsch, Paige(Boise St.) vs San Diego St. (10/24/2024)
	64	(16 - 12 - 64)		McLaughlin, Gabby(Nevada) at UNLV (10/03/2024)
	64	(31 - 10 - 64)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
POINTS (K-A-B)	34.0	(31 - 3 - 0.0)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	32.0	(29 - 2 - 1.0)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	31.0	(21 - 6 - 4.0)	5s	Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	31.0	(28 - 0 - 3.0)	5s	Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
POINTS 3-SET (K-A-B)	21.5	(21 - 0 - 0.5)		Jones, Malaya(Colorado St.) at UNLV (10/19/2024)
	20.0	(18 - 1 - 1.0)		Haluska, Addison(Fresno St.) vs New Mexico (10/31/2024)
POINTS 4-SETS (K-A-B)	29.0	(25 - 2 - 2.0)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	27.0	(24 - 0 - 3.0)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)



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Conference Individual Highs

POINTS 5-SETS (K-A-B)	34.0	(31 - 3 - 0.0)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	32.0	(29 - 2 - 1.0)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	31.0	(21 - 6 - 4.0)		Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	31.0	(28 - 0 - 3.0)		Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
ASSISTS	54		5s	Miller, Madeleine(New Mexico) at Air Force (10/01/2024)
	52		4s	Herman, Emery(Colorado St.) at Wyoming (11/05/2024)
	52		4s	Kofe, Kaylie(Utah St.) vs New Mexico (10/10/2024)
	52		5s	Kofe, Kaylie(Utah St.) at Nevada (10/15/2024)
ASSISTS 3-SETS	41			Kofe, Kaylie(Utah St.) vs Fresno St. (10/26/2024)
	40			Herman, Emery(Colorado St.) vs Air Force (10/26/2024)
	38			Cowie, Brooke(Fresno St.) at Utah St. (10/26/2024)
	38			Herman, Emery(Colorado St.) at UNLV (10/19/2024)
ASSISTS 4-SETS	52			Herman, Emery(Colorado St.) at Wyoming (11/05/2024)
	52			Kofe, Kaylie(Utah St.) vs New Mexico (10/10/2024)
	51			Cowie, Brooke(Fresno St.) at New Mexico (10/19/2024)
	50			Herman, Emery(Colorado St.) at Nevada (09/28/2024)
	49			Kofe, Kaylie(Utah St.) vs Boise St. (10/31/2024)
ASSISTS 5-SETS	54			Miller, Madeleine(New Mexico) at Air Force (10/01/2024)
	52			Kofe, Kaylie(Utah St.) at Nevada (10/15/2024)
DIGS	35		5s	Grizzle, Sierra(Wyoming) vs Boise St. (10/12/2024)
	31		5s	Fraga, Dionii(Fresno St.) vs Boise St. (09/26/2024)
	29		5s	Mitchell, Breanna(Boise St.) at Wyoming (10/12/2024)
DIGS 3-SETS	23			Danielson, Falanika(New Mexico) at Fresno St. (10/31/2024)
	18			Bender, Gianna(San Diego St.) vs Wyoming (10/19/2024)
DIGS 4-SETS	27			Mitchell, Breanna(Boise St.) vs Air Force (10/03/2024)
	26			Fraga, Dionii(Fresno St.) vs San Jose St. (09/24/2024)
	25			Danielson, Falanika(New Mexico) vs Fresno St. (10/19/2024)
DIGS 5-SETS	35			Grizzle, Sierra(Wyoming) vs Boise St. (10/12/2024)
	31			Fraga, Dionii(Fresno St.) vs Boise St. (09/26/2024)
	29			Mitchell, Breanna(Boise St.) at Wyoming (10/12/2024)
ACES	7			Slusser, Brooke(San Jose St.) at Air Force (10/19/2024)
	6			Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	6			Singleton, Kinsley(Nevada) vs Utah St. (10/15/2024)
	5			Cotton, Elle(Boise St.) vs San Diego St. (10/24/2024)
	5			Mitchell, Breanna(Boise St.) vs New Mexico (10/05/2024)
	5			Rud, Ella(Fresno St.) vs San Diego St. (10/12/2024)
	5			Testi, Emma(San Jose St.) vs UNLV (10/12/2024)
	5			Ti'a, Nayeli(San Jose St.) vs Air Force (10/31/2024)
BLOCKS (BS-BA)	12.0	(0 - 12)		Lavickyte, Liepa(New Mexico) vs Nevada (11/07/2024)
	11.0	(6 - 5)		Holcomb, Sarah(Wyoming) at Nevada (09/26/2024)
	11.0	(4 - 7)		Holcomb, Sarah(Wyoming) at Air Force (10/24/2024)
	11.0	(3 - 8)		Rubright, Shea(San Diego St.) vs UNLV (10/22/2024)
	11.0	(1 - 10)		Weathers, Naeemah(Colorado St.) at Utah St. (09/26/2024)
	10.0	(0 - 10)		Bouyer, Jada(New Mexico) vs Nevada (11/07/2024)
	10.0	(2 - 8)		Deen-Jackson, Rheanna(UNLV) vs Nevada (10/03/2024)
	10.0	(3 - 7)		Holcomb, Sarah(Wyoming) at Utah St. (09/28/2024)
	10.0	(0 - 10)		Kaminski, Annie(Boise St.) vs Air Force (10/03/2024)
	10.0	(4 - 6)		Purry, Kasey(Fresno St.) vs Nevada (10/24/2024)
	10.0	(1 - 9)		Sellers, Mya(Fresno St.) vs Boise St. (09/26/2024)
	10.0	(0 - 10)		Woods, Elizabeth(New Mexico) at Utah St. (10/10/2024)

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All games

as of Nov 08, 2024

	Hitting Percentage	S	K	E	TA	Pct.
1.	Colorado St.	89	1216	391	2832	.291
2.	San Diego St.	94	1263	438	3126	.264
3.	San Jose St.	63	824	335	2153	.227
4.	Wyoming	95	1212	479	3270	.224
5.	Boise St.	91	1182	468	3277	.218
6.	Utah St.	94	1202	540	3056	.217
7.	Fresno St.	98	1224	490	3404	.216
8.	UNLV	91	1139	477	3195	.207
9.	Nevada	96	1176	586	3223	.183
10.	New Mexico	91	1095	523	3306	.173
11.	Air Force	84	906	488	2882	.145

	Opponent Hitting Pct.	S	K	E	TA	Pct.
1.	San Jose St.	63	718	388	2210	.149
2.	Wyoming	95	1182	564	3308	.187
3.	San Diego St.	94	1109	499	3157	.193
4.	New Mexico	91	1264	569	3545	.196
5.	Boise St.	91	1112	479	3217	.197
6.	Colorado St.	89	1108	504	2969	.203
7.	UNLV	91	1189	493	3206	.217
8.	Fresno St.	98	1260	514	3383	.221
9.	Utah St.	94	1119	468	2918	.223
10.	Nevada	96	1142	421	3008	.240
11.	Air Force	84	1161	438	2867	.252

	Assists	S	No.	Avg/S
1.	San Diego St.	94	1183	12.59
2.	Colorado St.	89	1119	12.57
3.	Boise St.	91	1107	12.16
4.	Wyoming	95	1133	11.93
5.	San Jose St.	63	751	11.92
6.	Utah St.	94	1115	11.86
7.	Fresno St.	98	1121	11.44
8.	Nevada	96	1090	11.35
9.	UNLV	91	1024	11.25
10.	New Mexico	91	1020	11.21
11.	Air Force	84	818	9.74

	Kills	S	No.	Avg/S
1.	Colorado St.	89	1216	13.66
2.	San Diego St.	94	1263	13.44
3.	San Jose St.	63	824	13.08
4.	Boise St.	91	1182	12.99
5.	Utah St.	94	1202	12.79
6.	Wyoming	95	1212	12.76
7.	UNLV	91	1139	12.52
8.	Fresno St.	98	1224	12.49
9.	Nevada	96	1176	12.25
10.	New Mexico	91	1095	12.03
11.	Air Force	84	906	10.79

	Blocks	S	BS	BA	Total	Avg/S
1.	San Jose St.	63	40	250	165	2.62
2.	Wyoming	95	77	338	246	2.59
3.	UNLV	91	53	348	227	2.49
4.	New Mexico	91	49	349	223.5	2.46
5.	Boise St.	91	28	384	220	2.42
6.	San Diego St.	94	49	331	214.5	2.28
7.	Fresno St.	98	71	296	219	2.23
8.	Utah St.	94	39	335	206.5	2.20
9.	Colorado St.	89	36	314	193	2.17
10.	Air Force	84	38	250	163	1.94
11.	Nevada	96	34	273	170.5	1.78

	Service Aces	S	No.	Avg/S
1.	Boise St.	91	193	2.12
2.	San Jose St.	63	109	1.73
3.	Fresno St.	98	163	1.66
4.	Wyoming	95	143	1.51
5.	Nevada	96	144	1.50
6.	Colorado St.	89	127	1.43
7.	Utah St.	94	133	1.41
8.	San Diego St.	94	131	1.39
9.	UNLV	91	121	1.33
10.	New Mexico	91	113	1.24
11.	Air Force	84	103	1.23

2024-25 Mountain West Women's Volleyball Conference Leaders
All games

	Digs	S	No.	Avg/S
1.	New Mexico	91	1432	15.74
2.	San Jose St.	63	930	14.76
3.	Boise St.	91	1341	14.74
4.	San Diego St.	94	1319	14.03
5.	Wyoming	95	1331	14.01
6.	Fresno St.	98	1367	13.95
7.	UNLV	91	1218	13.38
8.	Colorado St.	89	1164	13.08
9.	Nevada	96	1238	12.90
10.	Air Force	84	1063	12.65
11.	Utah St.	94	1124	11.96

Team Identification

Team	Team ID
Air Force	USAFA
Boise St.	Boise
Colorado St.	CSU
Fresno St.	Fresno
Nevada	Nevada
New Mexico	UNM
San Diego St.	SDSU
San Jose St.	SJSU
UNLV	UNLV
Utah St.	USU
Wyoming	UW

2024-25 Mountain West Women's Volleyball
Conference Team Highs
All games

as of Nov 08, 2024

Conference Team Highs

ATTACK PERCENT (K-E-TA)	.500	(40 - 5 - 70)		Utah St. vs Nevada (10/29/2024)
	.442	(42 - 8 - 77)		UNLV vs South Alabama (N) (09/06/2024)
	.438	(43 - 4 - 89)		UNLV vs Pacific (09/01/2024)
	.402	(48 - 13 - 87)		San Jose St. vs San Francisco (09/19/2024)
	.400	(50 - 14 - 90)		Colorado St. vs Air Force (10/26/2024)
	.395	(37 - 7 - 76)		Colorado St. vs UNLV (10/31/2024)
	.394	(45 - 8 - 94)		Nevada vs Air Force (10/10/2024)
	.388	(50 - 12 - 98)		Wyoming vs UAlbany (09/20/2024)
	.374	(63 - 14 - 131)		Colorado St. vs Central Ark. (09/07/2024)
	.371	(76 - 17 - 159)		Utah St. at Boise St. (10/19/2024)
KILLS (K-E-TA)	77	(77 - 27 - 192)	5s	San Diego St. at New Mexico (09/28/2024)
	76	(76 - 17 - 159)	5s	Utah St. at Boise St. (10/19/2024)
	72	(72 - 27 - 187)	5s	Boise St. vs Wyoming (11/07/2024)
	70	(70 - 24 - 145)	5s	Nevada vs Seattle U (N) (09/05/2024)
	70	(70 - 24 - 176)	5s	Utah St. at San Diego St. (10/03/2024)
	69	(69 - 25 - 175)	5s	Utah St. vs Green Bay (N) (08/30/2024)
	69	(69 - 31 - 199)	5s	San Diego St. at Boise St. (10/24/2024)
	69	(69 - 27 - 162)	4s	Utah St. at Air Force (11/07/2024)
	68	(68 - 31 - 182)	5s	San Diego St. vs CSUN (N) (08/31/2024)
	68	(68 - 22 - 192)	5s	Wyoming at Akron (09/06/2024)
	68	(68 - 23 - 165)	5s	San Diego St. vs Eastern Wash. (N) (09/21/2024)
	68	(68 - 13 - 151)	5s	Colorado St. vs Boise St. (10/10/2024)
KILLS 3-SETS (K-E-TA)	51	(51 - 16 - 118)		San Jose St. vs Saint Mary's (CA) (09/21/2024)
	50	(50 - 12 - 98)		Wyoming vs UAlbany (09/20/2024)
	50	(50 - 14 - 90)		Colorado St. vs Air Force (10/26/2024)
	49	(49 - 15 - 122)		San Jose St. vs California Baptist (N) (09/08/2024)
	49	(49 - 13 - 105)		Utah St. at UNLV (10/05/2024)
	49	(49 - 13 - 116)		Utah St. vs Fresno St. (10/26/2024)
KILLS 4-SETS (K-E-TA)	69	(69 - 27 - 162)		Utah St. at Air Force (11/07/2024)
	67	(67 - 27 - 179)		Fresno St. at New Mexico (10/19/2024)
	64	(64 - 19 - 133)		Colorado St. at Colorado (09/20/2024)
	64	(64 - 21 - 178)		Boise St. at UNLV (10/26/2024)
	64	(64 - 22 - 143)		Colorado St. at Wyoming (11/05/2024)
KILLS 5-SETS (K-E-TA)	77	(77 - 27 - 192)		San Diego St. at New Mexico (09/28/2024)
	76	(76 - 17 - 159)		Utah St. at Boise St. (10/19/2024)
	72	(72 - 27 - 187)		Boise St. vs Wyoming (11/07/2024)
	70	(70 - 24 - 145)		Nevada vs Seattle U (N) (09/05/2024)
	70	(70 - 24 - 176)		Utah St. at San Diego St. (10/03/2024)
TOTAL ATTEMPTS (K-E-TA)	218	(66 - 28 - 218)	5s	Boise St. at Wyoming (10/12/2024)
	209	(56 - 30 - 209)	5s	Wyoming vs Boise St. (10/12/2024)
	206	(66 - 31 - 206)	5s	Air Force vs New Mexico (10/01/2024)
	199	(69 - 31 - 199)	5s	San Diego St. at Boise St. (10/24/2024)
	193	(67 - 29 - 193)	5s	New Mexico at Air Force (10/01/2024)
	192	(68 - 22 - 192)	5s	Wyoming at Akron (09/06/2024)
	192	(66 - 25 - 192)	5s	New Mexico vs San Diego St. (09/28/2024)
	192	(77 - 27 - 192)	5s	San Diego St. at New Mexico (09/28/2024)
	191	(66 - 32 - 191)	5s	UNLV vs UC San Diego (N) (09/19/2024)
	189	(62 - 21 - 189)	5s	Boise St. vs San Diego St. (10/24/2024)
TOTAL ATTEMPTS 3-SETS (K-E-TA)	130	(38 - 15 - 130)		New Mexico vs Kansas City (N) (09/05/2024)
	127	(40 - 23 - 127)		Boise St. vs Utah Valley (N) (09/07/2024)
	125	(45 - 18 - 125)		Fresno St. vs New Mexico (10/31/2024)
	124	(32 - 11 - 124)		Air Force at Saint Mary's (CA) (09/19/2024)
	123	(34 - 18 - 123)		Air Force vs Seattle U (N) (09/21/2024)

Conference Team Highs

TOTAL ATTEMPTS 4-SETS (K-E-TA)	179	(67 - 27 - 179)		Fresno St. at New Mexico (10/19/2024)
	178	(64 - 21 - 178)		Boise St. at UNLV (10/26/2024)
	177	(53 - 35 - 177)		Boise St. vs Idaho St. (09/14/2024)
	175	(60 - 31 - 175)		Nevada vs New Mexico (10/12/2024)
	174	(61 - 20 - 174)		UNLV at Fresno St. (10/10/2024)
TOTAL ATTEMPTS 5-SETS (K-E-TA)	218	(66 - 28 - 218)		Boise St. at Wyoming (10/12/2024)
	209	(56 - 30 - 209)		Wyoming vs Boise St. (10/12/2024)
	206	(66 - 31 - 206)		Air Force vs New Mexico (10/01/2024)
	199	(69 - 31 - 199)		San Diego St. at Boise St. (10/24/2024)
	193	(67 - 29 - 193)		New Mexico at Air Force (10/01/2024)
ASSISTS	73		5s	San Diego St. at New Mexico (09/28/2024)
	71		5s	Utah St. at Boise St. (10/19/2024)
	68		5s	San Diego St. vs Eastern Wash. (N) (09/21/2024)
	67		5s	Nevada vs Seattle U (N) (09/05/2024)
	67		5s	Utah St. at San Diego St. (10/03/2024)
ASSISTS 3-SETS	48			Wyoming vs UAlbany (09/20/2024)
	47			San Jose St. vs San Francisco (09/19/2024)
	46			San Jose St. vs Saint Mary's (CA) (09/21/2024)
	46			Colorado St. vs Air Force (10/26/2024)
	45			San Jose St. vs California Baptist (N) (09/08/2024)
	45			Utah St. vs Fresno St. (10/26/2024)
ASSISTS 4-SETS	63			Fresno St. at New Mexico (10/19/2024)
	60			San Diego St. vs Tulane (09/07/2024)
	60			UNLV at Fresno St. (10/10/2024)
	60			San Jose St. at New Mexico (10/17/2024)
	59			Utah St. vs New Mexico (10/10/2024)
ASSISTS 5-SETS	73			San Diego St. at New Mexico (09/28/2024)
	71			Utah St. at Boise St. (10/19/2024)
	68			San Diego St. vs Eastern Wash. (N) (09/21/2024)
	67			Nevada vs Seattle U (N) (09/05/2024)
	67			Utah St. at San Diego St. (10/03/2024)
DIGS	106		5s	Boise St. at Wyoming (10/12/2024)
	105		5s	Wyoming vs Boise St. (10/12/2024)
	100		5s	New Mexico at Northern Ariz. (09/12/2024)
	96		5s	San Diego St. at Boise St. (10/24/2024)
	94		5s	New Mexico at Air Force (10/01/2024)
DIGS 3-SETS	68			New Mexico vs Kansas City (N) (09/05/2024)
	61			San Jose St. vs California Baptist (N) (09/08/2024)
	58			Wyoming vs Coppin St. (09/19/2024)
	57			Fresno St. vs New Mexico (10/31/2024)
	55			New Mexico at Fresno St. (10/31/2024)
DIGS 4-SETS	77			UNLV at Fresno St. (10/10/2024)
	76			Boise St. at UNLV (10/26/2024)
	75			San Jose St. at New Mexico (10/17/2024)
	74			Fresno St. vs UNLV (10/10/2024)
	73			San Jose St. at Fresno St. (09/24/2024)
	73			New Mexico vs San Jose St. (10/17/2024)
DIGS 5-SETS	106			Boise St. at Wyoming (10/12/2024)
	105			Wyoming vs Boise St. (10/12/2024)
	100			New Mexico at Northern Ariz. (09/12/2024)
	96			San Diego St. at Boise St. (10/24/2024)
	94			New Mexico at Air Force (10/01/2024)

Conference Team Highs

ACES	16			Fresno St. vs San Diego St. (10/12/2024)
	14			UNLV at San Jose St. (10/12/2024)
	13			Wyoming at Utah St. (09/28/2024)
	13			Boise St. vs Utah St. (10/19/2024)
	13			Boise St. vs San Diego St. (10/24/2024)
	13			Fresno St. vs Nevada (10/24/2024)
BLOCKS (BS-BA)	19.0	(2 - 34)		Colorado St. at Utah St. (09/26/2024)
	18.5	(1 - 35)		New Mexico at Utah St. (10/10/2024)
	18.0	(2 - 32)		San Jose St. at Santa Clara (09/15/2024)
	18.0	(4 - 28)		UNLV vs Nevada (10/03/2024)
	18.0	(2 - 32)		New Mexico vs Nevada (11/07/2024)
	17.0	(8 - 18)		Wyoming at Nevada (09/26/2024)
	17.0	(3 - 28)		New Mexico at Nevada (10/12/2024)
	17.0	(4 - 26)		San Diego St. vs UNLV (10/22/2024)
	17.0	(1 - 32)		Boise St. vs San Diego St. (10/24/2024)
	16.0	(5 - 22)		Wyoming vs UC Irvine (N) (09/14/2024)
	16.0	(6 - 20)		Fresno St. vs Boise St. (09/26/2024)

2024-25 Mountain West Women's Volleyball Conference Individual Leaders
All games

as of Nov 08, 2024

To be ranked, a player must appear in at least 50.0% of their team's games.

Hitting %(Min. 3.0 TA/set)

	Player	S	K	E	TA	PCT
1.	Rubright, Shea - SDSU	94	207	32	383	.457
2.	Weathers, Naeemah - CSU	88	217	46	396	.432
3.	Freeman, Jordyn - UNLV	59	120	30	236	.381
4.	Slusser, Brooke - SJSU	63	98	15	220	.377
5.	Leber, Karina - CSU	88	183	50	359	.370
6.	Barlow, Tierney - USU	92	155	35	327	.367
7.	Purry, Kasey - Fresno	98	171	45	355	.355
8.	Cooper, Kat - SDSU	74	120	33	256	.340
9.	Holcomb, Sarah - UW	95	194	48	438	.333
10.	Kaminski, Annie - Boise	91	199	53	439	.333

Kills

	Player	S	No.	Avg/S
1.	Jones, Malaya - CSU	89	389	4.37
2.	McLaughlin, Gabby - Nevada	96	367	3.82
3.	Fleming, Blaire - SJSU	63	237	3.76
4.	Rud, Ella - Fresno	98	368	3.76
5.	Bartsch, Paige - Boise	91	339	3.73
6.	Ti'a, Nayeli - SJSU	48	176	3.67
7.	Haluska, Addison - Fresno	98	358	3.65
8.	Lauterwasser, Paige - UW	95	326	3.43
9.	Payne, Lauryn - UNM	89	285	3.20
10.	Underwood, Taylor - SDSU	94	291	3.10

Assists

	Player	S	No.	Avg/S
1.	Herman, Emery - CSU	89	945	10.62
2.	Cowie, Brooke - Fresno	98	985	10.05
3.	Partyka, Kasia - UW	95	937	9.86
4.	Slusser, Brooke - SJSU	63	496	7.87
5.	Maeva, Tehya - Nevada	96	754	7.85
6.	Kofe, Kaylie - USU	88	675	7.67
7.	Miller, Madeleine - UNM	91	689	7.57
8.	Gonzalez, Sarena - SDSU	52	291	5.60
9.	Fafard, Arien - UNLV	89	479	5.38
10.	Hall, Fatimah - SDSU	53	281	5.30

Service Aces

	Player	S	No.	Avg/S
1.	Mitchell, Breanna - Boise	91	43	0.47
2.	Rud, Ella - Fresno	98	45	0.46
3.	Bartsch, Paige - Boise	91	39	0.43
	Testi, Emma - SJSU	63	27	0.43
5.	Brun, Maria - CSU	71	30	0.42
6.	Slusser, Brooke - SJSU	63	24	0.38
7.	Cotton, Elle - Boise	90	33	0.37
8.	Cowie, Brooke - Fresno	98	35	0.36
9.	Remensperger, Kiki - Boise	91	31	0.34
10.	Ti'a, Nayeli - SJSU	48	16	0.33

Blocks

	Player	S	BS	BA	Total	Avg/S
1.	Lavickyte, Liepa - UNM	70	10	81	91	1.30
2.	Holcomb, Sarah - UW	95	43	78	121	1.27
3.	Mazzocca, Kayla - UW	95	24	91	115	1.21
4.	Freeman, Jordyn - UNLV	59	15	56	71	1.20
5.	Deen-Jackson, Rheanna - UNLV	76	13	77	90	1.18
6.	Purry, Kasey - Fresno	98	28	88	116	1.18
7.	Watson, Kelsey - USU	66	10	66	76	1.15
8.	Kaminski, Annie - Boise	91	5	99	104	1.14
9.	Testi, Emma - SJSU	63	6	65	71	1.13
10.	Woods, Elizabeth - UNM	91	16	83	99	1.09

Digs

	Player	S	No.	Avg/S
1.	Grizzle, Sierra - UW	95	393	4.14
2.	Danielson, Falanika - UNM	91	375	4.12
3.	Fraga, Dionii - Fresno	98	403	4.11
4.	Mitchell, Breanna - Boise	91	355	3.90
5.	Suan, Jordan - USAFA	80	298	3.73
6.	Singleton, Kinsley - Nevada	96	352	3.67
7.	Bender, Gianna - SDSU	93	335	3.60
8.	Yoshimoto, Kate - CSU	77	260	3.38
9.	King, Caleigh - UNLV	91	278	3.05
10.	Jefferson, Kialah - UNM	85	244	2.87



2024-25 Mountain West Women's Volleyball
Conference Individual Leaders
All games

as of Nov 08, 2024

Points

	Player	S	K	SA	BS	BA	PTS	Avg/S
1.	Jones, Malaya - CSU	89	389	19	4	46	435.0	4.89
2.	Bartsch, Paige - Boise	91	339	39	9	50	412.0	4.53
3.	Ti'a, Nayeli - SJSU	48	176	16	9	24	213.0	4.44
4.	Fleming, Blaire - SJSU	63	237	16	8	31	276.5	4.39
5.	Rud, Ella - Fresno	98	368	45	6	18	428.0	4.37
6.	Haluska, Addison - Fresno	98	358	29	4	48	415.0	4.23
7.	McLaughlin, Gabby - Nevada	96	367	17	3	25	399.5	4.16
8.	Lauterwasser, Paige - UW	95	326	16	2	31	359.5	3.78
9.	Underwood, Taylor - SDSU	94	291	6	6	43	324.5	3.45
10.	Payne, Lauryn - UNM	89	285	0	5	28	304.0	3.42

Team Identification

Team	Team ID
Air Force	USAFA
Boise St.	Boise
Colorado St.	CSU
Fresno St.	Fresno
Nevada	Nevada
New Mexico	UNM
San Diego St.	SDSU
San Jose St.	SJSU
UNLV	UNLV
Utah St.	USU
Wyoming	UW

Conference Individual Highs

ATTACK PERCENT (K-E-TA) minimum 12 kills	.923	(12 - 0 - 13)		Bryant, Brooke(San Jose St.) vs San Francisco (09/19/2024)
	.733	(12 - 1 - 15)		Leber, Karina(Colorado St.) vs Central Ark. (09/07/2024)
	.696	(16 - 0 - 23)		Mitchell, Talea(San Diego St.) vs Seattle U (N) (09/01/2024)
	.667	(13 - 1 - 18)		Barlow, Tierney(Utah St.) vs Boise St. (10/31/2024)
	.667	(15 - 1 - 21)		Rubright, Shea(San Diego St.) vs Tulane (09/07/2024)
	.667	(15 - 1 - 21)		Weathers, Naeemah(Colorado St.) at Colorado (09/20/2024)
	.650	(14 - 1 - 20)		Kaminski, Annie(Boise St.) at Montana (09/08/2024)
	.647	(12 - 1 - 17)		Cooper, Kat(San Diego St.) vs Fresno St. (11/07/2024)
	.640	(16 - 0 - 25)		Mehmedovic, Adna(Utah St.) vs Fresno St. (10/26/2024)
	.640	(17 - 1 - 25)		Rubright, Shea(San Diego St.) vs Portland St. (09/06/2024)
KILLS (K-E-TA)	31	(31 - 10 - 64)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	29	(29 - 9 - 78)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	29	(29 - 8 - 63)	5s	Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)
	28	(28 - 7 - 55)	5s	Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
	28	(28 - 6 - 62)	5s	Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	28	(28 - 3 - 49)	5s	Simovski, Andrea(Utah St.) at Boise St. (10/19/2024)
	26	(26 - 4 - 53)	4s	Jones, Malaya(Colorado St.) vs Central Ark. (09/07/2024)
	25	(25 - 5 - 39)	4s	Fleming, Blaire(San Jose St.) at Cal St. Fullerton (08/31/2024)
	25	(25 - 4 - 62)	4s	Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	24	(24 - 8 - 68)	4s	Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	24	(24 - 8 - 56)	5s	Jones, Malaya(Colorado St.) at San Diego St. (10/17/2024)
	24	(24 - 7 - 49)	5s	Mitchell, Talea(San Diego St.) vs Colorado St. (10/17/2024)
KILLS 3-SETS (K-E-TA)	23	(23 - 8 - 53)		Ti'a, Nayeli(San Jose St.) vs California Baptist (N) (09/08/2024)
	21	(21 - 4 - 35)		Jones, Malaya(Colorado St.) at UNLV (10/19/2024)
	18	(18 - 6 - 46)		Haluska, Addison(Fresno St.) vs New Mexico (10/31/2024)
	18	(18 - 7 - 39)		Ti'a, Nayeli(San Jose St.) vs Delaware (N) (09/07/2024)
	18	(18 - 6 - 30)		Ti'a, Nayeli(San Jose St.) vs San Francisco (09/19/2024)
KILLS 4-SETS (K-E-TA)	26	(26 - 4 - 53)		Jones, Malaya(Colorado St.) vs Central Ark. (09/07/2024)
	25	(25 - 5 - 39)		Fleming, Blaire(San Jose St.) at Cal St. Fullerton (08/31/2024)
	25	(25 - 4 - 62)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	24	(24 - 8 - 68)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	22	(22 - 12 - 73)		Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	22	(22 - 7 - 42)		Jones, Malaya(Colorado St.) vs Michigan St. (08/31/2024)
	22	(22 - 9 - 50)		Jones, Malaya(Colorado St.) at Colorado (09/20/2024)
	22	(22 - 4 - 38)		Jones, Malaya(Colorado St.) at Nevada (09/28/2024)
KILLS 5-SETS (K-E-TA)	31	(31 - 10 - 64)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	29	(29 - 9 - 78)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	29	(29 - 8 - 63)		Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)
	28	(28 - 7 - 55)		Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
	28	(28 - 6 - 62)		Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	28	(28 - 3 - 49)		Simovski, Andrea(Utah St.) at Boise St. (10/19/2024)
TOTAL ATTEMPTS (K-E-TA)	78	(29 - 9 - 78)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	73	(22 - 12 - 73)	4s	Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	71	(17 - 10 - 71)	5s	Bartsch, Paige(Boise St.) at Wyoming (10/12/2024)
	68	(24 - 8 - 68)	4s	Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	65	(21 - 11 - 65)	5s	Haluska, Addison(Fresno St.) vs Boise St. (09/26/2024)
	64	(23 - 9 - 64)	5s	Bartsch, Paige(Boise St.) vs San Diego St. (10/24/2024)
	64	(16 - 12 - 64)	5s	McLaughlin, Gabby(Nevada) at UNLV (10/03/2024)
	64	(31 - 10 - 64)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	63	(19 - 6 - 63)	5s	Lauterwasser, Paige(Wyoming) vs Boise St. (10/12/2024)
	63	(23 - 7 - 63)	5s	Payne, Lauryn(New Mexico) vs San Diego St. (09/28/2024)
	63	(29 - 8 - 63)	5s	Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)

Conference Individual Highs

TOTAL ATTEMPTS 3-SETS (K-E-TA)	53	(23 - 8 - 53)		Ti'a, Nayeli(San Jose St.) vs California Baptist (N) (09/08/2024)
	46	(18 - 6 - 46)		Haluska, Addison(Fresno St.) vs New Mexico (10/31/2024)
	45	(17 - 9 - 45)		Ti'a, Nayeli(San Jose St.) vs Saint Mary's (CA) (09/21/2024)
	42	(14 - 10 - 42)		Fleming, Blaire(San Jose St.) at Colorado St. (10/03/2024)
	41	(12 - 11 - 41)		Kotzakov, Anabel(Boise St.) vs UTSA (N) (09/21/2024)
TOTAL ATTEMPTS 4-SETS (K-E-TA)	73	(22 - 12 - 73)		Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	68	(24 - 8 - 68)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	62	(25 - 4 - 62)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	61	(17 - 12 - 61)		Payne, Lauryn(New Mexico) vs UNLV (09/26/2024)
	59	(18 - 10 - 59)		Rud, Ella(Fresno St.) vs San Jose St. (09/24/2024)
TOTAL ATTEMPTS 5-SETS (K-E-TA)	78	(29 - 9 - 78)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	71	(17 - 10 - 71)		Bartsch, Paige(Boise St.) at Wyoming (10/12/2024)
	65	(21 - 11 - 65)		Haluska, Addison(Fresno St.) vs Boise St. (09/26/2024)
	64	(23 - 9 - 64)		Bartsch, Paige(Boise St.) vs San Diego St. (10/24/2024)
	64	(16 - 12 - 64)		McLaughlin, Gabby(Nevada) at UNLV (10/03/2024)
	64	(31 - 10 - 64)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
POINTS (K-A-B)	34.0	(31 - 3 - 0.0)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	33.5	(28 - 5 - 0.5)	5s	Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	32.5	(29 - 2 - 1.5)	5s	Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)
	32.0	(29 - 2 - 1.0)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	31.0	(21 - 6 - 4.0)	5s	Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	31.0	(28 - 0 - 3.0)	5s	Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
POINTS 3-SET (K-A-B)	25.5	(23 - 1 - 1.5)		Ti'a, Nayeli(San Jose St.) vs California Baptist (N) (09/08/2024)
	22.0	(17 - 3 - 2.0)		Ti'a, Nayeli(San Jose St.) vs Saint Mary's (CA) (09/21/2024)
	21.5	(21 - 0 - 0.5)		Jones, Malaya(Colorado St.) at UNLV (10/19/2024)
	21.5	(18 - 1 - 2.5)		Ti'a, Nayeli(San Jose St.) vs San Francisco (09/19/2024)
	20.0	(18 - 1 - 1.0)		Haluska, Addison(Fresno St.) vs New Mexico (10/31/2024)
	20.0	(18 - 0 - 2.0)		Ti'a, Nayeli(San Jose St.) vs Delaware (N) (09/07/2024)
POINTS 4-SETS (K-A-B)	29.0	(25 - 2 - 2.0)		Fleming, Blaire(San Jose St.) at Cal St. Fullerton (08/31/2024)
	29.0	(25 - 2 - 2.0)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	27.0	(24 - 0 - 3.0)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	26.5	(26 - 0 - 0.5)		Jones, Malaya(Colorado St.) vs Central Ark. (09/07/2024)
	25.0	(16 - 6 - 3.0)		Bartsch, Paige(Boise St.) vs Gonzaga (09/15/2024)
	25.0	(22 - 1 - 2.0)		Jones, Malaya(Colorado St.) vs Michigan St. (08/31/2024)
POINTS 5-SETS (K-A-B)	34.0	(31 - 3 - 0.0)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	33.5	(28 - 5 - 0.5)		Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	32.5	(29 - 2 - 1.5)		Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)
	32.0	(29 - 2 - 1.0)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	31.0	(21 - 6 - 4.0)		Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	31.0	(28 - 0 - 3.0)		Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
ASSISTS	60		5s	Gonzalez, Sarena(San Diego St.) vs Eastern Wash. (N) (09/21/2024)
	54		5s	Cowie, Brooke(Fresno St.) at Santa Clara (09/14/2024)
	54		5s	Miller, Madeleine(New Mexico) at Air Force (10/01/2024)
	53		5s	Cowie, Brooke(Fresno St.) at Grand Canyon (09/01/2024)
	52		4s	Herman, Emery(Colorado St.) at Wyoming (11/05/2024)
	52		4s	Kofe, Kaylie(Utah St.) vs New Mexico (10/10/2024)
	52		5s	Kofe, Kaylie(Utah St.) at Nevada (10/15/2024)
ASSISTS 3-SETS	41			Kofe, Kaylie(Utah St.) vs Fresno St. (10/26/2024)
	41			Partyka, Kasia(Wyoming) vs UAlbany (09/20/2024)
	40			Herman, Emery(Colorado St.) vs Air Force (10/26/2024)
	38			Cowie, Brooke(Fresno St.) vs Montana (N) (08/31/2024)
	38			Cowie, Brooke(Fresno St.) at Utah St. (10/26/2024)
	38			Herman, Emery(Colorado St.) at UNLV (10/19/2024)

Conference Individual Highs

ASSISTS 4-SETS	52			Herman, Emery(Colorado St.) at Wyoming (11/05/2024)
	52			Kofe, Kaylie(Utah St.) vs New Mexico (10/10/2024)
	51			Cowie, Brooke(Fresno St.) at New Mexico (10/19/2024)
	50			Herman, Emery(Colorado St.) at Nevada (09/28/2024)
	49			Kofe, Kaylie(Utah St.) vs Boise St. (10/31/2024)
ASSISTS 5-SETS	60			Gonzalez, Sarena(San Diego St.) vs Eastern Wash. (N) (09/21/2024)
	54			Cowie, Brooke(Fresno St.) at Santa Clara (09/14/2024)
	54			Miller, Madeleine(New Mexico) at Air Force (10/01/2024)
	53			Cowie, Brooke(Fresno St.) at Grand Canyon (09/01/2024)
	52			Kofe, Kaylie(Utah St.) at Nevada (10/15/2024)
DIGS	35		5s	Grizzle, Sierra(Wyoming) vs Boise St. (10/12/2024)
	34		5s	Grizzle, Sierra(Wyoming) vs Washington St. (N) (08/30/2024)
	31		5s	Fraga, Dionii(Fresno St.) vs Boise St. (09/26/2024)
	29		5s	Mitchell, Breanna(Boise St.) at Wyoming (10/12/2024)
	28		5s	Grizzle, Sierra(Wyoming) at Akron (09/06/2024)
DIGS 3-SETS	23			Danielson, Falanika(New Mexico) at Fresno St. (10/31/2024)
	19			Danielson, Falanika(New Mexico) vs Kansas City (N) (09/05/2024)
	19			Mitchell, Breanna(Boise St.) vs UTSA (N) (09/21/2024)
	18			Bender, Gianna(San Diego St.) vs Wyoming (10/19/2024)
	18			Suan, Jordan(Air Force) at UTEP (09/06/2024)
	18			Yoshimoto, Kate(Colorado St.) vs Grand Canyon (09/08/2024)
DIGS 4-SETS	27			Mitchell, Breanna(Boise St.) vs Air Force (10/03/2024)
	26			Danielson, Falanika(New Mexico) vs New Mexico St. (09/17/2024)
	26			Fraga, Dionii(Fresno St.) vs Oregon St. (N) (08/30/2024)
	26			Fraga, Dionii(Fresno St.) vs San Jose St. (09/24/2024)
	25			Danielson, Falanika(New Mexico) vs Fresno St. (10/19/2024)
DIGS 5-SETS	35			Grizzle, Sierra(Wyoming) vs Boise St. (10/12/2024)
	34			Grizzle, Sierra(Wyoming) vs Washington St. (N) (08/30/2024)
	31			Fraga, Dionii(Fresno St.) vs Boise St. (09/26/2024)
	29			Mitchell, Breanna(Boise St.) at Wyoming (10/12/2024)
	28			Grizzle, Sierra(Wyoming) at Akron (09/06/2024)
ACES	7			Slusser, Brooke(San Jose St.) at Air Force (10/19/2024)
	6			Bartsch, Paige(Boise St.) vs Gonzaga (09/15/2024)
	6			Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	6			Singleton, Kinsley(Nevada) vs Utah St. (10/15/2024)
	5			Cotton, Elle(Boise St.) vs San Diego St. (10/24/2024)
	5			Mitchell, Breanna(Boise St.) vs New Mexico (10/05/2024)
	5			Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	5			Rud, Ella(Fresno St.) vs San Diego St. (10/12/2024)
	5			Simovski, Andrea(Utah St.) vs Ohio (N) (09/14/2024)
	5			Testi, Emma(San Jose St.) vs UNLV (10/12/2024)
	5			Ti'a, Nayeli(San Jose St.) vs Air Force (10/31/2024)

Conference Individual Highs

BLOCKS (BS-BA)	12.0	(0 - 12)		Lavickyte, Liepa(New Mexico) vs Nevada (11/07/2024)
	11.0	(6 - 5)		Holcomb, Sarah(Wyoming) at Nevada (09/26/2024)
	11.0	(4 - 7)		Holcomb, Sarah(Wyoming) at Air Force (10/24/2024)
	11.0	(3 - 8)		Rubright, Shea(San Diego St.) vs UNLV (10/22/2024)
	11.0	(1 - 10)		Weathers, Naeemah(Colorado St.) at Utah St. (09/26/2024)
	10.0	(0 - 10)		Bouyer, Jada(New Mexico) vs Nevada (11/07/2024)
	10.0	(2 - 8)		Deen-Jackson, Rheanna(UNLV) vs Nevada (10/03/2024)
	10.0	(3 - 7)		Holcomb, Sarah(Wyoming) at Utah St. (09/28/2024)
	10.0	(0 - 10)		Kaminski, Annie(Boise St.) vs Air Force (10/03/2024)
	10.0	(3 - 7)		Mazzocca, Kayla(Wyoming) vs UC Irvine (N) (09/14/2024)
	10.0	(4 - 6)		Purry, Kasey(Fresno St.) vs Nevada (10/24/2024)
	10.0	(1 - 9)		Sellers, Mya(Fresno St.) vs Boise St. (09/26/2024)
	10.0	(1 - 9)		Testi, Emma(San Jose St.) at Santa Clara (09/15/2024)
	10.0	(0 - 10)		Woods, Elizabeth(New Mexico) at Utah St. (10/10/2024)

2024-25 Mountain West Women's Volleyball
Conference Leaders
In Conference games

as of Oct 30, 2024

	Hitting Percentage	S	K	E	TA	Pct.
1.	Colorado St.	40	565	178	1265	.306
2.	Utah St.	41	570	208	1328	.273
3.	San Diego St.	42	560	200	1421	.253
4.	Boise St.	40	509	195	1465	.214
5.	Wyoming	38	472	194	1304	.213
6.	Fresno St.	42	533	220	1488	.210
7.	UNLV	38	477	214	1378	.191
8.	Nevada	41	490	249	1338	.180
9.	San Jose St.	22	259	129	751	.173
10.	Air Force	37	417	217	1268	.158
11.	New Mexico	41	489	250	1516	.158

	Opponent Hitting Pct.	S	K	E	TA	Pct.
1.	San Jose St.	22	277	140	781	.175
2.	Colorado St.	40	458	227	1283	.180
3.	San Diego St.	42	501	227	1458	.188
4.	Boise St.	40	491	210	1462	.192
5.	Wyoming	38	473	210	1327	.198
6.	Utah St.	41	468	205	1282	.205
7.	Fresno St.	42	548	225	1470	.220
8.	New Mexico	41	605	250	1611	.220
9.	UNLV	38	517	196	1393	.230
10.	Air Force	37	504	191	1221	.256
11.	Nevada	41	499	173	1234	.264

	Assists	S	No.	Avg/S
1.	Colorado St.	40	519	12.98
2.	Utah St.	41	523	12.76
3.	San Diego St.	42	522	12.43
4.	Boise St.	40	477	11.93
5.	Fresno St.	42	483	11.50
6.	Wyoming	38	436	11.47
7.	UNLV	38	431	11.34
8.	Nevada	41	447	10.90
9.	New Mexico	41	446	10.88
10.	San Jose St.	22	239	10.86
11.	Air Force	37	384	10.38

	Kills	S	No.	Avg/S
1.	Colorado St.	40	565	14.13
2.	Utah St.	41	570	13.90
3.	San Diego St.	42	560	13.33
4.	Boise St.	40	509	12.73
5.	Fresno St.	42	533	12.69
6.	UNLV	38	477	12.55
7.	Wyoming	38	472	12.42
8.	Nevada	41	490	11.95
9.	New Mexico	41	489	11.93
10.	San Jose St.	22	259	11.77
11.	Air Force	37	417	11.27

	Blocks	S	BS	BA	Total	Avg/S
1.	UNLV	38	26	140	96	2.53
	Wyoming	38	34	124	96	2.53
3.	Boise St.	40	11	178	100	2.50
4.	San Jose St.	22	19	68	53	2.41
5.	New Mexico	41	16	161	96.5	2.35
6.	San Diego St.	42	24	149	98.5	2.35
7.	Utah St.	41	15	160	95	2.32
8.	Fresno St.	42	37	118	96	2.29
9.	Colorado St.	40	13	150	88	2.20
10.	Air Force	37	14	107	67.5	1.82
11.	Nevada	41	15	109	69.5	1.70

	Service Aces	S	No.	Avg/S
1.	San Jose St.	22	42	1.91
2.	Boise St.	40	73	1.83
3.	Fresno St.	42	73	1.74
4.	Wyoming	38	61	1.61
5.	Utah St.	41	65	1.59
	Nevada	41	65	1.59
7.	Colorado St.	40	60	1.50
8.	UNLV	38	55	1.45
9.	San Diego St.	42	50	1.19
10.	Air Force	37	43	1.16
11.	New Mexico	41	45	1.10

EXHIBIT
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2024-25 Mountain West Women's Volleyball Conference Leaders In Conference games

as of Oct 30, 2024

	Digs	S	No.	Avg/S
1.	Boise St.	40	635	15.88
2.	New Mexico	41	631	15.39
3.	San Diego St.	42	621	14.79
4.	San Jose St.	22	317	14.41
5.	UNLV	38	545	14.34
6.	Fresno St.	42	592	14.10
7.	Wyoming	38	530	13.95
8.	Colorado St.	40	523	13.08
9.	Utah St.	41	512	12.49
10.	Air Force	37	446	12.05
11.	Nevada	41	476	11.61

Team Identification

Team	Team ID
Air Force	USAFA
Boise St.	Boise
Colorado St.	CSU
Fresno St.	Fresno
Nevada	Nevada
New Mexico	UNM
San Diego St.	SDSU
San Jose St.	SJSU
UNLV	UNLV
Utah St.	USU
Wyoming	UW

2024-25 Mountain West Women's Volleyball
Conference Individual Leaders
In Conference games

as of Oct 30, 2024

To be ranked, a player must appear in at least 50.0% of their team's games.

Hitting %(Min. 3.0 TA/set)

	Player	S	K	E	TA	PCT
1.	Weathers, Naeemah - CSU	39	111	23	200	.440
2.	Rubright, Shea - SDSU	42	87	15	169	.426
3.	Barlow, Tierney - USU	41	84	15	165	.418
4.	Leber, Karina - CSU	39	85	22	170	.371
5.	Slusser, Brooke - SJSU	22	35	5	82	.366
6.	Purry, Kasey - Fresno	42	75	19	155	.361
7.	Holcomb, Sarah - UW	38	76	13	176	.358
8.	Fiaseu, Grace - USAFA	37	72	19	161	.329
9.	Cooper, Kat - SDSU	41	56	15	130	.315
10.	Remensperger, Kiki - Boise	40	56	15	137	.299

Kills

	Player	S	No.	Avg/S
1.	Haluska, Addison - Fresno	42	182	4.33
2.	Jones, Malaya - CSU	40	171	4.28
3.	McLaughlin, Gabby - Nevada	41	169	4.12
4.	Fleming, Blaire - SJSU	22	85	3.86
5.	Bartsch, Paige - Boise	40	153	3.83
6.	Lauterwasser, Paige - UW	38	145	3.82
7.	Payne, Lauryn - UNM	41	144	3.51
8.	Rud, Ella - Fresno	42	145	3.45
9.	Štiglic, Mara - USU	38	122	3.21
10.	Underwood, Taylor - SDSU	42	132	3.14

Assists

	Player	S	No.	Avg/S
1.	Herman, Emery - CSU	40	436	10.90
2.	Cowie, Brooke - Fresno	42	431	10.26
3.	Kofe, Kaylie - USU	41	389	9.49
4.	Partyka, Kasia - UW	38	356	9.37
5.	Miller, Madeleine - UNM	41	332	8.10
6.	Slusser, Brooke - SJSU	22	161	7.32
7.	Maeva, Tehya - Nevada	41	288	7.02
8.	Fafard, Arien - UNLV	38	209	5.50
9.	Loyd, Mia - USAFA	37	194	5.24
10.	Hall, Fatimah - SDSU	29	141	4.86

Service Aces

	Player	S	No.	Avg/S
1.	Testi, Emma - SJSU	22	12	0.55
2.	Slusser, Brooke - SJSU	22	11	0.50
3.	Erickson, Skylar - UW	38	18	0.47
4.	Rud, Ella - Fresno	42	19	0.45
5.	Cotton, Elle - Boise	40	18	0.45
6.	Brun, Maria - CSU	38	15	0.39
7.	Mitchell, Breanna - Boise	40	15	0.38
	Tynsky, Jordyn - CSU	24	9	0.38
9.	Fleming, Blaire - SJSU	22	8	0.36
10.	Grizzle, Sierra - UW	38	13	0.34
	Fafard, Arien - UNLV	38	13	0.34

Blocks

	Player	S	BS	BA	Total	Avg/S
1.	Holcomb, Sarah - UW	38	21	33	54	1.42
2.	Deen-Jackson, Rheanna - UNLV	36	8	43	51	1.42
3.	Kaminski, Annie - Boise	40	2	49	51	1.28
4.	Purry, Kasey - Fresno	42	14	38	52	1.24
5.	Watson, Kelsey - USU	26	1	30	31	1.19
6.	Lavickyte, Liepa - UNM	38	4	41	45	1.18
7.	Rubright, Shea - SDSU	42	9	39	48	1.14
8.	Smith, Layla - Boise	22	3	21	24	1.09
9.	Barlow, Tierney - USU	41	4	40	44	1.07
10.	Woods, Elizabeth - UNM	41	6	37	43	1.05

Digs

	Player	S	No.	Avg/S
1.	Fraga, Dionii - Fresno	42	185	4.40
2.	Grizzle, Sierra - UW	38	162	4.26
3.	Mitchell, Breanna - Boise	40	169	4.23
4.	Danielson, Falanika - UNM	41	164	4.00
5.	Bender, Gianna - SDSU	42	154	3.67
6.	Suan, Jordan - USAFA	33	112	3.39
7.	Thompson, Kendel - USU	41	139	3.39
8.	Yoshimoto, Kate - CSU	40	128	3.20
9.	Singleton, Kinsley - Nevada	41	125	3.05
10.	King, Caleigh - UNLV	38	115	3.03

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Points

	Player	S	K	SA	BS	BA	PTS	Avg/S
1.	Haluska, Addison - Fresno	42	182	12	2	22	207.0	4.93
2.	Jones, Malaya - CSU	40	171	10	2	20	193.0	4.83
3.	Fleming, Blaire - SJSU	22	85	8	5	9	102.5	4.66
4.	McLaughlin, Gabby - Nevada	41	169	8	2	14	186.0	4.54
5.	Bartsch, Paige - Boise	40	153	13	2	22	179.0	4.48
6.	Lauterwasser, Paige - UW	38	145	7	1	10	158.0	4.16
7.	Rud, Ella - Fresno	42	145	19	4	5	170.5	4.06
8.	Payne, Lauryn - UNM	41	144	0	2	13	152.5	3.72
9.	Štiglic, Mara - USU	38	122	6	3	17	139.5	3.67
10.	Mehmedovic, Adna - USU	40	117	1	4	28	136.0	3.40

Team Identification

Team	Team ID
Air Force	USAFA
Boise St.	Boise
Colorado St.	CSU
Fresno St.	Fresno
Nevada	Nevada
New Mexico	UNM
San Diego St.	SDSU
San Jose St.	SJSU
UNLV	UNLV
Utah St.	USU
Wyoming	UW

2024-25 Mountain West Women's Volleyball
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In Conference games

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Conference Team Highs

ATTACK PERCENT (K-E-TA)	.500	(40 - 5 - 70)		Utah St. vs Nevada (10/29/2024)
	.400	(50 - 14 - 90)		Colorado St. vs Air Force (10/26/2024)
	.394	(45 - 8 - 94)		Nevada vs Air Force (10/10/2024)
	.371	(76 - 17 - 159)		Utah St. at Boise St. (10/19/2024)
KILLS (K-E-TA)	77	(77 - 27 - 192)	5s	San Diego St. at New Mexico (09/28/2024)
	76	(76 - 17 - 159)	5s	Utah St. at Boise St. (10/19/2024)
	70	(70 - 24 - 176)	5s	Utah St. at San Diego St. (10/03/2024)
	69	(69 - 31 - 199)	5s	San Diego St. at Boise St. (10/24/2024)
	68	(68 - 13 - 151)	5s	Colorado St. vs Boise St. (10/10/2024)
KILLS 3-SETS (K-E-TA)	50	(50 - 14 - 90)		Colorado St. vs Air Force (10/26/2024)
	49	(49 - 13 - 105)		Utah St. at UNLV (10/05/2024)
	49	(49 - 13 - 116)		Utah St. vs Fresno St. (10/26/2024)
KILLS 4-SETS (K-E-TA)	67	(67 - 27 - 179)		Fresno St. at New Mexico (10/19/2024)
	64	(64 - 21 - 178)		Boise St. at UNLV (10/26/2024)
KILLS 5-SETS (K-E-TA)	77	(77 - 27 - 192)		San Diego St. at New Mexico (09/28/2024)
	76	(76 - 17 - 159)		Utah St. at Boise St. (10/19/2024)
	70	(70 - 24 - 176)		Utah St. at San Diego St. (10/03/2024)
	69	(69 - 31 - 199)		San Diego St. at Boise St. (10/24/2024)
TOTAL ATTEMPTS (K-E-TA)	218	(66 - 28 - 218)	5s	Boise St. at Wyoming (10/12/2024)
	209	(56 - 30 - 209)	5s	Wyoming vs Boise St. (10/12/2024)
	206	(66 - 31 - 206)	5s	Air Force vs New Mexico (10/01/2024)
	199	(69 - 31 - 199)	5s	San Diego St. at Boise St. (10/24/2024)
	193	(67 - 29 - 193)	5s	New Mexico at Air Force (10/01/2024)
	192	(66 - 25 - 192)	5s	New Mexico vs San Diego St. (09/28/2024)
	192	(77 - 27 - 192)	5s	San Diego St. at New Mexico (09/28/2024)
	189	(62 - 21 - 189)	5s	Boise St. vs San Diego St. (10/24/2024)
TOTAL ATTEMPTS 4-SETS (K-E-TA)	179	(67 - 27 - 179)		Fresno St. at New Mexico (10/19/2024)
	178	(64 - 21 - 178)		Boise St. at UNLV (10/26/2024)
	175	(60 - 31 - 175)		Nevada vs New Mexico (10/12/2024)
	174	(61 - 20 - 174)		UNLV at Fresno St. (10/10/2024)
TOTAL ATTEMPTS 5-SETS (K-E-TA)	218	(66 - 28 - 218)		Boise St. at Wyoming (10/12/2024)
	209	(56 - 30 - 209)		Wyoming vs Boise St. (10/12/2024)
	206	(66 - 31 - 206)		Air Force vs New Mexico (10/01/2024)
	199	(69 - 31 - 199)		San Diego St. at Boise St. (10/24/2024)
	193	(67 - 29 - 193)		New Mexico at Air Force (10/01/2024)
ASSISTS	73		5s	San Diego St. at New Mexico (09/28/2024)
	71		5s	Utah St. at Boise St. (10/19/2024)
	67		5s	Utah St. at San Diego St. (10/03/2024)
ASSISTS 3-SETS	46			Colorado St. vs Air Force (10/26/2024)
	45			Utah St. vs Fresno St. (10/26/2024)
ASSISTS 4-SETS	63			Fresno St. at New Mexico (10/19/2024)
	60			UNLV at Fresno St. (10/10/2024)
	60			San Jose St. at New Mexico (10/17/2024)
	59			Utah St. vs New Mexico (10/10/2024)
ASSISTS 5-SETS	73			San Diego St. at New Mexico (09/28/2024)
	71			Utah St. at Boise St. (10/19/2024)
	67			Utah St. at San Diego St. (10/03/2024)
DIGS	106		5s	Boise St. at Wyoming (10/12/2024)
	105		5s	Wyoming vs Boise St. (10/12/2024)
	96		5s	San Diego St. at Boise St. (10/24/2024)
	94		5s	New Mexico at Air Force (10/01/2024)
DIGS 3-SETS	54			San Diego St. vs Wyoming (10/19/2024)
	53			Wyoming at San Diego St. (10/19/2024)

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Conference Team Highs

DIGS 4-SETS	77			UNLV at Fresno St. (10/10/2024)
	76			Boise St. at UNLV (10/26/2024)
	75			San Jose St. at New Mexico (10/17/2024)
	74			Fresno St. vs UNLV (10/10/2024)
	73			San Jose St. at Fresno St. (09/24/2024)
	73			New Mexico vs San Jose St. (10/17/2024)
DIGS 5-SETS	106			Boise St. at Wyoming (10/12/2024)
	105			Wyoming vs Boise St. (10/12/2024)
	96			San Diego St. at Boise St. (10/24/2024)
	94			New Mexico at Air Force (10/01/2024)
ACES	16			Fresno St. vs San Diego St. (10/12/2024)
	14			UNLV at San Jose St. (10/12/2024)
	13			Wyoming at Utah St. (09/28/2024)
	13			Boise St. vs Utah St. (10/19/2024)
	13			Boise St. vs San Diego St. (10/24/2024)
	13			Fresno St. vs Nevada (10/24/2024)
BLOCKS (BS-BA)	19.0	(2 - 34)		Colorado St. at Utah St. (09/26/2024)
	18.5	(1 - 35)		New Mexico at Utah St. (10/10/2024)
	18.0	(4 - 28)		UNLV vs Nevada (10/03/2024)
	17.0	(8 - 18)		Wyoming at Nevada (09/26/2024)
	17.0	(3 - 28)		New Mexico at Nevada (10/12/2024)
	17.0	(4 - 26)		San Diego St. vs UNLV (10/22/2024)
	17.0	(1 - 32)		Boise St. vs San Diego St. (10/24/2024)
	16.0	(6 - 20)		Fresno St. vs Boise St. (09/26/2024)

2024-25 Mountain West Women's Volleyball Conference Individual Highs
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Conference Individual Highs

ATTACK PERCENT (K-E-TA) minimum 12 kills	.640	(16 - 0 - 25)		Mehmedovic, Adna(Utah St.) vs Fresno St. (10/26/2024)
	.615	(19 - 3 - 26)		Weathers, Naeemah(Colorado St.) at Utah St. (09/26/2024)
KILLS (K-E-TA)	31	(31 - 10 - 64)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	29	(29 - 9 - 78)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	28	(28 - 7 - 55)	5s	Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
	28	(28 - 3 - 49)	5s	Simovski, Andrea(Utah St.) at Boise St. (10/19/2024)
	25	(25 - 4 - 62)	4s	Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	24	(24 - 8 - 68)	4s	Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	24	(24 - 8 - 56)	5s	Jones, Malaya(Colorado St.) at San Diego St. (10/17/2024)
	24	(24 - 7 - 49)	5s	Mitchell, Talea(San Diego St.) vs Colorado St. (10/17/2024)
KILLS 3-SETS (K-E-TA)	21	(21 - 4 - 35)		Jones, Malaya(Colorado St.) at UNLV (10/19/2024)
KILLS 4-SETS (K-E-TA)	25	(25 - 4 - 62)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	24	(24 - 8 - 68)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	22	(22 - 12 - 73)		Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	22	(22 - 4 - 38)		Jones, Malaya(Colorado St.) at Nevada (09/28/2024)
KILLS 5-SETS (K-E-TA)	31	(31 - 10 - 64)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	29	(29 - 9 - 78)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	28	(28 - 7 - 55)		Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
	28	(28 - 3 - 49)		Simovski, Andrea(Utah St.) at Boise St. (10/19/2024)
TOTAL ATTEMPTS (K-E-TA)	78	(29 - 9 - 78)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	73	(22 - 12 - 73)	4s	Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	71	(17 - 10 - 71)	5s	Bartsch, Paige(Boise St.) at Wyoming (10/12/2024)
	68	(24 - 8 - 68)	4s	Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	65	(21 - 11 - 65)	5s	Haluska, Addison(Fresno St.) vs Boise St. (09/26/2024)
	64	(23 - 9 - 64)	5s	Bartsch, Paige(Boise St.) vs San Diego St. (10/24/2024)
	64	(16 - 12 - 64)	5s	McLaughlin, Gabby(Nevada) at UNLV (10/03/2024)
	64	(31 - 10 - 64)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	63	(19 - 6 - 63)	5s	Lauterwasser, Paige(Wyoming) vs Boise St. (10/12/2024)
	63	(23 - 7 - 63)	5s	Payne, Lauryn(New Mexico) vs San Diego St. (09/28/2024)
TOTAL ATTEMPTS 3-SETS (K-E-TA)	42	(14 - 10 - 42)		Fleming, Blaire(San Jose St.) at Colorado St. (10/03/2024)
	39	(10 - 7 - 39)		Payne, Lauryn(New Mexico) at Boise St. (10/05/2024)
TOTAL ATTEMPTS 4-SETS (K-E-TA)	73	(22 - 12 - 73)		Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	68	(24 - 8 - 68)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	62	(25 - 4 - 62)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	61	(17 - 12 - 61)		Payne, Lauryn(New Mexico) vs UNLV (09/26/2024)
	59	(18 - 10 - 59)		Rud, Ella(Fresno St.) vs San Jose St. (09/24/2024)
TOTAL ATTEMPTS 5-SETS (K-E-TA)	78	(29 - 9 - 78)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	71	(17 - 10 - 71)		Bartsch, Paige(Boise St.) at Wyoming (10/12/2024)
	65	(21 - 11 - 65)		Haluska, Addison(Fresno St.) vs Boise St. (09/26/2024)
	64	(23 - 9 - 64)		Bartsch, Paige(Boise St.) vs San Diego St. (10/24/2024)
	64	(16 - 12 - 64)		McLaughlin, Gabby(Nevada) at UNLV (10/03/2024)
	64	(31 - 10 - 64)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
POINTS (K-A-B)	34.0	(31 - 3 - 0.0)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	32.0	(29 - 2 - 1.0)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	31.0	(21 - 6 - 4.0)	5s	Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	31.0	(28 - 0 - 3.0)	5s	Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
POINTS 3-SET (K-A-B)	21.5	(21 - 0 - 0.5)		Jones, Malaya(Colorado St.) at UNLV (10/19/2024)
POINTS 4-SETS (K-A-B)	29.0	(25 - 2 - 2.0)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	27.0	(24 - 0 - 3.0)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)

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Conference Individual Highs

POINTS 5-SETS (K-A-B)	34.0	(31 - 3 - 0.0)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	32.0	(29 - 2 - 1.0)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	31.0	(21 - 6 - 4.0)		Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	31.0	(28 - 0 - 3.0)		Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
ASSISTS	54		5s	Miller, Madeleine(New Mexico) at Air Force (10/01/2024)
	52		4s	Kofe, Kaylie(Utah St.) vs New Mexico (10/10/2024)
	52		5s	Kofe, Kaylie(Utah St.) at Nevada (10/15/2024)
ASSISTS 3-SETS	41			Kofe, Kaylie(Utah St.) vs Fresno St. (10/26/2024)
	40			Herman, Emery(Colorado St.) vs Air Force (10/26/2024)
	38			Cowie, Brooke(Fresno St.) at Utah St. (10/26/2024)
	38			Herman, Emery(Colorado St.) at UNLV (10/19/2024)
ASSISTS 4-SETS	52			Kofe, Kaylie(Utah St.) vs New Mexico (10/10/2024)
	51			Cowie, Brooke(Fresno St.) at New Mexico (10/19/2024)
	50			Herman, Emery(Colorado St.) at Nevada (09/28/2024)
ASSISTS 5-SETS	54			Miller, Madeleine(New Mexico) at Air Force (10/01/2024)
	52			Kofe, Kaylie(Utah St.) at Nevada (10/15/2024)
DIGS	35		5s	Grizzle, Sierra(Wyoming) vs Boise St. (10/12/2024)
	31		5s	Fraga, Dionii(Fresno St.) vs Boise St. (09/26/2024)
	29		5s	Mitchell, Breanna(Boise St.) at Wyoming (10/12/2024)
DIGS 3-SETS	18			Bender, Gianna(San Diego St.) vs Wyoming (10/19/2024)
DIGS 4-SETS	27			Mitchell, Breanna(Boise St.) vs Air Force (10/03/2024)
	26			Fraga, Dionii(Fresno St.) vs San Jose St. (09/24/2024)
	25			Danielson, Falanika(New Mexico) vs Fresno St. (10/19/2024)
DIGS 5-SETS	35			Grizzle, Sierra(Wyoming) vs Boise St. (10/12/2024)
	31			Fraga, Dionii(Fresno St.) vs Boise St. (09/26/2024)
	29			Mitchell, Breanna(Boise St.) at Wyoming (10/12/2024)
ACES	7			Slusser, Brooke(San Jose St.) at Air Force (10/19/2024)
	6			Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	6			Singleton, Kinsley(Nevada) vs Utah St. (10/15/2024)
	5			Cotton, Elle(Boise St.) vs San Diego St. (10/24/2024)
	5			Mitchell, Breanna(Boise St.) vs New Mexico (10/05/2024)
	5			Rud, Ella(Fresno St.) vs San Diego St. (10/12/2024)
	5			Testi, Emma(San Jose St.) vs UNLV (10/12/2024)
BLOCKS (BS-BA)	11.0	(6 - 5)		Holcomb, Sarah(Wyoming) at Nevada (09/26/2024)
	11.0	(4 - 7)		Holcomb, Sarah(Wyoming) at Air Force (10/24/2024)
	11.0	(3 - 8)		Rubright, Shea(San Diego St.) vs UNLV (10/22/2024)
	11.0	(1 - 10)		Weathers, Naeemah(Colorado St.) at Utah St. (09/26/2024)
	10.0	(2 - 8)		Deen-Jackson, Rheanna(UNLV) vs Nevada (10/03/2024)
	10.0	(3 - 7)		Holcomb, Sarah(Wyoming) at Utah St. (09/28/2024)
	10.0	(0 - 10)		Kaminski, Annie(Boise St.) vs Air Force (10/03/2024)
	10.0	(4 - 6)		Purry, Kasey(Fresno St.) vs Nevada (10/24/2024)
	10.0	(1 - 9)		Sellers, Mya(Fresno St.) vs Boise St. (09/26/2024)
	10.0	(0 - 10)		Woods, Elizabeth(New Mexico) at Utah St. (10/10/2024)

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All games

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	Hitting Percentage	S	K	E	TA	Pct.
1.	Colorado St.	79	1070	348	2511	.288
2.	San Diego St.	83	1128	385	2775	.268
3.	San Jose St.	50	658	260	1714	.232
4.	Wyoming	80	1017	396	2724	.228
5.	Boise St.	79	1026	405	2865	.217
6.	Fresno St.	87	1088	437	3019	.216
7.	UNLV	81	1014	417	2826	.211
8.	Utah St.	86	1074	492	2764	.211
9.	Nevada	89	1086	519	2950	.192
10.	New Mexico	80	972	470	2926	.172
11.	Air Force	72	789	424	2490	.147

	Opponent Hitting Pct.	S	K	E	TA	Pct.
1.	San Jose St.	50	574	323	1774	.141
2.	Wyoming	80	978	484	2779	.178
3.	Boise St.	79	951	406	2809	.194
4.	San Diego St.	83	980	440	2781	.194
5.	New Mexico	80	1111	488	3123	.199
6.	Colorado St.	79	985	446	2620	.206
7.	UNLV	81	1044	440	2846	.212
8.	Fresno St.	87	1137	457	3009	.226
9.	Utah St.	86	1024	422	2640	.228
10.	Nevada	89	1059	395	2780	.239
11.	Air Force	72	1004	374	2467	.255

	Assists	S	No.	Avg/S
1.	San Diego St.	83	1059	12.76
2.	Colorado St.	79	985	12.47
3.	Boise St.	79	963	12.19
4.	San Jose St.	50	600	12.00
5.	Wyoming	80	949	11.86
6.	Utah St.	86	1004	11.67
7.	Fresno St.	87	997	11.46
8.	Nevada	89	1007	11.31
9.	New Mexico	80	903	11.29
10.	UNLV	81	913	11.27
11.	Air Force	72	719	9.99

	Kills	S	No.	Avg/S
1.	San Diego St.	83	1128	13.59
2.	Colorado St.	79	1070	13.54
3.	San Jose St.	50	658	13.16
4.	Boise St.	79	1026	12.99
5.	Wyoming	80	1017	12.71
6.	UNLV	81	1014	12.52
7.	Fresno St.	87	1088	12.51
8.	Utah St.	86	1074	12.49
9.	Nevada	89	1086	12.20
10.	New Mexico	80	972	12.15
11.	Air Force	72	789	10.96

	Blocks	S	BS	BA	Total	Avg/S
1.	San Jose St.	50	35	206	138	2.76
2.	Wyoming	80	66	296	214	2.68
3.	UNLV	81	46	318	205	2.53
4.	Boise St.	79	23	330	188	2.38
5.	New Mexico	80	42	283	183.5	2.29
6.	San Diego St.	83	45	287	188.5	2.27
7.	Fresno St.	87	60	264	192	2.21
8.	Colorado St.	79	32	280	172	2.18
9.	Utah St.	86	35	303	186.5	2.17
10.	Air Force	72	27	210	132	1.83
11.	Nevada	89	31	255	158.5	1.78

	Service Aces	S	No.	Avg/S
1.	Boise St.	79	171	2.16
2.	San Jose St.	50	80	1.60
3.	Fresno St.	87	138	1.59
4.	Wyoming	80	124	1.55
5.	Nevada	89	136	1.53
6.	Utah St.	86	128	1.49
7.	San Diego St.	83	117	1.41
8.	Colorado St.	79	109	1.38
9.	UNLV	81	108	1.33
10.	New Mexico	80	94	1.18
11.	Air Force	72	83	1.15

2024-25 Mountain West Women's Volleyball Conference Leaders
All games

	Digs	S	No.	Avg/S
1.	New Mexico	80	1273	15.91
2.	Boise St.	79	1203	15.23
3.	San Jose St.	50	738	14.76
4.	San Diego St.	83	1160	13.98
5.	Wyoming	80	1116	13.95
6.	Fresno St.	87	1197	13.76
7.	UNLV	81	1081	13.35
8.	Colorado St.	79	1022	12.94
9.	Nevada	89	1139	12.80
10.	Air Force	72	921	12.79
11.	Utah St.	86	1009	11.73

Team Identification

Team	Team ID
Air Force	USAFA
Boise St.	Boise
Colorado St.	CSU
Fresno St.	Fresno
Nevada	Nevada
New Mexico	UNM
San Diego St.	SDSU
San Jose St.	SJSU
UNLV	UNLV
Utah St.	USU
Wyoming	UW

2024-25 Mountain West Women's Volleyball
Conference Team Highs
All games

as of Oct 30, 2024

Conference Team Highs

ATTACK PERCENT (K-E-TA)	.500	(40 - 5 - 70)		Utah St. vs Nevada (10/29/2024)
	.442	(42 - 8 - 77)		UNLV vs South Alabama (N) (09/06/2024)
	.438	(43 - 4 - 89)		UNLV vs Pacific (09/01/2024)
	.402	(48 - 13 - 87)		San Jose St. vs San Francisco (09/19/2024)
	.400	(50 - 14 - 90)		Colorado St. vs Air Force (10/26/2024)
	.394	(45 - 8 - 94)		Nevada vs Air Force (10/10/2024)
	.388	(50 - 12 - 98)		Wyoming vs UAlbany (09/20/2024)
	.374	(63 - 14 - 131)		Colorado St. vs Central Ark. (09/07/2024)
	.371	(76 - 17 - 159)		Utah St. at Boise St. (10/19/2024)
	.366	(47 - 10 - 101)		San Diego St. vs Seattle U (N) (09/01/2024)
KILLS (K-E-TA)	77	(77 - 27 - 192)	5s	San Diego St. at New Mexico (09/28/2024)
	76	(76 - 17 - 159)	5s	Utah St. at Boise St. (10/19/2024)
	70	(70 - 24 - 145)	5s	Nevada vs Seattle U (N) (09/05/2024)
	70	(70 - 24 - 176)	5s	Utah St. at San Diego St. (10/03/2024)
	69	(69 - 25 - 175)	5s	Utah St. vs Green Bay (N) (08/30/2024)
	69	(69 - 31 - 199)	5s	San Diego St. at Boise St. (10/24/2024)
	68	(68 - 31 - 182)	5s	San Diego St. vs CSUN (N) (08/31/2024)
	68	(68 - 22 - 192)	5s	Wyoming at Akron (09/06/2024)
	68	(68 - 23 - 165)	5s	San Diego St. vs Eastern Wash. (N) (09/21/2024)
	68	(68 - 13 - 151)	5s	Colorado St. vs Boise St. (10/10/2024)
KILLS 3-SETS (K-E-TA)	51	(51 - 16 - 118)		San Jose St. vs Saint Mary's (CA) (09/21/2024)
	50	(50 - 12 - 98)		Wyoming vs UAlbany (09/20/2024)
	50	(50 - 14 - 90)		Colorado St. vs Air Force (10/26/2024)
	49	(49 - 15 - 122)		San Jose St. vs California Baptist (N) (09/08/2024)
	49	(49 - 13 - 105)		Utah St. at UNLV (10/05/2024)
	49	(49 - 13 - 116)		Utah St. vs Fresno St. (10/26/2024)
KILLS 4-SETS (K-E-TA)	67	(67 - 27 - 179)		Fresno St. at New Mexico (10/19/2024)
	64	(64 - 19 - 133)		Colorado St. at Colorado (09/20/2024)
	64	(64 - 21 - 178)		Boise St. at UNLV (10/26/2024)
	63	(63 - 26 - 164)		New Mexico vs Tulane (08/30/2024)
	63	(63 - 14 - 131)		Colorado St. vs Central Ark. (09/07/2024)
	63	(63 - 19 - 133)		San Diego St. vs Tulane (09/07/2024)
KILLS 5-SETS (K-E-TA)	77	(77 - 27 - 192)		San Diego St. at New Mexico (09/28/2024)
	76	(76 - 17 - 159)		Utah St. at Boise St. (10/19/2024)
	70	(70 - 24 - 145)		Nevada vs Seattle U (N) (09/05/2024)
	70	(70 - 24 - 176)		Utah St. at San Diego St. (10/03/2024)
	69	(69 - 25 - 175)		Utah St. vs Green Bay (N) (08/30/2024)
	69	(69 - 31 - 199)		San Diego St. at Boise St. (10/24/2024)
TOTAL ATTEMPTS (K-E-TA)	218	(66 - 28 - 218)	5s	Boise St. at Wyoming (10/12/2024)
	209	(56 - 30 - 209)	5s	Wyoming vs Boise St. (10/12/2024)
	206	(66 - 31 - 206)	5s	Air Force vs New Mexico (10/01/2024)
	199	(69 - 31 - 199)	5s	San Diego St. at Boise St. (10/24/2024)
	193	(67 - 29 - 193)	5s	New Mexico at Air Force (10/01/2024)
	192	(68 - 22 - 192)	5s	Wyoming at Akron (09/06/2024)
	192	(66 - 25 - 192)	5s	New Mexico vs San Diego St. (09/28/2024)
	192	(77 - 27 - 192)	5s	San Diego St. at New Mexico (09/28/2024)
	191	(66 - 32 - 191)	5s	UNLV vs UC San Diego (N) (09/19/2024)
	189	(62 - 21 - 189)	5s	Boise St. vs San Diego St. (10/24/2024)
TOTAL ATTEMPTS 3-SETS (K-E-TA)	130	(38 - 15 - 130)		New Mexico vs Kansas City (N) (09/05/2024)
	127	(40 - 23 - 127)		Boise St. vs Utah Valley (N) (09/07/2024)
	124	(32 - 11 - 124)		Air Force at Saint Mary's (CA) (09/19/2024)
	123	(34 - 18 - 123)		Air Force vs Seattle U (N) (09/21/2024)
	122	(49 - 15 - 122)		San Jose St. vs California Baptist (N) (09/08/2024)

Conference Team Highs

TOTAL ATTEMPTS 4-SETS (K-E-TA)	179	(67 - 27 - 179)		Fresno St. at New Mexico (10/19/2024)
	178	(64 - 21 - 178)		Boise St. at UNLV (10/26/2024)
	177	(53 - 35 - 177)		Boise St. vs Idaho St. (09/14/2024)
	175	(60 - 31 - 175)		Nevada vs New Mexico (10/12/2024)
	174	(61 - 20 - 174)		UNLV at Fresno St. (10/10/2024)
TOTAL ATTEMPTS 5-SETS (K-E-TA)	218	(66 - 28 - 218)		Boise St. at Wyoming (10/12/2024)
	209	(56 - 30 - 209)		Wyoming vs Boise St. (10/12/2024)
	206	(66 - 31 - 206)		Air Force vs New Mexico (10/01/2024)
	199	(69 - 31 - 199)		San Diego St. at Boise St. (10/24/2024)
	193	(67 - 29 - 193)		New Mexico at Air Force (10/01/2024)
ASSISTS	73		5s	San Diego St. at New Mexico (09/28/2024)
	71		5s	Utah St. at Boise St. (10/19/2024)
	68		5s	San Diego St. vs Eastern Wash. (N) (09/21/2024)
	67		5s	Nevada vs Seattle U (N) (09/05/2024)
	67		5s	Utah St. at San Diego St. (10/03/2024)
ASSISTS 3-SETS	48			Wyoming vs UAlbany (09/20/2024)
	47			San Jose St. vs San Francisco (09/19/2024)
	46			San Jose St. vs Saint Mary's (CA) (09/21/2024)
	46			Colorado St. vs Air Force (10/26/2024)
	45			San Jose St. vs California Baptist (N) (09/08/2024)
	45			Utah St. vs Fresno St. (10/26/2024)
ASSISTS 4-SETS	63			Fresno St. at New Mexico (10/19/2024)
	60			San Diego St. vs Tulane (09/07/2024)
	60			UNLV at Fresno St. (10/10/2024)
	60			San Jose St. at New Mexico (10/17/2024)
	59			Utah St. vs New Mexico (10/10/2024)
ASSISTS 5-SETS	73			San Diego St. at New Mexico (09/28/2024)
	71			Utah St. at Boise St. (10/19/2024)
	68			San Diego St. vs Eastern Wash. (N) (09/21/2024)
	67			Nevada vs Seattle U (N) (09/05/2024)
	67			Utah St. at San Diego St. (10/03/2024)
DIGS	106		5s	Boise St. at Wyoming (10/12/2024)
	105		5s	Wyoming vs Boise St. (10/12/2024)
	100		5s	New Mexico at Northern Ariz. (09/12/2024)
	96		5s	San Diego St. at Boise St. (10/24/2024)
	94		5s	New Mexico at Air Force (10/01/2024)
DIGS 3-SETS	68			New Mexico vs Kansas City (N) (09/05/2024)
	61			San Jose St. vs California Baptist (N) (09/08/2024)
	58			Wyoming vs Coppin St. (09/19/2024)
	54			San Diego St. vs Wyoming (10/19/2024)
	53			Wyoming at San Diego St. (10/19/2024)
DIGS 4-SETS	77			UNLV at Fresno St. (10/10/2024)
	76			Boise St. at UNLV (10/26/2024)
	75			San Jose St. at New Mexico (10/17/2024)
	74			Fresno St. vs UNLV (10/10/2024)
	73			San Jose St. at Fresno St. (09/24/2024)
	73			New Mexico vs San Jose St. (10/17/2024)
DIGS 5-SETS	106			Boise St. at Wyoming (10/12/2024)
	105			Wyoming vs Boise St. (10/12/2024)
	100			New Mexico at Northern Ariz. (09/12/2024)
	96			San Diego St. at Boise St. (10/24/2024)
	94			New Mexico at Air Force (10/01/2024)

Conference Team Highs

ACES	16			Fresno St. vs San Diego St. (10/12/2024)
	14			UNLV at San Jose St. (10/12/2024)
	13			Wyoming at Utah St. (09/28/2024)
	13			Boise St. vs Utah St. (10/19/2024)
	13			Boise St. vs San Diego St. (10/24/2024)
	13			Fresno St. vs Nevada (10/24/2024)
BLOCKS (BS-BA)	19.0	(2 - 34)		Colorado St. at Utah St. (09/26/2024)
	18.5	(1 - 35)		New Mexico at Utah St. (10/10/2024)
	18.0	(2 - 32)		San Jose St. at Santa Clara (09/15/2024)
	18.0	(4 - 28)		UNLV vs Nevada (10/03/2024)
	17.0	(8 - 18)		Wyoming at Nevada (09/26/2024)
	17.0	(3 - 28)		New Mexico at Nevada (10/12/2024)
	17.0	(4 - 26)		San Diego St. vs UNLV (10/22/2024)
	17.0	(1 - 32)		Boise St. vs San Diego St. (10/24/2024)
	16.0	(5 - 22)		Wyoming vs UC Irvine (N) (09/14/2024)
	16.0	(6 - 20)		Fresno St. vs Boise St. (09/26/2024)

2024-25 Mountain West Women's Volleyball Conference Individual Leaders
All games

as of Oct 30, 2024

To be ranked, a player must appear in at least 50.0% of their team's games.

Hitting %(Min. 3.0 TA/set)

	Player	S	K	E	TA	PCT
1.	Rubright, Shea - SDSU	83	185	26	343	.464
2.	Weathers, Naeemah - CSU	78	188	39	346	.431
3.	Slusser, Brooke - SJSU	50	82	10	170	.424
4.	Freeman, Jordyn - UNLV	53	111	25	214	.402
5.	Leber, Karina - CSU	78	158	42	315	.368
6.	Purry, Kasey - Fresno	87	149	39	309	.356
7.	Barlow, Tierney - USU	84	133	30	292	.353
8.	Kaminski, Annie - Boise	79	176	44	377	.350
9.	Holcomb, Sarah - UW	80	164	42	363	.336
10.	Snyder, Bella - Nevada	89	210	67	438	.326
11.	Cooper, Kat - SDSU	64	102	30	221	.326

Kills

	Player	S	No.	Avg/S
1.	Jones, Malaya - CSU	79	343	4.34
2.	Rud, Ella - Fresno	87	339	3.90
3.	Ti'a, Nayeli - SJSU	35	135	3.86
4.	McLaughlin, Gabby - Nevada	89	341	3.83
5.	Fleming, Blaire - SJSU	50	188	3.76
6.	Bartsch, Paige - Boise	79	297	3.76
7.	Haluska, Addison - Fresno	87	316	3.63
8.	Lauterwasser, Paige - UW	80	282	3.53
9.	Payne, Lauryn - UNM	78	254	3.26
10.	Underwood, Taylor - SDSU	83	266	3.20

Assists

	Player	S	No.	Avg/S
1.	Herman, Emery - CSU	79	828	10.48
2.	Cowie, Brooke - Fresno	87	883	10.15
3.	Partyka, Kasia - UW	80	782	9.78
4.	Slusser, Brooke - SJSU	50	425	8.50
5.	Miller, Madeleine - UNM	80	634	7.93
6.	Maeva, Tehya - Nevada	89	700	7.87
7.	Kofe, Kaylie - USU	80	579	7.24
8.	Hall, Fatimah - SDSU	53	281	5.30
9.	Fafard, Arien - UNLV	79	416	5.27
10.	Remensperger, Kiki - Boise	79	406	5.14

Service Aces

	Player	S	No.	Avg/S
1.	Mitchell, Breanna - Boise	79	39	0.49
2.	Bartsch, Paige - Boise	79	36	0.46
3.	Testi, Emma - SJSU	50	22	0.44
4.	Rud, Ella - Fresno	87	36	0.41
5.	Brun, Maria - CSU	61	25	0.41
6.	Cotton, Elle - Boise	78	29	0.37
7.	Erickson, Skylar - UW	80	29	0.36
8.	Cowie, Brooke - Fresno	87	30	0.34
9.	Slusser, Brooke - SJSU	50	17	0.34
10.	Grizzle, Sierra - UW	80	27	0.34

Blocks

	Player	S	BS	BA	Total	Avg/S
1.	Holcomb, Sarah - UW	80	37	70	107	1.34
2.	Freeman, Jordyn - UNLV	53	14	52	66	1.25
3.	Mazzocca, Kayla - UW	80	20	78	98	1.23
4.	Testi, Emma - SJSU	50	5	56	61	1.22
5.	Lavickyte, Liepa - UNM	59	9	62	71	1.20
6.	Deen-Jackson, Rheanna - UNLV	76	13	77	90	1.18
7.	Kaminski, Annie - Boise	79	4	89	93	1.18
8.	Watson, Kelsey - USU	58	10	58	68	1.17
9.	Purry, Kasey - Fresno	87	21	79	100	1.15
10.	Rubright, Shea - SDSU	83	20	73	93	1.12

Digs

	Player	S	No.	Avg/S
1.	Grizzle, Sierra - UW	80	336	4.20
2.	Danielson, Falanika - UNM	80	325	4.06
3.	Fraga, Dionii - Fresno	87	352	4.05
4.	Mitchell, Breanna - Boise	79	314	3.97
5.	Singleton, Kinsley - Nevada	89	331	3.72
6.	Suan, Jordan - USAFA	68	251	3.69
7.	Bender, Gianna - SDSU	82	288	3.51
8.	Yoshimoto, Kate - CSU	67	229	3.42
9.	King, Caleigh - UNLV	81	257	3.17
10.	Ti'a, Nayeli - SJSU	35	102	2.91

2024-25 Mountain West Women's Volleyball Conference Individual Leaders
All games

Points

	Player	S	K	SA	BS	BA	PTS	Avg/S
1.	Jones, Malaya - CSU	79	343	17	3	40	383.0	4.85
2.	Ti'a, Nayeli - SJSU	35	135	10	7	20	162.0	4.63
3.	Bartsch, Paige - Boise	79	297	36	7	43	361.5	4.58
4.	Rud, Ella - Fresno	87	339	36	6	18	390.0	4.48
5.	Fleming, Blaire - SJSU	50	188	13	8	24	221.0	4.42
6.	Haluska, Addison - Fresno	87	316	28	4	39	367.5	4.22
7.	McLaughlin, Gabby - Nevada	89	341	16	2	24	371.0	4.17
8.	Lauterwasser, Paige - UW	80	282	14	2	27	311.5	3.89
9.	Underwood, Taylor - SDSU	83	266	6	3	39	294.5	3.55
10.	Payne, Lauryn - UNM	78	254	0	4	23	269.5	3.46

Team Identification

Team	Team ID
Air Force	USAFA
Boise St.	Boise
Colorado St.	CSU
Fresno St.	Fresno
Nevada	Nevada
New Mexico	UNM
San Diego St.	SDSU
San Jose St.	SJSU
UNLV	UNLV
Utah St.	USU
Wyoming	UW

2024-25 Mountain West Women's Volleyball
Conference Individual Highs
All games

Conference Individual Highs

ATTACK PERCENT (K-E-TA) minimum 12 kills	.923	(12 - 0 - 13)		Bryant, Brooke(San Jose St.) vs San Francisco (09/19/2024)
	.733	(12 - 1 - 15)		Leber, Karina(Colorado St.) vs Central Ark. (09/07/2024)
	.696	(16 - 0 - 23)		Mitchell, Talea(San Diego St.) vs Seattle U (N) (09/01/2024)
	.667	(15 - 1 - 21)		Rubright, Shea(San Diego St.) vs Tulane (09/07/2024)
	.667	(15 - 1 - 21)		Weathers, Naeemah(Colorado St.) at Colorado (09/20/2024)
	.650	(14 - 1 - 20)		Kaminski, Annie(Boise St.) at Montana (09/08/2024)
	.640	(16 - 0 - 25)		Mehmedovic, Adna(Utah St.) vs Fresno St. (10/26/2024)
	.640	(17 - 1 - 25)		Rubright, Shea(San Diego St.) vs Portland St. (09/06/2024)
	.632	(13 - 1 - 19)		Winter, Emma(Wyoming) vs UAlbany (09/20/2024)
	.615	(19 - 3 - 26)		Weathers, Naeemah(Colorado St.) at Utah St. (09/26/2024)
KILLS (K-E-TA)	31	(31 - 10 - 64)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	29	(29 - 9 - 78)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	29	(29 - 8 - 63)	5s	Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)
	28	(28 - 7 - 55)	5s	Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
	28	(28 - 6 - 62)	5s	Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	28	(28 - 3 - 49)	5s	Simovski, Andrea(Utah St.) at Boise St. (10/19/2024)
	26	(26 - 4 - 53)	4s	Jones, Malaya(Colorado St.) vs Central Ark. (09/07/2024)
	25	(25 - 5 - 39)	4s	Fleming, Blaire(San Jose St.) at Cal St. Fullerton (08/31/2024)
	25	(25 - 4 - 62)	4s	Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	24	(24 - 8 - 68)	4s	Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	24	(24 - 8 - 56)	5s	Jones, Malaya(Colorado St.) at San Diego St. (10/17/2024)
	24	(24 - 7 - 49)	5s	Mitchell, Talea(San Diego St.) vs Colorado St. (10/17/2024)
KILLS 3-SETS (K-E-TA)	23	(23 - 8 - 53)		Ti'a, Nayeli(San Jose St.) vs California Baptist (N) (09/08/2024)
	21	(21 - 4 - 35)		Jones, Malaya(Colorado St.) at UNLV (10/19/2024)
	18	(18 - 7 - 39)		Ti'a, Nayeli(San Jose St.) vs Delaware (N) (09/07/2024)
	18	(18 - 6 - 30)		Ti'a, Nayeli(San Jose St.) vs San Francisco (09/19/2024)
	17	(17 - 7 - 38)		Rud, Ella(Fresno St.) vs Montana (N) (08/31/2024)
	17	(17 - 9 - 45)		Ti'a, Nayeli(San Jose St.) vs Saint Mary's (CA) (09/21/2024)
KILLS 4-SETS (K-E-TA)	26	(26 - 4 - 53)		Jones, Malaya(Colorado St.) vs Central Ark. (09/07/2024)
	25	(25 - 5 - 39)		Fleming, Blaire(San Jose St.) at Cal St. Fullerton (08/31/2024)
	25	(25 - 4 - 62)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	24	(24 - 8 - 68)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	22	(22 - 12 - 73)		Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	22	(22 - 7 - 42)		Jones, Malaya(Colorado St.) vs Michigan St. (08/31/2024)
	22	(22 - 9 - 50)		Jones, Malaya(Colorado St.) at Colorado (09/20/2024)
	22	(22 - 4 - 38)		Jones, Malaya(Colorado St.) at Nevada (09/28/2024)
KILLS 5-SETS (K-E-TA)	31	(31 - 10 - 64)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	29	(29 - 9 - 78)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	29	(29 - 8 - 63)		Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)
	28	(28 - 7 - 55)		Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
	28	(28 - 6 - 62)		Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	28	(28 - 3 - 49)		Simovski, Andrea(Utah St.) at Boise St. (10/19/2024)
TOTAL ATTEMPTS (K-E-TA)	78	(29 - 9 - 78)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	73	(22 - 12 - 73)	4s	Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	71	(17 - 10 - 71)	5s	Bartsch, Paige(Boise St.) at Wyoming (10/12/2024)
	68	(24 - 8 - 68)	4s	Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	65	(21 - 11 - 65)	5s	Haluska, Addison(Fresno St.) vs Boise St. (09/26/2024)
	64	(23 - 9 - 64)	5s	Bartsch, Paige(Boise St.) vs San Diego St. (10/24/2024)
	64	(16 - 12 - 64)	5s	McLaughlin, Gabby(Nevada) at UNLV (10/03/2024)
	64	(31 - 10 - 64)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	63	(19 - 6 - 63)	5s	Lauterwasser, Paige(Wyoming) vs Boise St. (10/12/2024)
	63	(23 - 7 - 63)	5s	Payne, Lauryn(New Mexico) vs San Diego St. (09/28/2024)
	63	(29 - 8 - 63)	5s	Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)

Conference Individual Highs

TOTAL ATTEMPTS 3-SETS (K-E-TA)	53	(23 - 8 - 53)		Ti'a, Nayeli(San Jose St.) vs California Baptist (N) (09/08/2024)
	45	(17 - 9 - 45)		Ti'a, Nayeli(San Jose St.) vs Saint Mary's (CA) (09/21/2024)
	42	(14 - 10 - 42)		Fleming, Blaire(San Jose St.) at Colorado St. (10/03/2024)
	41	(12 - 11 - 41)		Kotzakov, Anabel(Boise St.) vs UTSA (N) (09/21/2024)
	39	(12 - 8 - 39)		Bartsch, Paige(Boise St.) vs Utah Valley (N) (09/07/2024)
	39	(10 - 7 - 39)		Payne, Lauryn(New Mexico) at Boise St. (10/05/2024)
	39	(18 - 7 - 39)		Ti'a, Nayeli(San Jose St.) vs Delaware (N) (09/07/2024)
TOTAL ATTEMPTS 4-SETS (K-E-TA)	73	(22 - 12 - 73)		Bartsch, Paige(Boise St.) at UNLV (10/26/2024)
	68	(24 - 8 - 68)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	62	(25 - 4 - 62)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	61	(17 - 12 - 61)		Payne, Lauryn(New Mexico) vs UNLV (09/26/2024)
	59	(18 - 10 - 59)		Rud, Ella(Fresno St.) vs San Jose St. (09/24/2024)
TOTAL ATTEMPTS 5-SETS (K-E-TA)	78	(29 - 9 - 78)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	71	(17 - 10 - 71)		Bartsch, Paige(Boise St.) at Wyoming (10/12/2024)
	65	(21 - 11 - 65)		Haluska, Addison(Fresno St.) vs Boise St. (09/26/2024)
	64	(23 - 9 - 64)		Bartsch, Paige(Boise St.) vs San Diego St. (10/24/2024)
	64	(16 - 12 - 64)		McLaughlin, Gabby(Nevada) at UNLV (10/03/2024)
	64	(31 - 10 - 64)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
POINTS (K-A-B)	34.0	(31 - 3 - 0.0)	5s	McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	33.5	(28 - 5 - 0.5)	5s	Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	32.5	(29 - 2 - 1.5)	5s	Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)
	32.0	(29 - 2 - 1.0)	5s	Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	31.0	(21 - 6 - 4.0)	5s	Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	31.0	(28 - 0 - 3.0)	5s	Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
POINTS 3-SET (K-A-B)	25.5	(23 - 1 - 1.5)		Ti'a, Nayeli(San Jose St.) vs California Baptist (N) (09/08/2024)
	22.0	(17 - 3 - 2.0)		Ti'a, Nayeli(San Jose St.) vs Saint Mary's (CA) (09/21/2024)
	21.5	(21 - 0 - 0.5)		Jones, Malaya(Colorado St.) at UNLV (10/19/2024)
	21.5	(18 - 1 - 2.5)		Ti'a, Nayeli(San Jose St.) vs San Francisco (09/19/2024)
	20.0	(18 - 0 - 2.0)		Ti'a, Nayeli(San Jose St.) vs Delaware (N) (09/07/2024)
POINTS 4-SETS (K-A-B)	29.0	(25 - 2 - 2.0)		Fleming, Blaire(San Jose St.) at Cal St. Fullerton (08/31/2024)
	29.0	(25 - 2 - 2.0)		Haluska, Addison(Fresno St.) vs UNLV (10/10/2024)
	27.0	(24 - 0 - 3.0)		Haluska, Addison(Fresno St.) at New Mexico (10/19/2024)
	26.5	(26 - 0 - 0.5)		Jones, Malaya(Colorado St.) vs Central Ark. (09/07/2024)
	25.0	(16 - 6 - 3.0)		Bartsch, Paige(Boise St.) vs Gonzaga (09/15/2024)
	25.0	(22 - 1 - 2.0)		Jones, Malaya(Colorado St.) vs Michigan St. (08/31/2024)
POINTS 5-SETS (K-A-B)	34.0	(31 - 3 - 0.0)		McLaughlin, Gabby(Nevada) at Fresno St. (10/24/2024)
	33.5	(28 - 5 - 0.5)		Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	32.5	(29 - 2 - 1.5)		Rud, Ella(Fresno St.) at Santa Clara (09/14/2024)
	32.0	(29 - 2 - 1.0)		Haluska, Addison(Fresno St.) vs San Diego St. (10/12/2024)
	31.0	(21 - 6 - 4.0)		Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	31.0	(28 - 0 - 3.0)		Jones, Malaya(Colorado St.) vs Boise St. (10/10/2024)
ASSISTS	60		5s	Gonzalez, Sarena(San Diego St.) vs Eastern Wash. (N) (09/21/2024)
	54		5s	Cowie, Brooke(Fresno St.) at Santa Clara (09/14/2024)
	54		5s	Miller, Madeleine(New Mexico) at Air Force (10/01/2024)
	53		5s	Cowie, Brooke(Fresno St.) at Grand Canyon (09/01/2024)
	52		4s	Kofe, Kaylie(Utah St.) vs New Mexico (10/10/2024)
	52		5s	Kofe, Kaylie(Utah St.) at Nevada (10/15/2024)
ASSISTS 3-SETS	41			Kofe, Kaylie(Utah St.) vs Fresno St. (10/26/2024)
	41			Partyka, Kasia(Wyoming) vs UAlbany (09/20/2024)
	40			Herman, Emery(Colorado St.) vs Air Force (10/26/2024)
	38			Cowie, Brooke(Fresno St.) vs Montana (N) (08/31/2024)
	38			Cowie, Brooke(Fresno St.) at Utah St. (10/26/2024)
	38			Herman, Emery(Colorado St.) at UNLV (10/19/2024)

Conference Individual Highs

ASSISTS 4-SETS	52			Kofe, Kaylie(Utah St.) vs New Mexico (10/10/2024)
	51			Cowie, Brooke(Fresno St.) at New Mexico (10/19/2024)
	50			Herman, Emery(Colorado St.) at Nevada (09/28/2024)
	48			Herman, Emery(Colorado St.) vs Central Ark. (09/07/2024)
	48			Herman, Emery(Colorado St.) at Colorado (09/20/2024)
ASSISTS 5-SETS	60			Gonzalez, Sarena(San Diego St.) vs Eastern Wash. (N) (09/21/2024)
	54			Cowie, Brooke(Fresno St.) at Santa Clara (09/14/2024)
	54			Miller, Madeleine(New Mexico) at Air Force (10/01/2024)
	53			Cowie, Brooke(Fresno St.) at Grand Canyon (09/01/2024)
	52			Kofe, Kaylie(Utah St.) at Nevada (10/15/2024)
DIGS	35		5s	Grizzle, Sierra(Wyoming) vs Boise St. (10/12/2024)
	34		5s	Grizzle, Sierra(Wyoming) vs Washington St. (N) (08/30/2024)
	31		5s	Fraga, Dionii(Fresno St.) vs Boise St. (09/26/2024)
	29		5s	Mitchell, Breanna(Boise St.) at Wyoming (10/12/2024)
	28		5s	Grizzle, Sierra(Wyoming) at Akron (09/06/2024)
DIGS 3-SETS	19			Danielson, Falanika(New Mexico) vs Kansas City (N) (09/05/2024)
	19			Mitchell, Breanna(Boise St.) vs UTSA (N) (09/21/2024)
	18			Bender, Gianna(San Diego St.) vs Wyoming (10/19/2024)
	18			Suan, Jordan(Air Force) at UTEP (09/06/2024)
	18			Yoshimoto, Kate(Colorado St.) vs Grand Canyon (09/08/2024)
DIGS 4-SETS	27			Mitchell, Breanna(Boise St.) vs Air Force (10/03/2024)
	26			Danielson, Falanika(New Mexico) vs New Mexico St. (09/17/2024)
	26			Fraga, Dionii(Fresno St.) vs Oregon St. (N) (08/30/2024)
	26			Fraga, Dionii(Fresno St.) vs San Jose St. (09/24/2024)
	25			Danielson, Falanika(New Mexico) vs Fresno St. (10/19/2024)
DIGS 5-SETS	35			Grizzle, Sierra(Wyoming) vs Boise St. (10/12/2024)
	34			Grizzle, Sierra(Wyoming) vs Washington St. (N) (08/30/2024)
	31			Fraga, Dionii(Fresno St.) vs Boise St. (09/26/2024)
	29			Mitchell, Breanna(Boise St.) at Wyoming (10/12/2024)
	28			Grizzle, Sierra(Wyoming) at Akron (09/06/2024)
ACES	7			Slusser, Brooke(San Jose St.) at Air Force (10/19/2024)
	6			Bartsch, Paige(Boise St.) vs Gonzaga (09/15/2024)
	6			Bartsch, Paige(Boise St.) vs Utah St. (10/19/2024)
	6			Singleton, Kinsley(Nevada) vs Utah St. (10/15/2024)
	5			Cotton, Elle(Boise St.) vs San Diego St. (10/24/2024)
	5			Mitchell, Breanna(Boise St.) vs New Mexico (10/05/2024)
	5			Rud, Ella(Fresno St.) vs Georgia (N) (09/08/2024)
	5			Rud, Ella(Fresno St.) vs San Diego St. (10/12/2024)
	5			Simovski, Andrea(Utah St.) vs Ohio (N) (09/14/2024)
	5			Testi, Emma(San Jose St.) vs UNLV (10/12/2024)
BLOCKS (BS-BA)	11.0	(6 - 5)		Holcomb, Sarah(Wyoming) at Nevada (09/26/2024)
	11.0	(4 - 7)		Holcomb, Sarah(Wyoming) at Air Force (10/24/2024)
	11.0	(3 - 8)		Rubright, Shea(San Diego St.) vs UNLV (10/22/2024)
	11.0	(1 - 10)		Weathers, Naeemah(Colorado St.) at Utah St. (09/26/2024)
	10.0	(2 - 8)		Deen-Jackson, Rheanna(UNLV) vs Nevada (10/03/2024)
	10.0	(3 - 7)		Holcomb, Sarah(Wyoming) at Utah St. (09/28/2024)
	10.0	(0 - 10)		Kaminski, Annie(Boise St.) vs Air Force (10/03/2024)
	10.0	(3 - 7)		Mazzocca, Kayla(Wyoming) vs UC Irvine (N) (09/14/2024)
	10.0	(4 - 6)		Purry, Kasey(Fresno St.) vs Nevada (10/24/2024)
	10.0	(1 - 9)		Sellers, Mya(Fresno St.) vs Boise St. (09/26/2024)
	10.0	(1 - 9)		Testi, Emma(San Jose St.) at Santa Clara (09/15/2024)
	10.0	(0 - 10)		Woods, Elizabeth(New Mexico) at Utah St. (10/10/2024)

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 1:24-cv-03155-SKC-MDB

BROOKE SLUSSER, *et al.*,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, *et al.*,

Defendants.

DECLARATION OF KIMBERLY LAYTON

I, Kimberly Layton, under penalties of perjury, affirm that the following statements are true to the best of my knowledge, information, and belief:

1. I am over the age of twenty-one (21).

2. The statements contained in this declaration are based on my personal knowledge and are true and accurate to the best of my knowledge, information, and belief.

3. I understand that the statements made in this declaration will be submitted to the Court in connection with the above-captioned case.

4. I am employed as a paralegal with the law firm Kroger, Gardis & Regas, LLP ("KGR"), 111 Monument Circle, Suite 900, Indianapolis, IN 46204.

5. I have reviewed the documents identified as **Exhibits 1** through **10** to be submitted in the above-captioned matter and affirm that they are authentic, true and accurate documents to the best of my knowledge, information and belief.

6. **Exhibit 1** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of the Mountain West Handbook 2024-25, which is available at: https://themw.com/2024-25-mountain-west-handbook/.

7. **Exhibit 2** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of the Memorandum of Understanding for Mountain West Conference Grant of Rights Agreement published in the news media, which is available at: https://news3lv.com/resources/pdf/15fcfc8c-6ff4-4ef6-b5d4-3b0cf5436256-2024.09.26FullyExecutedCompositeMountainWestMOU.pdf.

8. **Exhibit 3** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of the NCAA's Transgender Student-Athlete Participation Policy, which is available at: https://www.ncaa.org/sports/2022/1/27/transgender-participation-policy.aspx.

9. **Exhibit 4** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of an article published in the news media titled *University Of Nevada Will Not Forfeit Against San Jose State, Blaire Fleming* from October 3, 2024, which is available at: https://www.outkick.com/sports/university-nevada-volleyball-san-jose-state-blaire-fleming.

10. **Exhibit 5** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of an article published in the news media titled *Nevada Players Vote To Forfeit Against SJSU, Transgender Player Despite School's Statement* from October 14, 2024, which is available at: https://www.outkick.com/sports/university-nevada-volleyball-forfeit-san-jose-

state-transgender-blaire-fleming.

11. **Exhibit 6** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of an article published in the news media titled *University Of Nevada Says Forfeit Against SJSU 'Does Not Represent Position' Of School* from October 14, 2024, which is available at: https://www.outkick.com/sports/breaking-university-nevada-says-forfeit-against-sjsu-does-not-represent-position-school.

12. **Exhibit 7** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of an article published in the news media titled *UNR president Brian Sandoval releases new statement on Nevada-SJSU volleyball match* from October 17, 2024, which is available at: https://nevadasportsnet.com/newsletter-daily/unr-president-brian-sandoval-releases-new-statement-on-nevada-sjsu-volleyball-match.

13. **Exhibit 8** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of an article published in the news media titled *Nevada's controversial volleyball match against San Jose State has moved locations* from October 22, 2024, which is available at: https://nevadasportsnet.com/news/reporters/nevadas-controversial-volleyball-match-against-san-jose-state-has-moved-locations.

14. **Exhibit 9** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of the San Jose State University's Women's Volleyball Schedule and Record which is available at:

https://sjsuspartans.com/sports/womens-volleyball/schedule.

15. **Exhibit 10** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of the Mountain West Conference Volleyball Standings which is available at: https://themw.com/standings/sport/wvball/.

16. **Exhibit 11** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of the 2024-25 Mountain West Women's Volleyball Conference Leaders in Conference Games, as of Nov. 8, 2024 which is available at: https://storage.googleapis.com/themw-com/2024/11/696f0c11-mw-vb-stats-nov.-7.pdf.

17. **Exhibit 12** to Plaintiffs' Emergency Motion for Preliminary Injunction is a true and accurate copy of the 2024-25 Mountain West Women's Volleyball Conference Leaders in Conference Games, as of Oct. 30, 2024 which is available at https://storage.googleapis.com/themw-com/2024/10/18ab9595-2024-mw-vb-stats-oct.-29.pdf.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Dated this 15th day of November, 2024.

Kimberly Layton

Case No. 24-cv-3155

BROOKE SLUSSER, *et al*. Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, *et al*. Defendants.

Expert Witness Declaration

Tommy Lundberg, PhD

1. Introduction and overview of qualifications to provide expert testimony

1.1. My name is Tommy Lundberg. I am currently employed as an assistant senior lecturer in the Division of Clinical Physiology at Karolinska Institutet (Stockholm SWE), one of the top ranked medical universities in the world [1].

1.2. I have been asked by the plaintiff's counsel to provide written expert testimony on issues relating to sex classification in sport, male versus female performance differences, effects of testosterone suppression in trans-identifying males, and the NCAA's Transgender Eligibility Policies.

1.3. To reach my conclusions, I have reviewed the plaintiff's second amended complaint and the appendices to the complaint, including the NCAA's Transgender Eligibility Policies. My conclusions are also based on my own scientific knowledge and my own professional opinion based on my disciplinary training and research experience. The key facts, relevant research data, and scholarly articles that I considered in writing my report and reaching my conclusions are referenced in the report.

1.4. My research focuses on physiology, with special emphasis on exercise physiology. I teach anatomy, physiology and exercise physiology in various courses at Karolinska Institutet, both at undergraduate and postgraduate level.

1.5. I obtained my MSc degree (pass with distinction) in Exercise Physiology from Loughborough University (UK) in 2009. In May 2014, I received my PhD degree in Sports Science from the Mid Sweden University, examining the influence of aerobic exercise on skeletal muscle adaptations to resistance training.

1.6. In 2017, I received the Swedish Central Association for Sport Promotion (SCIF) prize for most prominent young researcher in Sports Science in Sweden.

1.7. In September 2021, I was awarded the title Docent in Physiology at Karolinska Institutet. The title Docent is a nationally recognized expression of scientific and pedagogical competence [2].

1.8. I have authored 46 peer-reviewed publications and received 2244 citations (source: Google Scholar). My h-index is 23 [3]. Several of these publications are of particular relevance to the topic of transgender athletes and sex classification in sport. The publications concern original research, research reviews, and opinions/editorials (full publication list is available in Appendix 1).

1.9. In 2020, I was invited by World Rugby to give evidence to the Transgender Working Group, which had been tasked with reviewing the rules concerning transgender athletes in female categories in international competitions [4].

1.10. I have been invited by the Swedish Sports Confederation, Swedish Football Association and World Curling to present scientific evidence pertaining to inclusion of transgender athletes in sports.

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[1] https://ki.se/en/about/ranking-and-karolinska-institutet
[2] https://staff.ki.se/docent
[3] https://scholar.google.com/citations?hl=en&user=jXX7Qa4AAAAJ
[4] https://www.world.rugby/news/561370

1.11. I am very familiar with the sports environment at all levels. I was an elite soccer player myself in the Finnish Premier League (Veikkausliiga). I have also advised the Swedish Ice Hockey Federation and the Swedish Football Association on exercise physiology-related matters. I am currently chairman of the board of the Åland Island Soccer Association.

1.12. An extended version of my CV is attached as Appendix 1.

1.13. I have provided expert witness testimony previously: JayCee Cooper v. USA Powerlifting & USA Powerlifting Minnesota, No. 62-CV-21-211, State of Minnesota District Court, *and* A.M., by her mother and next friend, E.M., v. Indianapolis public schools et al., Indianapolis Public Schools et al., No. 1:22-cv-107, United States District Court Southern District of Indiana.

1.14. I will derive no personal, social, or academic benefit from the opinions expressed in this declaration.

1.15. I am compensated at an hourly rate of $300 for my time in preparing this report.

2. Relevant background on sex and gender identity

2.1. Humans have two sexes: male and female. The male sex is defined as the adult phenotype with the corresponding physiology and reproductive system that produces the smaller gamete (sperm). The female sex is defined as the adult phenotype with the corresponding physiology and reproductive system that produces the larger gamete (the egg) [5]. Biologically, therefore, there are two sexes – male and female.

2.2. Gender identity refers to a person's self-perceived sex/gender [6].

2.3. The term "transgender" is used as an umbrella term to describe individuals whose gender identity differs from the sex observed at birth. Trans-identifying males (often referred to as transgender girls/women) are individuals who were observed male at birth but identify as girls/female/women.

2.4. There are no objective criteria by which a person is designated as transgender. It is primarily a decision made by individuals who experience gender incongruence/dysphoria.

2.5. Therapy for trans-identifying males may include testosterone suppression and estrogen therapy to lower or maintain testosterone levels in the female range.

2.6. Since no therapy can completely alter the reproductive system (including, for example, chromosomes, ovaries, uterus, testes, prostate) to support production and delivery of the opposite gamete type, biological sex cannot be changed. The goal of hormone treatment in trans-identifying males is therefore to use medication to produce feminine and less masculine physical characteristics, or, in the case of testosterone suppressing agents, sometimes to halt/delay the male puberty.

[5] Lehtonen J, Parker GA. Gamete competition, gamete limitation, and the evolution of the two sexes. Mol Hum Reprod. 2014 Dec;20(12):1161-8.
[6] T'Sjoen G, Arcelus J, Gooren L, Klink DT, Tangpricha V. Endocrinology of Transgender Medicine. Endocr Rev. 2019 Feb 1;40(1):97-117.

3. Relevant background on sports categorization

3.1. Sporting categorization is essential to ensure inclusivity in sport. By categorizing athletes based on factors such as age and sex, we can control for significant categorical advantages, allowing athletes of all ages and both sexes to compete fairly. This ensures that genuine talent, exceptional ability and dedicated training are showcased, rather than advantages that have nothing to do with these characteristics, such as simply being male.

3.2. Categorization in sport is based on physical attributes, as the classification by age, sex, physical function (parasport) and sometimes also by weight class shows. Therefore, gender identity alone is not a sufficient basis for categorization in sport.

3.3. It is the male performance advantage, which is biologically based, that makes a protected female category necessary in the first place: the female category only fulfills its purpose by excluding male performance advantages.

4. Biological differences between males and females

4.1. Sexual dimorphism is already evident in human body composition in the fetal stage, but becomes most obvious during puberty. While male infants at birth have a comparable fat mass to their female counterparts, they are generally longer and have more lean mass [7].

4.2. In adulthood, circulating testosterone concentrations in females (0.1–1.7 nmol/L) and males (7.7–29.4 nmol/L) do not come close to overlapping [8].

4.3. As I and my colleagues have outlined in scientific publications, exposure to higher levels of testosterone during male versus female development has been shown to promote the development of male sex characteristics (e.g., greater muscle mass, heart size, lung capacity, bone size, strength, and circulating hemoglobin) that are essential for athletic performance [9].

4.4. The most recent reviews of sex differences in muscle mass show that the differences between males and females in lean body mass are generally quite consistent across studies, with a male advantage of about 40% in lean body mass and fat-free mass, with more pronounced differences in the upper body [10].

4.5. There are currently hundreds of studies providing data on sex differences in muscle strength. One of the most thorough reviews of these studies was recently produced by James Nuzzo [10]. This review analyzed data from numerous studies that included all major muscle groups and common strength exercises. The male advantage in muscle strength is generally between 40%

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[7] Davis SM, Kaar JL, Ringham BM, Hockett CW, Glueck DH, Dabelea D. Sex differences in infant body composition emerge in the first 5 months of life. J Pediatr Endocrinol Metab. 2019 Nov 26;32(11):1235-1239.

[8] Handelsman DJ, Hirschberg AL, Bermon S. Circulating Testosterone as the Hormonal Basis of Sex Differences in Athletic Performance. Endocr Rev. 2018 Oct 1;39(5):803-829.

[9] Lundberg TR, et al. The International Olympic Committee framework on fairness, inclusion and nondiscrimination on the basis of gender identity and sex variations does not protect fairness for female athletes. Scand J Med Sci Sports. 2024 Mar;34(3):e14581.

[10] Nuzzo JL. Narrative Review of Sex Differences in Muscle Strength, Endurance, Activation, Size, Fiber Type, and Strength Training Participation Rates, Preferences, Motivations, Injuries, and Neuromuscular Adaptations. J Strength Cond Res. 2023 Feb 1;37(2):494-536.

and 120%, with greater differences observed in upper body muscles and exercises.

4.6. I and my colleagues recently summarized the relevant sex differences between males and females in a figure. It shows the overall large advantage males have over females in several factors relevant to athletic performance, not least body size, endurance, muscle size, and strength and power. The graph is shown below in Figure 1.

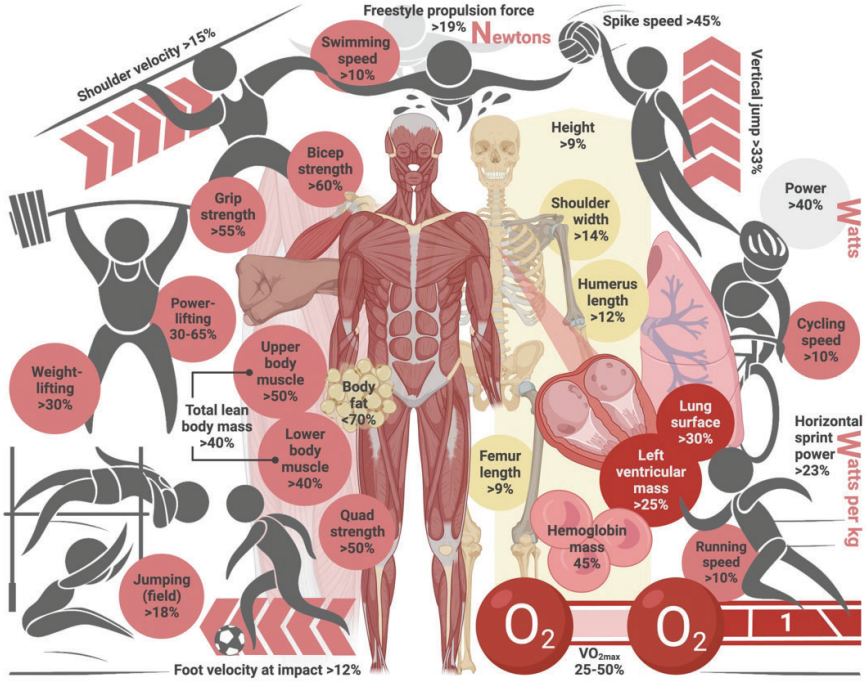


Figure 1. *Overview of sex differences in biological factors relevant for human performance. Originally published in Lundberg et al. 2024* [11].

5. Sex differences in sports performance

5.1. Sex differences in athletic performance have been extensively studied. In sports where physique plays a role, the differences between the sexes are generally at least 10–12% (e.g. swimming, sprinting), but go far beyond this in sports that place greater demands on muscle strength and power [12]. The sex differences may also be smaller in a few sports with limited physical demands on the athletes.

5.2. In the sports governed by the NCAA that have testosterone limits, there are clear sex differences in virtually all cases except equestrian. I will explain this in more detail in the next few points.

[11] Lundberg TR, et al. The International Olympic Committee framework on fairness, inclusion and nondiscrimination on the basis of gender identity and sex variations does not protect fairness for female athletes. Scand J Med Sci Sports. 2024 Mar;34(3):e14581.
[12] Hilton EN, Lundberg TR. Transgender Women in the Female Category of Sport: Perspectives on Testosterone Suppression and Performance Advantage. Sports Med. 2021 Feb;51(2):199-214.

5.3. In the sprint disciplines of track and field, explosive power, muscle mass and the proportion of fast-twitch muscle fibers are decisive factors for performance. In distance running, cross country, skiing and triathlon, a high cardiovascular endurance performance is required. Throwing events such as javelin and softball require high strength and power in the upper body. Males have a performance advantage in all these factors. This results in average sex differences in Track and field of around 10–12% in sprinting and distance, 18% in jumping and 22% in pole vaulting [12].

5.4. In swimming, high upper body strength for propulsion, high cardiovascular endurance and a high muscle-to-fat ratio are advantageous. Males have a performance advantage over females in these factors. This results in an average sex difference of 10–12% in swimming competitions.

5.5. In tennis, the athlete benefits from high upper body strength for powerful serves and groundstrokes, speed for fast court coverage and intermittent endurance performance for long matches. Males have a performance advantage over females in these factors. This results in the well-known sex differences in tennis performance, even if these differences are difficult to express in figures. However, the sex difference in serve speed in tennis is estimated to be around 20% [13].

5.6. In volleyball and beach volleyball, it is advantageous to be tall, have a high vertical jumping ability, and upper body power for spiking and serving. The result is well-known sex differences in volleyball and beach volleyball performance, even if these differences are difficult to quantify. However, the sex difference in serve speed in volleyball is estimated to be around 33% [13].

5.7. In team sports such as soccer, rugby, field hockey, ice hockey, lacrosse, water polo and basketball, the physical demands on lower body strength, endurance, speed, agility, strength and power are high. Males have advantages over females in these factors. The result is known sex differences in performance, even if these differences are difficult to quantify. However, it is known that elite boys aged around 15 can beat the best women's national teams in soccer [14]. In team sports where there is physical contact and frequent collisions (e.g. rugby, ice hockey, lacrosse), there are also safety concerns if males are allowed to compete against females.

5.8. Overall, it is these physiological and physical differences between the sexes that typically result in males having greater speed, strength, explosive power and endurance, which translates into clear performance advantages in almost all sports.

6. Effects of testosterone suppression in transgender women

6.1. Gender-affirming hormone therapy (GAHT) is a treatment approach in which transgender people are prescribed hormones and medication to align their physical characteristics with their gender identity.

6.2. Several studies have investigated longitudinal changes in body composition, muscle mass or lean body mass in trans-identifying males before and after

[13] Hilton EN, Lundberg TR. Transgender Women in the Female Category of Sport: Perspectives on Testosterone Suppression and Performance Advantage. Sports Med. 2021 Feb;51(2):199-214.
[14] https://www.si.com/soccer/2023/11/10/carli-lloyd-confirms-uswnt-once-lost-team-15-year-old-boys

testosterone suppression. These studies include several hundred trans-identifying males in total.

6.3. In a 2021 literature review published in a top-tier sports medicine journal, Dr. Emma Hilton and I summarized twelve longitudinal studies that measured factors relevant to athletic performance in trans-identifying males before and after GAHT [13]. We found that muscle mass decreases by only about 3–5% after 1 year of therapy. We also found that the few studies that had measured muscle strength showed that this was also only minimally reduced by testosterone suppression.

6.4. Following this review, there have been several other reviews that have come to similar conclusions – namely that suppression of testosterone in trans-identifying males does not negate the male performance advantage. These include reviews by Harper et al. [15] and Nokoff et al. [16].

6.5. There are also several cross-sectional studies in which various biological outcomes relevant to sports performance have been estimated following testosterone suppression over a period of 6 to 16 years. While it is important to be aware of the limitations of cross-sectional studies, i.e. that participants' baseline levels are not known, these studies have also found that important advantages remain in terms of stature, muscle mass, strength and absolute levels of maximal oxygen consumption [17, 18, 19].

6.6. It is also important to remember that there are some advantages inherent in the male sex that are not altered at all by testosterone suppression. These include stature, size, shape and strength of skeletal bones, as well as foot size and arm span.

6.7. Thus, if the current testosterone concentration is the decisive criterion for eligibility for women's sport, the permanent and long-lasting physical and physiological advantages of male development are not considered.

6.8. Relying on testosterone thresholds that are significantly higher than typical female levels (i.e., the NCAA thresholds of 10 nmol/L and 5 nmol/L used in some sports) is also more unfair than thresholds that would correspond to actual female testosterone levels (i.e., 0.1–1.7 nmol/L), because research

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[15] Harper J, O'Donnell E, Sorouri Khorashad B, McDermott H, Witcomb GL. How does hormone transition in transgender women change body composition, muscle strength and haemoglobin? Systematic review with a focus on the implications for sport participation. Br J Sports Med. 2021 Aug;55(15):865-872.
[16] Nokoff NJ, Senefeld J, Krausz C, Hunter S, Joyner M. Sex Differences in Athletic Performance: Perspectives on Transgender Athletes. Exerc Sport Sci Rev. 2023 Jul 1;51(3):85-95.
[17] Lapauw B, Taes Y, Simoens S, Van Caenegem E, Weyers S, Goemaere S, Toye K, Kaufman JM, T'Sjoen GG. Body composition, volumetric and areal bone parameters in male-to-female transsexual persons. Bone. 2008 Dec;43(6):1016-21.
[18] Alvares LAM, Santos MR, Souza FR, Santos LM, Mendonça BB, Costa EMF, Alves MJNN, Domenice S. Cardiopulmonary capacity and muscle strength in transgender women on long-term gender-affirming hormone therapy: a cross-sectional study. Br J Sports Med. 2022 Nov;56(22):1292-1298.
[19] Hamilton B, Brown A, Montagner-Moraes S, Comeras-Chueca C, Bush PG, Guppy FM, Pitsiladis YP. Strength, power and aerobic capacity of transgender athletes: a cross-sectional study. Br J Sports Med. 2024 May 28;58(11):586-597.

shows that more complete suppression affects muscle mass and strength more than only partial suppression [20].

6.9. It is also important to recognize the fact that resistance training has been shown to increase muscle mass and strength despite the simultaneous suppression of testosterone [21]. Therefore, athletes who continue to train, and especially those who intensify their resistance training, will likely mitigate a large proportion of the already small expected losses.

6.10. The retention of athletic advantage despite testosterone suppression in biological males can be inferred not only from studies of untrained individuals but was also demonstrated in the case study with Lia Thomas, who showed performance losses that were far below the typical difference between males and females in swimming performance, and therefore achieved a large rank gain when switching from the male to the female category [22].

6.11. Several international governing bodies such as World Aquatics [23], World Sailing [24] and World Athletics [25] have now recognized the lasting effects of male development in their guidelines and therefore do not rely on current testosterone levels.

6.12. Based on the information provided in this section, I conclude that The NCAA's reliance on testosterone suppression for eligibility to female sport is not supported by scientific data. Science shows that male performance advantages are long-lasting even when testosterone is suppressed.

7. Fair and safe eligibility criteria for women's sport

7.1. One of the most comprehensive assessments of transgender inclusion in sport was conducted by the UK Sports Councils in 2021 [26]. This study explored the views and experiences of hundreds of people in sport, including transgender people and advocacy groups. It also examined current policy and the latest scientific evidence on transgender inclusion in sport.

7.2. The UK Sports Councils concluded that fairness in competition is not compatible with self-identification in the female category. It was also noted that testosterone suppression is unlikely to ensure fairness between trans-identifying males and females, and that categorization within the sex binary is the most meaningful functional classification in sport. In my professional opinion, this guide to transgender inclusion is accurate and scientifically sound.

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[20] Finkelstein JS, Yu EW, Burnett-Bowie SA. Gonadal steroids and body composition, strength, and sexual function in men. N Engl J Med. 2013 Dec 19;369(25):2457.
[21] Kvorning T, Andersen M, Brixen K, Madsen K. Suppression of endogenous testosterone production attenuates the response to strength training: a randomized, placebo-controlled, and blinded intervention study. Am J Physiol Endocrinol Metab. 2006 Dec;291(6):E1325-32.
[22] Senefeld JW, Hunter SK, Coleman D, Joyner MJ. Case Studies in Physiology: Male to female transgender swimmer in college athletics. J Appl Physiol (1985). 2023 Apr 1;134(4):1032-1037.
[23] https://resources.fina.org/fina/document/2023/03/27/dbc3381c-91e9-4ea4-a743-84c8b06debef/Policy-on-Eligibility-for-the-Men-s-and-Women-s-Competiition-Categrories-Version-on-2023.03.24.pdf
[24] https://www.sailing.org/2024/05/17/world-sailing-council-passes-transgender-participation-policy/
[25] https://worldathletics.org/download/download?filename=c50f2178-3759-4d1c-8fbc-370f6aef4370.pdf&urlslug=C3.5A%20%E2%80%93%20Eligibility%20Regulations%20Transgender%20Athletes%20%E2%80%93%20effective%2031%20March%202023
[26] https://www.uksport.gov.uk/news/2021/09/30/transgender-inclusion-in-domestic-sport

7.3. I and my colleagues recently published an editorial where we explain how sport governing bodies can ensure fair end safe sport for women [27]. We wrote that this can be achieved by:

a) recognizing that female sport that excludes all male advantage is necessary for female inclusion; b) recognizing that exclusion from female sport should be based on the presence of any male development, rather than current testosterone levels, c) not privileging legal "passport" sex or gender identity for inclusion into female sport; and d) accepting that sport must have means of testing eligibility to fulfill the category purpose.

7.4. It is therefore my opinion that the NCAA transgender guidelines deny female student athletes equal opportunity and fair competition in sports because the NCAA guidelines allow male performance advantages in the female category.

8. Summary of expert witness declaration

Based on the above sections, I declare six primary professional opinions:

8.1. The biological sex differences between males and females are proven and lead to equally proven sex differences in sports, including almost all the sports governed by the NCAA.

8.2. These sex differences make a separate category for females necessary so that they have equal opportunities to participate in sport and the best female athletes can be rewarded for exceptional sporting achievements.

8.3. The NCAA transgender guidelines deny female student athletes equal opportunity and fair competition because the NCAA guidelines allow male performance advantages in women's sports; the very advantage the female category is designed to exclude.

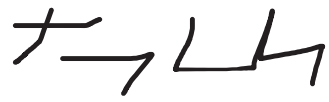
8.4. The NCAA's reliance on testosterone suppression is not supported by scientific data – science shows that male performance advantages are long-lasting even when testosterone is suppressed.

8.5. The NCAA policy does not recognize international governing bodies such as World Aquatics, World Sailing and World Athletics, which have acknowledged the lasting effects of male development in their policies.

8.6. Categorization according to biological sex ensures equal opportunities and fair competition for female student athletes.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the forgoing is true and correct.

On the 15th of November 2024



Tommy Lundberg, PhD

[27] Tucker R, et al. Fair and Safe Eligibility Criteria for Women's Sport. Scand J Med Sci Sports. 2024 Aug;34(8):e14715.

SCIENTIFIC CURRICULUM VITAE

1 NAME

Tommy Richard Lundberg

2 BIRTH DATA

(yyyy-mm-dd)**:** 1981-04-15

3 EDUCATION

Higher education courses (completion year)

2018	Pedagogy for doctoral supervisors (2 weeks)
2018	Leadership for research group leaders (2 weeks)
2017	Future Educational Leader (5 weeks)
2017	Open Networked Learning (ONL171), 2 weeks
2015	Teaching and Learning in Higher Education (GHPD), 5 weeks
2015	Introductory Doctoral Supervision Course (1 week)

Doctoral education

2010-2014	Doctoral studies, 240 credits, Dept. of Health Sciences, Mid Sweden University

Graduate degree

2009	Master of Science in Exercise Physiology, Loughborough University, UK

4 DOCTORAL DEGREE

2014 Doctoral degree in Sports Science, Mid Sweden University. *Thesis title: The effects of aerobic exercise on human skeletal muscle adaptations to resistance exercise.*

5 PREVIOUS ACADEMIC POSITIONS

2015-2018 50% Postdoc at the Karolinska Institutet, Dept. of Laboratory Medicine, Div. of Clinical Physiology, through funding from a fellowship awarded by the Swedish Council for Research in Sport Science

2014-2021 Lecturer, Karolinska Institutet, Dept. of Laboratory Medicine, Div. of Clinical Physiology.

6 DOCENT STATUS

2021 Awarded the Title Docent in Physiology (September 2021)

7 CURRENT POSITION

2022- Assistant Senior Lecturer, Karolinska Institutet, Dept. of Laboratory Medicine, Div. of Clinical Physiology. Time devoted to research: 50%

Current scientific activity

An overarching theme of my previous, current and planned future long-term research concerns the control and regulation of skeletal muscle mass and function. I am interested in how human skeletal muscle responds and adapts to increased or decreased loading. In contexts such as sporting performance, exercise, aging and disease, this work examines the functional, metabolic, morphological and molecular adaptations to, for example, acute and chronic resistance and/or aerobic exercise, cross-hormone therapy, and the impact of growth and maturation on sports performance.

Current teaching activity

The main focus of my teaching is within the field of human physiology, with a particular specialization in exercise physiology. I teach this subject in several courses for different medical degree programs at Karolinska Institutet, including the Physiotherapy degree programme, the Biomedical Laboratory Sciences degree programme and the Occupational Therapist degree programme. I am a course instructor and examiner for a contract education course called Advanced Exercise Physiology (4.5 credits). I have 14 years of experience in teaching and course management at both undergraduate and postgraduate level.

8 SCIENTIFIC PUBLICATIONS

8.1 Bibliometric parameters

Source	h-index	Times cited
Dimensions	**20**	**1363**
Europe PMC	**15**	**658**
Web of Science	**19**	**1104**

Google Scholar (Oct 11, 2024): Citations: 2244, H-index 23

8.2 List of all peer-reviewed publications

1: Tucker R, Hilton EN, McGawley K, Pollock N, Millet GP, Sandbakk Ø, Howatson G, Brown GA, Carlson LA, Chen MA, Heron N, Kirk C, Murphy MH, Pringle J, Richardson A, Santos-Concejero J, Christiansen AV, Jones C, Alonso JM, Robinson R, Jones N, Wilson M, Parker MG, Chintoh A, Hunter S, Senefeld JW, O'Connor MI, Joyner M, Carneiro EM, Devine C, Pike J, **Lundberg TR**. Fair and Safe Eligibility Criteria for Women's Sport. Scand J Med Sci Sports. 2024 Aug;34(8):e14715. doi: 10.1111/sms.14715. PMID: 39169560.

2: Lindholm O, Niklasson E, Lind J, Cardinale DA, **Lundberg TR**. A pilot study on bio-banding in male youth ice hockey: Players' perceptions and coaches' selection preferences. PLoS One. 2024 Aug 12;19(8):e0308676. doi: 10.1371/journal.pone.0308676. PMID: 39133685; PMCID: PMC11318913.

3: Sweeney L, MacNamara Á, Taylor J, **Lundberg TR**. Selection of reference data significantly influences biological maturity timing classification in national youth soccer players. *International Journal of Sports Science & Coaching*, *0*(0). 2024. https://doi.org/10.1177/17479541241277661

4: Sweeney L, **Lundberg TR**. Relative age and biological maturity-related selection biases in male youth soccer across different competitive levels within a national association. Sci Med Footb. 2024 Jun 23:1-9. doi:10.1080/24733938.2024.2369543. Epub ahead of print. PMID: 38909319.

5: Tryfonos A, Pourhamidi K, Jörnåker G, Engvall M, Eriksson L, Elhallos S, Asplund N, Mandic M, Sundblad P, Sepic A, Rullman E, Hyllienmark L, Rundqvist H, **Lundberg TR**, Gustafsson T. Functional Limitations and Exercise Intolerance in Patients With Post-COVID Condition: A Randomized Crossover Clinical Trial. JAMA Netw Open. 2024 Apr 1;7(4):e244386. doi: 10.1001/jamanetworkopen.2024.4386. PMID: 38573638; PMCID: PMC11192186.

6: **Lundberg TR**, Tucker R, McGawley K, Williams AG, Millet GP, Sandbakk Ø, Howatson G, Brown GA, Carlson LA, Chantler S, Chen MA, Heffernan SM, Heron N, Kirk C, Murphy MH, Pollock N, Pringle J, Richardson A, Santos-Concejero J, Stebbings GK, Christiansen AV, Phillips SM, Devine C, Jones C, Pike J, Hilton EN. The International Olympic Committee framework on fairness, inclusion and nondiscrimination on the basis of gender identity and sex variations does not protect fairness for female athletes. Scand J Med Sci Sports. 2024 Mar;34(3):e14581. doi: 10.1111/sms.14581. PMID: 38511417.

7: Subramanian N, Wiik A, Rullman E, Melin M, **Lundberg TR**, Flanagan J, Holmberg M, Dekanski A, Dhejne C, Arver S, Gustafsson T, Laurencikiene J, Andersson DP. Adipokine secretion and lipolysis following gender-affirming treatment in transgender individuals. J Endocrinol Invest. 2024 Mar 9. doi:10.1007/s40618-024-02323-4. Epub ahead of print. PMID: 38460092.

8: **Lundberg TR**, Larsson G, Alstermark R, Mandić M, Fernandez-Gonzalo R. Relationship between maximal oxygen uptake, within-set fatigue and between-set recovery during resistance exercise in resistance-trained men and women. BMC Sports Sci Med Rehabil. 2024 Feb 12;16(1):45. doi: 10.1186/s13102-024-00830-8. PMID: 38347629; PMCID: PMC10863198.

9: Niklasson E, Lindholm O, Rietz M, Lind J, Johnson D, **Lundberg TR**. Who Reaches the NHL? A 20-Year Retrospective Analysis of Junior and Adult Ice Hockey Success in Relation to Biological Maturation in Male Swedish Players. Sports Med. 2024 May;54(5):1317-1326. doi: 10.1007/s40279-023-01985-z. Epub 2024 Jan 9. PMID: 38194055; PMCID: PMC11127826.

10: Hilton EN, **Lundberg TR**. Authors' Reply to Blair Hamilton et al. "Transgender Women in the Female Category of Sport: Perspectives on Testosterone Suppression and Performance Advantage". Sports Med. 2024 Jan;54(1):243-246. doi: 10.1007/s40279-023-01930-0. Epub 2023 Sep 20. PMID: 37726583.

11: Lilja M, Moberg M, Apró W, Martínez-Aranda LM, Rundqvist H, Langlet B, Gustafsson T, **Lundberg TR**. Limited effect of over-the-counter doses of ibuprofen on mechanisms regulating muscle hypertrophy during resistance training in youngadults. J Appl Physiol (1985). 2023 Mar 1;134(3):753-765. doi:10.1152/japplphysiol.00698.2022. Epub 2023 Feb 16. PMID: 36794689.

12: Skoglund E, Stål P, **Lundberg TR**, Gustafsson T, Tesch PA, Thornell LE. Skeletal muscle morphology, satellite cells, and oxidative profile in relation to physical function and lifelong endurance training in very old men. J Appl Physiol (1985). 2023 Feb 1;134(2):264-275. doi: 10.1152/japplphysiol.00343.2022. Epub 2022 Dec 22. PMID: 36548511.

13: Puustinen J, Venojärvi M, Haverinen M, **Lundberg TR**. Effects of Flywheel vs. Traditional Resistance Training on Neuromuscular Performance of Elite Ice Hockey Players. J Strength Cond Res. 2023 Jan 1;37(1):136-140. doi: 10.1519/JSC.0000000000004159. Epub 2021 Oct 28. PMID: 36515598.

14: **Lundberg TR**, Feuerbacher JF, Sünkeler M, Schumann M. The Effects of Concurrent Aerobic and Strength Training on Muscle Fiber Hypertrophy: A Systematic Review and Meta-Analysis. Sports Med. 2022 Oct;52(10):2391-2403. doi: 10.1007/s40279-022-01688-x. Epub 2022 Apr 27. PMID: 35476184; PMCID: PMC9474354.

15: Niklasson E, Borga M, Dahlqvist Leinhard O, Widholm P, Andersson DP, Wiik A, Holmberg M, Brismar TB, Gustafsson T, **Lundberg TR**. Assessment of anterior thigh muscle size and fat infiltration using single-slice CT imaging versus automated MRI analysis in adults. Br J Radiol. 2022 May 1;95(1133):20211094. doi: 10.1259/bjr.20211094. Epub 2022 Feb 23. PMID: 35195445; PMCID: PMC10993966.

16: Mandić M, Hansson B, Lovrić A, Sundblad P, Vollaard NBJ, **Lundberg TR**, Gustafsson T, Rullman E. Improvements in Maximal Oxygen Uptake After Sprint- Interval Training Coincide with Increases in Central Hemodynamic Factors. Med Sci Sports Exerc. 2022 Jun 1;54(6):944-952. doi: 10.1249/MSS.0000000000002872. Epub 2022 Feb 8. Erratum in: Med Sci Sports Exerc. 2023 Feb 01;55(2):333. doi: 10.1249/MSS.0000000000003087. PMID: 35136000.

17: Skoglund E, **Lundberg TR**, Rullman E, Fielding RA, Kirn DR, Englund DA, von Berens Å, Koochek A, Cederholm T, Berg HE, Gustafsson T. Functional improvements to 6 months of physical activity are not related to changes in size or density of multiple lower-extremity muscles in mobility-limited older individuals. Exp Gerontol. 2022 Jan;157:111631. doi: 10.1016/j.exger.2021.111631. Epub 2021 Nov20. PMID: 34813901.

18: Schumann M, Feuerbacher JF, Sünkeler M, Freitag N, Rønnestad BR, Doma K, **Lundberg TR**. Compatibility of Concurrent Aerobic and Strength Training for Skeletal Muscle Size and Function: An Updated Systematic Review and Meta- Analysis. Sports Med. 2022 Mar;52(3):601-612. doi: 10.1007/s40279-021-01587-7. Epub 2021 Nov 10. PMID: 34757594; PMCID: PMC8891239.

19: Steele J, Androulakis-Korakakis P, Carlson L, Williams D, Phillips S, Smith D, Schoenfeld BJ, Loenneke JP, Winett R, Abe T, Dufour S, Franchi MV, Sarto F, **Lundberg TR**, Gentil P, Kvorning T, Giessing J, Sedliak M, Paoli A, Spotswood F, Lucas A, Fisher JP. The Impact of Coronavirus (COVID-19) Related Public-Health Measures on Training Behaviours of Individuals Previously Participating in Resistance Training: A Cross-Sectional Survey Study. Sports Med. 2021 Jul;51(7):1561-1580. doi: 10.1007/s40279-021-01438-5. Epub 2021 Apr 19. PMID: 33871831; PMCID: PMC8054258.

20: Hilton EN, **Lundberg TR**. Transgender Women in the Female Category of Sport: Perspectives on Testosterone Suppression and Performance Advantage. Sports Med. 2021 Feb;51(2):199-214. doi: 10.1007/s40279-020-01389-3. doi: 10.1007/s40279-021-01480-3. PMID: 33289906; PMCID: PMC7846503.

21: **Lundberg TR**, Martínez-Aranda LM, Sanz G, Hansson B, von Walden F, Tesch PA, Fernandez-Gonzalo R. Early accentuated muscle hypertrophy is strongly associated with myonuclear accretion. Am J Physiol Regul Integr Comp Physiol. 2020 Jul 1;319(1):R50-R58. doi: 10.1152/ajpregu.00061.2020. Epub 2020 May 20. PMID: 32432913.

22: Fernandez-Gonzalo R, Tesch PA, **Lundberg TR**, Alkner BA, Rullman E, Gustafsson T. Three months of bed rest induce a residual transcriptomic signature resilient to resistance exercise countermeasures. FASEB J. 2020 Jun;34(6):7958-7969. doi: 10.1096/fj.201902976R. Epub 2020 Apr 15. PMID: 32293758.

23: Sanz G, Martínez-Aranda LM, Tesch PA, Fernandez-Gonzalo R, **Lundberg TR**. Reply to Egginton et al.: The utility of the Muscle2View pipeline to quantify the capillary-to-muscle fiber interface. J Appl Physiol (1985). 2020 Feb 1;128(2):460-461. doi: 10.1152/japplphysiol.00005.2020. PMID: 32073334.

24: Mandić M, Rullman E, Widholm P, Lilja M, Dahlqvist Leinhard O, Gustafsson T, **Lundberg TR**. Automated assessment of regional muscle volume and hypertrophy using MRI. Sci Rep. 2020 Feb 10;10(1):2239. doi: 10.1038/s41598-020-59267-x. PMID: 32042024; PMCID: PMC7010694.

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26: Wiik A, **Lundberg TR**, Rullman E, Andersson DP, Holmberg M, Mandić M, Brismar TB, Dahlqvist Leinhard O, Chanpen S, Flanagan JN, Arver S, Gustafsson T. Muscle Strength, Size, and Composition Following 12 Months of Gender-affirming Treatment in Transgender Individuals. J Clin Endocrinol Metab. 2020 Mar 1;105(3):dgz247. doi: 10.1210/clinem/dgz247. PMID: 31794605.

27: Sanz G, Martínez-Aranda LM, Tesch PA, Fernandez-Gonzalo R, **Lundberg TR**. Muscle2View, a CellProfiler pipeline for detection of the capillary-to-muscle fiber interface and high-content quantification of fiber type-specific histology. J Appl Physiol (1985). 2019 Dec 1;127(6):1698-1709. doi: 10.1152/japplphysiol.00257.2019. Epub 2019 Nov 7. PMID: 31697593.

28: Franco I, Fernandez-Gonzalo R, Vrtačnik P, **Lundberg TR**, Eriksson M, Gustafsson T. Healthy skeletal muscle aging: The role of satellite cells, somatic mutations and exercise. Int Rev Cell Mol Biol. 2019;346:157-200. doi: 10.1016/bs.ircmb.2019.03.003. Epub 2019 Apr 12. PMID: 31122394.

29: **Lundberg TR**, Gustafsson T. Fibre hypertrophy, satellite cell and myonuclear adaptations to resistance training: Have very old individuals reached the ceiling for muscle fibre plasticity? Acta Physiol (Oxf). 2019 Sep;227(1):e13287. doi: 10.1111/apha.13287. Epub 2019 May 13. PMID: 31009166.

30: Hansson B, Olsen LA, Nicoll JX, von Walden F, Melin M, Strömberg A, Rullman E, Gustafsson T, Fry AC, Fernandez-Gonzalo R, **Lundberg TR**. Skeletal muscle signaling responses to resistance exercise of the elbow extensors are not compromised by a preceding bout of aerobic exercise. Am J Physiol Regul Integr Comp Physiol. 2019 Jul 1;317(1):R83-R92. doi: 10.1152/ajpregu.00022.2019. Epub 2019 Apr 10. PMID: 30969843.

31: Steinz MM, Persson M, Aresh B, Olsson K, Cheng AJ, Ahlstrand E, Lilja M, **Lundberg TR**, Rullman E, Möller KÄ, Sandor K, Ajeganova S, Yamada T, Beard N, Karlsson BC, Tavi P, Kenne E, Svensson CI, Rassier DE, Karlsson R, Friedman R, Gustafsson T, Lanner JT. Oxidative hotspots on actin promote skeletal muscle weakness in rheumatoid arthritis. JCI Insight. 2019 Mar 28;5(9):e126347. doi: 10.1172/jci.insight.126347. PMID: 30920392; PMCID: PMC6538353.

32: **Lundberg TR**, García-Gutiérrez MT, Mandić M, Lilja M, Fernandez-Gonzalo R. Regional and muscle-specific adaptations in knee extensor hypertrophy using flywheel versus conventional weight-stack resistance exercise. Appl Physiol Nutr Metab. 2019 Aug;44(8):827-833. doi: 10.1139/apnm-2018-0774. Epub 2019 Jan 8. PMID: 30620623.

33: **Lundberg TR**, Howatson G. Analgesic and anti-inflammatory drugs in sports: Implications for exercise performance and training adaptations. Scand J Med Sci Sports. 2018 Nov;28(11):2252-2262. doi: 10.1111/sms.13275. Epub 2018 Sep 2. PMID: 30102811.

34: Wiik A, Andersson DP, Brismar TB, Chanpen S, Dhejne C, Ekström TJ, Flanagan JN, Holmberg M, Kere J, Lilja M, Lindholm ME, **Lundberg TR**, Maret E, Melin M, Olsson SM, Rullman E, Wåhlén K, Arver S, Gustafsson T. Metabolic and functional changes in transgender individuals following cross-sex hormone treatment: Design and methods of the GEnder Dysphoria Treatment in Sweden (GETS) study. Contemp Clin Trials Commun. 2018 Apr 12;10:148-153. doi: 10.1016/j.conctc.2018.04.005. PMID: 30023449; PMCID: PMC6046513.

35: Cardinale DA, Lilja M, Mandić M, Gustafsson T, Larsen FJ, **Lundberg TR**. Resistance Training with Co-ingestion of Anti-inflammatory Drugs Attenuates Mitochondrial Function. Front Physiol. 2017 Dec 19;8:1074. doi: 10.3389/fphys.2017.01074. PMID: 29311990; PMCID: PMC5742251.

36: Lilja M, Mandić M, Apró W, Melin M, Olsson K, Rosenborg S, Gustafsson T, **Lundberg TR**. High doses of anti-inflammatory drugs compromise muscle strength and hypertrophic adaptations to resistance training in young adults. Acta Physiol (Oxf). 2018 Feb;222(2). doi: 10.1111/apha.12948. Epub 2017 Sep 16. PMID: 28834248.

37: **Lundberg TR**, Weckström K. Fixture congestion modulates post-match recovery kinetics in professional soccer players. Res Sports Med. 2017 Oct- Dec;25(4):408-420. doi: 10.1080/15438627.2017.1365296. Epub 2017 Aug 10. PMID: 28795586.

38: Tesch PA, Fernandez-Gonzalo R, **Lundberg TR**. Clinical Applications of Iso- Inertial, Eccentric-Overload (YoYo™) Resistance Exercise. Front Physiol. 2017 Apr 27;8:241. doi: 10.3389/fphys.2017.00241. PMID: 28496410; PMCID: PMC5406462.

39: **Lundberg TR**, Fernandez-Gonzalo R, Tesch PA, Rullman E, Gustafsson T. Aerobic exercise augments muscle transcriptome profile of resistance exercise. Am J Physiol Regul Integr Comp Physiol. 2016 Jun 1;310(11):R1279-87. doi: 10.1152/ajpregu.00035.2016. Epub 2016 Apr 13. PMID: 27101291; PMCID: PMC4935502.

40: Tesch PA, **Lundberg TR**, Fernandez-Gonzalo R. Unilateral lower limb suspension: From subject selection to "omic" responses. J Appl Physiol (1985). 2016 May 15;120(10):1207-14. doi: 10.1152/japplphysiol.01052.2015. Epub 2016 Feb 4. PMID: 26846557.

41: **Lundberg TR**, Fernandez-Gonzalo R, Norrbom J, Fischer H, Tesch PA, Gustafsson T. Truncated splice variant PGC-1α4 is not associated with exercise-induced human muscle hypertrophy. Acta Physiol (Oxf). 2014 Oct;212(2):142-51. doi: 10.1111/apha.12310. Epub 2014 May 21. PMID: 24800995.

42: Fernandez-Gonzalo R, **Lundberg TR**, Alvarez-Alvarez L, de Paz JA. Muscle damage responses and adaptations to eccentric-overload resistance exercise in men and women. Eur J Appl Physiol. 2014 May;114(5):1075-84. doi: 10.1007/s00421-014-2836-7. Epub 2014 Feb 12. PMID: 24519446.

43: **Lundberg TR**, Fernandez-Gonzalo R, Tesch PA. Exercise-induced AMPK activation does not interfere with muscle hypertrophy in response to resistance training in men. J Appl Physiol (1985). 2014 Mar 15;116(6):611-20. doi: 10.1152/japplphysiol.01082.2013. Epub 2014 Jan 9. PMID: 24408998.

44: Fernandez-Gonzalo R, **Lundberg TR**, Tesch PA. Acute molecular responses in untrained and trained muscle subjected to aerobic and resistance exercise training versus resistance training alone. Acta Physiol (Oxf). 2013 Dec;209(4):283-94. doi: 10.1111/apha.12174. PMID: 24112827.

45: **Lundberg TR**, Fernandez-Gonzalo R, Gustafsson T, Tesch PA. Aerobic exercise does not compromise muscle hypertrophy response to short-term resistance training. J Appl Physiol (1985). 2013 Jan 1;114(1):81-9. doi: 10.1152/japplphysiol.01013.2012. Epub 2012 Oct 25. PMID: 23104700.

46: **Lundberg TR**, Fernandez-Gonzalo R, Gustafsson T, Tesch PA. Aerobic exercise alters skeletal muscle molecular responses to resistance exercise. Med Sci Sports Exerc. 2012 Sep;44(9):1680-8. doi: 10.1249/MSS.0b013e318256fbe8. PMID: 22460475.

9 SELECTED ACADEMIC DISTINCTIONS

2021	Docent
2017	Swedish Central Association for Sport Promotion (SCIF) prize for most prominent young researcher in Sport Science
2009	MSc, pass with distinction

10 POPULAR SCIENTIFIC ARTICLES

- Brown G, **Lundberg T.** Should Transwomen be allowed to Compete in Women's Sports? - A view from an Exercise Physiologist. Center on sport policy and conduct. 2023.
- Devine C, Hilton E, Howe L, Imbrišević M, **Lundberg T**, Pike J. When Ideology Trumps Science: A response to the Canadian Centre for Ethics in Sport's Review on Transwomen Athletes in the Female Category. Idrottsforum.org. 2022
- **Lundberg T**. Bo-banding – a good complement to age groups. Idrottsforskning.se 2021
- **Lundberg T**. Anti-inflammatory drugs - a double-edged sword. Swedish sports medicine 4/2019.
- **Lundberg T**, Rullman E, Gustafsson T. Exercise prolongs life - or? Swedish sports medicine 3/2019
- **Lundberg T**. Effects of NSAIDs on training results. Best Practice Rheumatology. Nov. 2018.
- **Lundberg T**, Berglind D, Gudiol J. Big gains from reviewing protein intake. Läkartidningen. 2018; 115: E79H
- Lilja M, Mandic M, **Lundberg T**. Anti-inflammatory drugs inhibit muscle growth. Swedish sports research 1 Nov 2017.
- Gustafsson T, **Lundberg T**, Vollard N. Intensive intervals a hit for fitness. Swedish Sports Research 4/2015
- **Lundberg T**. New findings on combined training of strength and endurance. Swedish Sports Medicine 3/2014.
- **Lundberg T**. Combined training of strength and endurance. Swedish Sports Medicine 3/2010.

11 BOOKS AND BOOK CHAPTERS

Books

Lundberg T. The Physiology of Resistance Training. Tommy Lundberg/Amazon. Oct 28, 2023. ISBN-13: 979-8860080119

Lundberg T. Styrketräningens fysiologi (English translation: The Physiology of Strength Training). Tommy Lundberg/Publit. Apr. 2019. ISBN: 9789178190775

Book chapters

- **Lundberg T**. Long-term Effects of supplementary aerobic training on muscle hypertrophy. In: Schumann M, Rønnestad B (Eds.) Concurrent aerobic and strength training: Scientific basics and practical applications. Springer. 2019. ISBN 978-3-319-75547-2
- McPhee JS, **Lundberg TR**. Muscle form and function. In: A Comprehensive Guide to Sports Physiology and Injury Management. Elsevier. 2020 (ISBN 9780702074899).
- **Lundberg TR,** McPhee JS. Muscle adaptations and fatigue. In: A Comprehensive Guide to Sports Physiology and Injury Management. Elsevier. 2020 (ISBN 9780702074899).
- Mattson MC, **Lundberg TR**, Jansson E, Hagströmer M. Kapitel 1.1 Fysisk aktivitet – begrepp och Principer. FYSS 2021 – Fysisk aktivitet i sjukdomsprevention och sjukdomsbehandling. 2021. Läkartidningens förlag.

12 SPEAKER AT CONGRESSES

Invited speaker at international and national (selected) congresses

- **Lundberg, T.** Sex differences in sports and transgender women in the female category of sport. 24th international Symposium 'Hot Topics in Exercise Physiology', September 2024, Jyväskylä, Finland.
- **Lundberg, T.** Trans Athletes in Sport: Sex differences, fairness and inclusion. ACSM Annual Meeting, May 2024, Boston, USA
- **Lundberg T**. Transgender women in the female category of sport - is there an unfair advantage? Science, Sports & Medicine XI. Tartu, Estonia. September 2022.
- **Lundberg T. "**The Compatibility of Endurance and Strength Training: Old Myths and New Science". *American College of Sports Medicine (ACSM) 68th Annual Meeting*, 1-5, 2021 in Washington DC (held virtually due to Covid-19*).*
- **Lundberg T. "**Physiology around the inclusion of transgender people - What are the problems in sport?". *Sports & Diversity - Transgender Inclusion, February 2021*, 1-5, 2021 in Karlstad, Sweden (held virtually due to Covid-19*).*
- **Lundberg T**. "Concurrent training and Hypertrophy". *Scandinavian Sports Medicine Congress*. 30 Jan-2 Feb 2019, Copenhagen
- **Lundberg T.** "Effect of NSAID on skeletal muscle adaptation to training". *Scandinavian Sports Medicine Congress.* February 1-3, 2018 in Copenhagen
- **Lundberg T.** "The Make-up and Regeneration of Hamstring Muscle and Connective Tissue: Implications for Performance and Return to Play". *The 5th International Global Hamstring Project*. Nov 17, 2018 in Barcelona

Oral presentations of own accepted and peer-reviewed abstracts

- **Lundberg TR**, Hansson B, Olsen LA, von Walden F, Fernandez-Gonzalo R. Concurrent Exercise of the Arm Extensors Modulates Anabolic Signaling and Gene expression for Ribosome Biogenesis. *Presented at the American College of Sports Medicine 66th Annual Meeting, Orlando, 2019.*

- **Lundberg TR**, Lilja M, Mandic M, Maddipati KR, Gustafsson T, Rullman E. Human Skeletal Muscle Lipid Mediator Responses to Resistance Exercise and Anti-inflammatory Drugs. *Presented at the American College of Sports Medicine 65ft Annual Meeting, Minneapolis, 2018.*
- **Lundberg TR**, Fernandez-Gonzalo R, Tesch PA, Rullman E, Gustafsson T. Aerobic Exercise Augments the Muscle Transcriptome Profile of Subsequent Resistance Exercise. *Presented at the American College of Sports Medicine 63rd Annual Meeting, Indianapolis, Boston, 2016.*
- **Lundberg TR**, Fernandez-Gonzalo R, Carlsson D, Tesch PA. Aerobic exercise prior to resistance exercise compromises functional adaptations, yet boosts increases in muscle size. *Presented at the 18th Annual Congress of the European College of Sport Science, Barcelona, Spain, 2013.*
- **Lundberg TR**, Fernandez-Gonzalo R, Rodriguez-Miguelez P, Tesch PA. Relationship between acute myostatin expression, p70S6K phosphorylation and muscle adaptations to aerobic and resistance training. *Presented at the American College of Sports Medicine 60th Annual Meeting, Indianapolis, Idianapolis, 2013.*
- **Lundberg TR**, Fernandez-Gonzalo R, Åkerström S, Tesch PA. Increase in Muscle Size Following 5-wk Resistance Training is Exaggerated by Concurrent Aerobic Exercise. *Presented at the American College of Sports Medicine 59th Annual Meeting, San Fransisco, California, 2012.*
- **Lundberg T**, Fernandez-Gonzalo R, Gustafsson T, Tesch PA. A Single Bout of Aerobic Exercise Compromises Down-regulation of MuRF Expression Subsequent to Resistance Exercise. *Presented at the American College of Sports Medicine 58th Annual Meeting, Denver, Colorado, 2011.*

13 RESEARCH FUNDING OBTAINED

External research funding obtained in international or national competition as *principal applicant*

Grant provider	Project title	Amount	Own share	Time period
Promobilia Foundation	Half a heart a whole life - Importance of muscle function and muscle strengthening exercise for a more active life and better health in patients with single ventricle hearts	SEK 350 000	100%	01.01-2005 – 31.12-2025
Tornspiran Foundation	Anti-inflammatory treatment as a complement to muscle-strengthening exercise to combat age-related loss of function	SEK 90 000	100%	01.01.2024 – 31.12.2024

Magnus Bergvalls stiftelse	Uncovering the functional limitations and exercise intolerance in post-COVID patients (EXILE study)	SEK 100 000	100%	01.01-2023 – 31.12-2023
Swedish Council for Research in Sport Science	Macrophage- and satellite cell-mediated adaptations to resistance training with NSAIDs	SEK 373 550	100%	01.01-2021 – 31.12-2021
Swedish Council for Research in Sport Science	Myonuclear content and ribosome biogenesis following 8 weeks of resistance training and NSAID intake	SEK 257 000	100%	01.01-2020 – 31.12-2020
Ragnhild and Einar Lundströms memorial fund	Identification of new targets and effective methods for the treatment of sarcopenia	SEK 30 000	100%	01.01-2018 – 31.12-2018
Swedish Council for Research in Sport Science	The novel role of inflammatory lipid mediators in muscle adaptive responses to resistance exercise	SEK 150 000	100%	01.01-2018 – 31.12-2018
Swedish Council for Research in Sport Science	Effects of NSAIDs on skeletal muscle adaptation to strength training	SEK 450 000 (salary funding)	100%	01.01-2018 – 31.12-2018
Swedish Council for Research in Sport Science	NSAID compromises exercise-induced increases in muscle strength and hypertrophy: possible mechanisms	SEK 185 000	100%	01.01-2017 – 31.12-2017
Swedish Council for Research in Sport Science	Effects of NSAIDs on skeletal muscle adaptation to strength training	SEK 450 000 (salary funding)	100%	01.01-2017 – 31.12-2017
Lars Hiertas memorial fund	Identification of new targets and effective methods for the treatment of sarcopenia	SEK 50 000	100%	01.01-2017 – 31.12-2017
Tornspiran foundation	Identification of new targets and effective methods for the treatment of sarcopenia	SEK 100 000	100%	01.01-2017 – 31.12-2017
Swedish Council for Research in Sport Science	Effects of NSAIDs on skeletal muscle adaptation to strength training	SEK 100 000	100%	01.01-2016 – 31.12-2016
Swedish Council for Research in Sport Science	Effects of NSAIDs on protein synthesis and adaptation to strength training in human skeletal muscle	SEK 450 000 (salary funding)	100%	01.01-2016 – 31.12-2016
Swedish Council for	Effects of NSAIDs on protein synthesis and adaptation to	SEK 135 000	100%	01.01-2015 – 31.12-2015

Research in Sport Science	strength training in human skeletal muscle			
Swedish Council for Research in Sport Science	Effects of NSAIDs on protein synthesis and adaptation to strength training in human skeletal muscle	SEK 450 000 (salary funding)	100%	01.01-2015 – 31.12-2015
Lars Hiertas memorial fund	Effects of NSAIDs on protein synthesis and adaptation to strength training in human skeletal muscle	SEK 45 000	100%	01.01-2015 – 31.12-2015

External research funding obtained in international or national competition as *co-applicant*

Grant provider	Principal applicant	Project title	Amount	Own share	Time period
Swedish National Space Agency	Rodrigo Fernandez Gonzalo	Transcriptomic Regulation of Bedrest-Induced Muscle and Immune System Alterations: Investigating the Role of Long Non-Coding RNA	SEK 4 503 000	Not specified (but 20% of my salary included) in the budget).	01.01-2021– 31.12-2022
Swedish Council for Research in Sport Science	Anna Wiik	Cross-sex hormone therapy: effects on muscle morphology, strength, aerobic capacity in transgenders	SEK 275 000	Not specified	01.01-2020 – 31.12-2020
Swedish Council for Research in Sport Science	Eric Rullman	Automatic and quantitative assessment of muscle mass and body composition in athletes using MRI	SEK 210 000	Not specified	01.01-2017 – 31.12-2017

Significant other research funding received (donation, grant in local competition – etc.) as *principal applicant*

Grant provider	Project title	Amount	Own share	Time period
KI funds	Internal research grant	SEK 24 900	100%	2018

Åland's Self-Government jubilee fund	Effects of match-congestion on the performance and recovery of elite football players	EUR 4 500	100%	2016

14 RESEARCH SUPERVISION

Completed supervision of a PhD candidate, with the applicant serving as *main supervisor*

Mats Lilja, Effects of anti-inflammatory drugs on human skeletal muscle adaptations to resistance training. Registered 2017. Defence April, 2023 at Karolinska Institutet.

Completed supervision of a PhD candidate, with the applicant serving as *co-supervisor*

Elisabeth Skoglund, Project: Muscular aging - mechanisms, consequences and potential treatment. Half-time completed December 5th, 2018 at Uppsala University. PhD defended: December 3, 2021.

Ongoing supervision of a PhD candidate, with the applicant serving as *co-supervisor*

Jari Puustinen, Project: Physical characteristics during the playing season and relationships between load and game demands in ice hockey players
University of Eastern Finland. Registration June 2023.

Post doc supervision with the applicant serving as *main supervisor*

Andrea Tryfonos. Started June 2021 – Ongoing.

15 EXPERT EVALUATION OF WORK

2023 Examination Committee PhD defence: Jennifer Linge, Linköping University, 2023-09-05

Examination Committee PhD defence: Malin Jonsson Kårström, Mid Sweden University. February 2023.

2020 External reviewer for the PhD thesis of Baubak Shamim, Australian Catholic University, Melbourne, AUS. Thesis title: Concurrent exercise: From training to transcriptome.

16 PEER-REVIEW AND EDITORIAL WORK

2024- Editorial Board, Translational Exercise Biomedicine

2022- Associate Editor, Frontiers in Physiology, section Exercise Physiology

+50 reviewer assignments in the following journals from 2014 to 2024:

- International Journal of Sports Medicine
- Sports Medicine
- Acta Physiologica

- Scandinavian Journal of Science and Medicine in Sports
- American Journal of Physiology
- Journal of Applied Physiology
- Journal of Applied Physiology, Nutrition and Metabolism
- Research in Sports Medicine
- J Strength Cond Research
- Nutrients
- Ageing Research Reviews
- Physiol Genomics
- European Journal of Sport Science
- Medicine and Science in Sport and Exercise
- British Journal of Sports Medicine
- Frontiers in Physiology
- Sports Medicine (Open)
- Journal of Physiology

17 COLLABORATION WITH SURROUNDING COMMUNITY

I have given >30 lectures on topics related to my expertise to the larger community, including sports federations.

Media

I took part in the creation of this video on gene doping by SVT

KI official news article about my research:

New study on changes in muscle mass and strength after gender-affirming treatment may have an impact on sports regulations

Anti-inflammatory drugs can inhibit muscle growth

I have been interviewed in national and international media numerous times, especially about these two research fields above. This covers media articles both in national and international media, including, for example, the New York Times. I also featured live in Sky News in July 2021 (during the Olympics) and in BBC during 2022, speaking on the transgender debate. I have also appeared in TV in Sweden, the Netherlands, Germany and the USA on this topic.

Consultancy work

2023-ongoing	Member of UEFA Scientific Network on Gender Eligibility.
2020-ongoing	Swedish Football Association: The role of biological maturation in talent development and player education
2019-Ongoing	Scientific advisor, Swedish Ice hockey Federation

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 24-cv-_____

BROOKE SLUSSER, et al.,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, et al.,

Defendants.

DECLARATION OF DR. BRENT ELLIS

I, Dr. Brent Ellis, declare as follows:

1. I am a resident of the United States, an adult over the age of eighteen, and am competent to testify and have personal knowledge of the facts stated in this declaration.

2. I currently serve as the 30th president of Spring Arbor University (SAU), in Spring Arbor, Michigan. I have served as president since 2013. Before my time as president, I served as Special Assistant to the President and then Vice President for University Advancement at SAU from 2009 to 2013. Before my time at SAU, I served as the Dean for the Center for the Development of Christian Leadership at LeTourneau University in Longview, Texas. Before that, I served as the Director of Leadership Development and Student Programs at Taylor University in Upland, Indiana.

3. I hold a Doctorate in higher education administration from Indiana University, a Master of Divinity from Asbury Theological Seminary, a Master's Degree in Ministry from Bethel College, and a Bachelor's Degree in pastoral ministry from Greenville College.

4. At SAU, women compete in the following women's sports programs: Basketball, Bowling, Cross Country, Golf, Soccer, Softball, Tennis, Track & Field, and Volleyball. SAU

Men compete in the following men's sports programs: Baseball, Basketball, Bowling, Cross Country, Golf, Soccer, Tennis, and Track & Field. Co-ed sports include Competitive Cheer and Esports.

National Association of Intercollegiate Athletics

5. SAU is a member of the National Association of Intercollegiate Athletics (NAIA). NAIA is a collegiate athletics association. It is the second largest governing body of collegiate sports after the National Collegiate Athletics Association (NCAA). The NAIA includes 237 institutions in twenty-one conferences nationwide. SAU is in the Crossroads Leage of the NAIA.

6. As a collegiate athletics association, the NAIA's primary roles are to (a) sponsor and manage national championships, (b) assure fairness in athletic competition across the association, (c) enhance the student-athlete experience when participating in their sport, and (d) support member institutions, conferences, and athletics personnel as they lead their athletics programs.

7. The NAIA Council of Presidents (COP) is the NAIA's chief governing body. *See generally* https://www.naia.org/legislative/governance-structure.

8. I currently serve on the NAIA Council of Presidents and have served in this capacity since 2022.

NAIA Transgender Task Force

9. Up until January 2022, the NAIA's policy regarding eligibility of transgender students in women's collegiate athletic competition had mirrored that of the NCAA Transgender Eligibility Policy, which permitted transgender athletes to participate on teams that corresponded with their affirmed gender, so long as they first underwent a year of androgen suppression. In January 2022, the NCAA announced it was changing its Transgender Eligibility Policy to treat each sport differently based on the policy of the applicable Olympic national governing body

(NGB). For sports with no applicable NGB policy, the NCAA stated that it planned to turn to the policy of the United States Olympic & Paralympic Committee or the international federation for that sport.

10. The NAIA Transgender Task Force (Task Force) was formed at the request of the NAIA's Council of Presidents in April 2022 following the NCAA's change of its Transgender Eligibility Policy. The Task Force was charged by the NAIA Council of Presidents with determining whether the NAIA's existing transgender policy needed to be altered and if so, bringing forward a new policy recommendation for the NAIA Council of President's consideration.

11. I was a member of the Task Force. The Task Force conducted a two-year study and developed a new policy for transgender eligibility in NAIA women's collegiate athletics.

12. The Task Force began this review with three guiding principles:

a. The NAIA has a primary responsibility to protect competitive fairness in athletic competitions governed by the NAIA.

b. The NAIA must safeguard the health and safety of all student athletes.

c. The NAIA is committed to treating everyone with dignity and respect.

The Task Force also committed to transparency, seeking member feedback, and protecting institutional autonomy.

13. The Task Force's initial meeting occurred in the summer of 2022 where the members agreed on these shared objectives:

a. To gain a more thorough knowledge of the transgender community in general.

b. To understand better the intersection of the transgender population and athletic competition.

c. To understand the current NAIA rule regarding the eligibility of transgender athletes and how other sport organizations are addressing the eligibility of transgender athletes.

d. To make a recommendation to the NAIA Council of Presidents that is consistent with the guiding principles of the NAIA after careful investigation, consideration, and discussion.

14. In pursuit of the foregoing objectives and in alignment with our guiding principles, over a period of months our Task Force met multiple times, both virtually and in person, to review scientific research, listen and dialogue with research scientists, physicians, attorneys, and transgendered athletes and activists. During each of our meetings, our guiding principles of competitive fairness, player safety, and treating everyone with dignity and respect informed our discussions and deliberations.

15. The relevant peer-reviewed scientific literature studied by the Task Force maintained clear consensus that while gender affirming hormone treatment can mitigate some physical advantages of males over females, there is no evidence at this time that any level of hormone suppression results in complete mitigation of male advantage over females. For instance, several studies showed that after 36 months of gender affirming hormone treatment, males still maintained substantial physical advantage over females by many metrics. The Task Force recognizes that despite the best efforts at mitigation, competitive fairness and/or athlete safety may still be compromised with gender-affirming hormone treatment.

16. In light of more recent scientific research, survey responses from member institutions, and conversations with experts, the Task Force concluded that the NAIA Transgender Eligibility Policy then in effect was insufficient because it did not protect competitive fairness nor safety of athletes. The Task Force also concluded, based on its extensive review of the scientific literature and consideration of the principles and objectives which have guided the Task Force, that no current research supports a level of hormone treatment that would adequately mitigate the competitive advantages that male athletes have over female athletes. Nor could the safety of athletes in limited contact sports or contact sports be adequately protected under the NAIA Transgender Eligibility Policy then in effect.

NAIA's New Transgender Eligibility Policy

17. The Task Force presented its findings and its recommendation to the NAIA Council of Presidents for the new NAIA Transgender Eligibility Policy. On April 8, 2024, the NAIA Council of Presidents unanimously approved the new policy. To be clear, no member of the NAIA Council of Presidents dissented to the new Transgender Eligibility Policy.

18. Fundamentally, no one on the NAIA Council of Presidents reasonably questioned or disputed that men who participated in women's collegiate athletics had an unfair competitive advantage.

19. The new Transgender Eligibility Policy became effective on August 1, 2024. Attached to this declaration as **Exhibit A** is a true and accurate copy of the NAIA's new Transgender Eligibility Policy.

20. The NAIA's New Transgender Eligibility Policy states, in relevant part, as follows:

> The NAIA supports fair and safe competition opportunities for all student-athletes. Title IX ensures there are separate and equal opportunities for female

athletes. As a result, the NAIA offers separate categories of competition in all sports except for competitive cheer and competitive dance, which are both co-ed.

Student-athletes may participate in NAIA competition in accordance with the following conditions.

A. Participation by students in sports designated as male by the NAIA: All eligible NAIA student-athletes may participate in NAIA-sponsored male sports.

B. Participation by students in sports designated as female by the NAIA: Only NAIA student-athletes whose biological sex* is female may participate in NAIA-sponsored female sports. They may participate under the following conditions:

1. A student who has not begun any masculinizing hormone therapy may participate without limitation.

2. A student who has begun masculinizing hormone therapy may participate in:

a. All activities that are internal to the institution (does not include external competition), including workouts, practices, and team activities. Such participation is at the discretion of the NAIA member institution where the student is enrolled; and

b. External competition that is not a countable contest as defined by the NAIA (per NAC Policy Article XXV, Section A, Item 12). Such participation is at the discretion of the NAIA member institution where the student is enrolled.

* For the sake of this policy, biological sex is defined by distinguishing characteristics and can be supported by birth certificate or signed affidavit. While rare, there have been cases where the sex assigned at birth does not match the biological sex, which led to the use of biological sex in this document.

Exhibit A at 1–2.

21. Under the NAIA Transgender Eligibility Policy, *no athlete is prevented from NAIA competition*. To be sure, the policy provides clear lanes as to the sex category in which the athlete competes. Only NAIA student-athletes whose biological sex is female may participate in NAIA-sponsored women's sports. *Id.* All eligible NAIA student-athletes may participate in NAIA-sponsored men's sports including "[a] student who has begun masculinizing hormone therapy..." *Id.* In addition to providing every athlete with a fair opportunity to compete, the

NAIA policy also recognizes the natural inherent dignity of human beings by ensuring "appropriate privacy protections" for athletes. *Id.*

22. From August 1, 2024, to the present, I have not witnessed, nor have I been made aware of, any backlash or negative impact resulting from the new NAIA Transgender Eligibility Policy.

23. I offer this declaration in my personal capacity based on my personal knowledge. I am not speaking on behalf of SAU, the NAIA or any other SAU or NAIA official.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on November 11, 2024.



Brent Ellis

EXHIBIT A

TRANSGENDER PARTICIPATION POLICY

The NAIA supports fair and safe competition opportunities for all student-athletes. Title IX ensures there are separate and equal opportunities for female athletes. As a result, the NAIA offers separate categories of competition in all sports except for competitive cheer and competitive dance, which are both co-ed.

Student-athletes may participate in NAIA competition in accordance with the following conditions.

A. Participation by students in sports designated as male by the NAIA:
All eligible NAIA student-athletes may participate in NAIA-sponsored male sports.

B. Participation by students in sports designated as female by the NAIA:
Only NAIA student-athletes whose biological sex* is female may participate in NAIA-sponsored female sports. They may participate under the following conditions:

1. A student who has not begun any masculinizing hormone therapy may participate without limitation.

2. A student who has begun masculinizing hormone therapy may participate in:
    a. All activities that are internal to the institution (does not include external competition), including workouts, practices, and team activities. Such participation is at the discretion of the NAIA member institution where the student is enrolled; and
    b. External competition that is not a countable contest as defined by the NAIA (per NAC Policy Article XXV, Section A, Item 12). Such participation is at the discretion of the NAIA member institution where the student is enrolled.

An NAIA institution that has a student-athlete who has begun masculinizing hormone therapy must notify the NAIA national office. The national office will take the necessary steps to provide appropriate privacy protections.

This policy will be subject to review in light of any legal, scientific, or medical developments.

NOTE: With the exception of competitive cheer and competitive dance, the NAIA created separate categories for male and female participants. Each NAIA sport includes some combination of strength, speed, and stamina, providing competitive advantages for male student-athletes. As a result, the NAIA policy for transgender student-athletes applies to all sports except for competitive cheer and competitive dance, which are open to all students.

Approved by NAIA Council of Presidents April 8, 2024

It is imperative that the dignity and privacy of transgender athletes be respected. Therefore, the NAIA will rely on its long-standing process for complying with all NAIA regulations, which places primary responsibility for adherence to all rules and policies on the institution. Similarly, should any institution determine it has violated these policies, the institution is expected to self-report the violation. Should any institution become aware of an apparent violation by another NAIA institution, the NAIA's existing process for reporting violations as described in NAIA Bylaws Article VI, Section B, Item 3 will apply.

**For the sake of this policy, biological sex is defined by distinguishing characteristics and can be supported by birth certificate or signed affidavit. While rare, there have been cases where the sex assigned at birth does not match the biological sex, which led to the use of biological sex in this document.*

Effective Date: August 1, 2024

Approved by NAIA Council of Presidents April 8, 2024

Declaration of Brent Ellis - D. Colorado

Final Audit Report 2024-11-11

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IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 24-cv-3155

BROOKE SLUSSER, et al.,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, et al.,

Defendants.

DECLARATION OF JEREMY HENRICHS, M.D.

I, Jeremy Henrichs, M.D. declare as follows:

1. I am a resident of the United States, an adult over the age of eighteen, and am competent to testify and have personal knowledge of the facts stated in this declaration.

2. I received my medical doctor degree from the University of Illinois College of Medicine in 2000 and completed a family medicine residency program at Spartanburg Regional Medical Center in 2003.

3. I was a participant in the University of Pittsburgh Primary Care Sports Medicine Fellowship program from July 2003 through July 2004.

4. After medical school I served as the Medical Director for Gibson Area Hospital Sports Medicine where I was involved in the creation and development of a rural sports medicine program for five local area high schools.

5. In 2013, I began work at the Department of Orthopedics and Sports Medicine at Carle Health in Champaign-Urbana, Illinois and also started serving as a Team Physician for

University of Illinois Men's[1] basketball, Women's Soccer, and Cross Country/Track and Field teams. In 2022 I began serving as a Team physician for the football team.

6. I have been a member of the American Medical Society for Sports Medicine (AMSSM) since 2004 and served on their Practice & Policy Committee from 2010 to 2016.

7. In 2020 I was asked by then president of AMSSM, Tracy Ray, M.D. FAMSSM to participate as a representative of AMSSM in the "Summit on Gender Identity and Student-Athlete Participation" (the "Gender Identity and Student-Athlete Summit") to be put on by the NCAA, which was scheduled to take place on October 5 and 6, 2020, and to serve on a steering committee that was to put together the goals and objectives for the Summit.

8. My understanding was that Dr. Ray wanted an AMSSM representative on the Gender Identity and Student-Athlete Summit Steering committee who had a solid understanding of policies related to student-athletes who may identify as transgender (*i.e.,* identifying as the gender opposite of their natal sex), who was actively treating NCAA athletes, and who was familiar with scientific evidence related to athlete performance.

9. I told Dr. Ray that I would be willing to serve on the NCAA's Gender Identity and Student-Athlete Summit Steering Committee and on September 15, I received an invitation from Dr. Brian Hainline, M.D., the Chief Medical Officer for the NCAA, to join the Gender Identity and Student-Athlete Summit Steering Committee.

10. The Steering Committee held three meetings by videoconference at which the Committee developed a framework for discussions at the Gender Identity and Student-Athlete Summit.

[1] For clarity, the terms male, female, man, woman, men, and women are used exclusively to refer to biological sex (*i.e.,* sex observed at birth and defined by objective biological criteria) and without reference to gender identity.

11. Part of the agreed upon framework put together by the Steering Committee members was to promote discussion of how student-athlete eligibility and participation in NCAA sports in the category opposite their natal sex may affect competitive fairness and safety for NCAA athletes.

12. From the Steering Committee discussions I understood the "competitive fairness" topic was intended to encompass whether trans identifying male student-athletes could compete in a fair manner on the same team and in the same eligibility category as student-athletes whose sex is female so that neither athlete had an advantage over the other.

13. From the Steering Committee discussions I understood the "safety" prong was intended to encompass whether trans identifying male athletes could safely compete against student-athletes whose sex is female without increasing the risk of injury.

14. The Steering Committee also discussed ensuring that Gender Identity and Student-Athlete Summit participants had access to peer reviewed scientific articles relevant to participation in athletics in the opposite category of their sex (*i.e.,* in the gender category of their choice) and consideration of whether current NCAA transgender student-athlete eligibility policies were consistent with, and supported by, peer reviewed scientific articles and data. To that end the Steering Committee put together a compendium of scientific articles that were to be distributed to Gender Identity and Student-Athlete Summit participants to inform discussion at the Summit. However, all of these articles were written from the perspective of encouraging inclusion of athletes who identify as transgender.

15. I believe that the framework developed by the Steering Committee, had it been implemented effectively, would have provided a good opportunity for honest, robust discussion

rooted in scientific evidence related to eligibility on men's and women's teams in NCAA sports and the scientific evidence related to competitive fairness and sport safety as affected by natal sex.

16. However, that discussion never materialized because the Gender Identity Student-Athlete Summit focused instead almost solely on the topic of "inclusion" of student-athletes in NCAA sports in the sex category aligned with a person's chosen gender without any discussions about competitive fairness or safety for female athletes who could be disadvantaged by having men competing on women's teams. Nor was there a discussion about scientific evidence related to the participation of trans identifying athletes in sports, particularly in women's sports.

17. I observed that the discussions at the Summit were dominated by individuals focused on advancing maximum inclusion of student-athletes in their sex category of individual choice regardless of what the scientific and medical evidence showed regarding the fairness or safety of men competing in the women's category.

18. There are several reasons why, in my opinion, the Gender Identity Student-Athlete Summit degenerated into an unhelpful exercise in which the honest opinions of participants were stifled and the science of transgender participation in sport was not robustly discussed.

19. First, the failure to focus on scientific research as a basic starting point contributed to the discussion at the Summit focusing on "feelings" and alleged "lived experiences" without consideration of athletic fairness or safety from a scientific, evidence-based approach.

20. Second, shortly before the meeting instructions were distributed referencing a list of "approved" terminology that included many terms that were unfamiliar to me and likely to many participants. Summit participants were told that they must use the approved terms when discussing topics at the Summit.

21. I experienced that the list of approved terms stifled the practical ability of individuals to speak openly and honestly about the issues. Summit participants could not discuss the issues in an open environment without judgment, but instead were told to only use "approved" terms in the discussion, implying that individuals who may have felt the use of different terminology to be more accurate or to more easily convey information should not contribute.

22. Third, multiple individuals invited to the meeting took it upon themselves to vigorously advocate for full eligibility in both the female and male categories of sport as determined solely by gender identity rather than sex. Some of these individuals refused to engage in a respectful discussion of scientific data related to sport performance, safety and eligibility standards. Instead, I witnessed participants be condemned and criticized when they were merely attempting to convey their viewpoint when that viewpoint conflicted even in relatively minor respects from the views of those who holding the view that eligibility in sport must be based on gender identity alone without regard to sex.

23. For example, at the beginning of the meeting endocrinologist Dr. Brad Anawalt gave a lecture regarding foundational medical/natural science considerations. However, Dr. Anawalt was quickly interrupted by an individual who heatedly criticized Dr. Anawalt's use of the term "normal" to describe baseline testosterone levels in a woman even though "normal" is frequently used among scientists and medical professionals to describe testosterone values within the female reference range. In fact, the speech guidelines for the meeting did not proscribe the use of the term "normal" in describing testosterone levels in males and females. The disrespectful interruption of Dr. Anawalt and other such interruptions like it stifled robust debate as it sent the message that using approved terms was more important than scientific evidence and that

participants could even be condemned as bigoted and unenlightened merely for using scientific terminology considered acceptable in professional medical and scientific meetings.

24. Several current or former student-athlete participants in the meeting identified themselves as either transgender or as transgender activists. No student-athlete participant in the breakout sessions I participated in spoke up for sport eligibility rules based upon sex.

25. In the breakout discussion groups in which I participated, discussion about scientific evidence was discouraged. In one of my groups, I mentioned a scientific article which showed that testosterone suppression in transgender females did not reduce muscle strength after a year. However, the other individuals in the group were not willing to discuss the article because they claimed (without providing any specific citations) that the science was overwhelmingly conflicting on this topic and therefore not worthy of discussion.

26. The remainder of the discussion within the breakout group focused solely on affirming transgender athletes without regard to impacts on competitive fairness or safety for female athletes.

27. The compendium of scientific articles that had been carefully curated by the Steering Committee was not discussed at the Summit and the post-Summit paper written by NCAA Chief Science Officer Brian Hainline and select other Summit participants did not reference this compendium.

28. There was no robust discussion that I observed at the Gender Identity Student-Athlete Summit addressing how male participation in women's sports could impact competitive fairness or the safety of females.

29. Ultimately, the Gender Identity Student-Athlete Summit provided no concrete recommendations about how to promote competitive fairness in women's sports nor how to protect

the safety of biological females if trans-identifying male student-athletes were allowed to participate in women's sports.

30. Following the Gender Identity Student-Athlete Summit, I sent an email to the NCAA Chief Medical Officer stating my concerns about the lack of robust discussion of scientific issues at the Summit. A true and accurate copy of this email is provided as **Attachment A**.

31. After sending this email, I was never again contacted or communicated to on the topic of student-athlete eligibility or other scientific issues by the NCAA Chief Medical Officer, the NCAA, or any NCAA employee.

32. After the Summit, a paper about the outcomes of the Summit was published and is included as **Attachment B**.

33. This paper contained a number of inaccurate statements about the discussions that occurred at the Summit. In particular, while the paper noted that "feasibility concerns related to patient-centered healthcare were primarily about potential differences in institutional values (eg, schools with religious affiliations)" those concerns were not given due consideration at the Summit as there was minimal discussion related to the concerns of schools with religious affiliations.

34. The paper stated that the goal of the "exploration phase" was to "ensure that all Summit participants had exposure to relevant scientific evidence." However, what evidence was "relevant" was predetermined by the NCAA, and not by the Steering Committee. The articles that were compiled did not contain any information that was contrary to the stated goal of inclusion.

35. The paper also claimed that the Steering Committee "identified individuals with topical expertise" who could present "a review of peer-reviewed literature and other relevant data." However, the Steering Committee never discussed those speakers and that lack of discussion led me to believe that they were predetermined by the NCAA.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on November 14, 2024.

Dr. Jeremy Henrichs (Nov 14, 2024 18:10 CST)

Jeremy W. Henrichs, M.D.

Declaration of Jeremy Henrichs

Final Audit Report 2024-11-15

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ATTACHMENT A

[redacted]

From: Hainline, Brian <bhainline@ncaa.org>
Sent: Wednesday, October 14, 2020 12:27 PM
To: Jeremy.Henrichs <Jeremy.Henrichs@carle.com>
Cc: Kroshus, Emily (Contractor) <ekroshus@ncaa.org>
Subject: [EXT] RE: Feedback on Gender Identity Summit

*****EXTERNAL EMAIL SOURCE*****

Jeremy, thanks for your thoughtful note. I have copied Emily Kroshus, who is leading the narrative review and Delphi process. There is room for more evidence-based decisions. Emily, I welcome your thoughts.

Best regards,

Brian

Brian Hainline, MD

NCAA Chief Medical Officer

w: 317-917-6994 | *c:* 317-270-3579 | ncaa.org

Post Office Box 6222, Indianapolis, IN 46206-6222

From: Jeremy.Henrichs <Jeremy.Henrichs@carle.com>
Sent: Wednesday, October 14, 2020 1:17 PM
To: Hainline, Brian <bhainline@ncaa.org>
Subject: Feedback on Gender Identity Summit

Dear Brian,

The transgender summit that I attended online was a disappointment. The steering committee established a very good process to serve as a framework for discussion. However, this discussion never truly materialized. The conversation was hijacked by special interest groups, personal agendas, opinions, and a lack of open discourse, devoid of any scientific basis for discussion.

As a group, we were instructed before making comments to remember that there was a human aspect to the discussion, meaning anything we said that disagreed with a transgender affirming narrative may be perceived as offensive or biased. In addition, any "unapproved" terminology used in the discussion could be deemed unacceptable. This limited any open discourse. For example, Dr. Brad Anawalt's lecture was disrupted by those who disagreed with his use of the term "normal." He was very gracious to all who disagreed with his terminology, but it set the tone for future debate. I sensed a lack of grace for anyone who unintentionally used "unapproved" terminology. In my opinion this created an environment that stifled debate.

I assumed the breakout groups would present an opportunity to debate evidence regarding the existing transgender policy. The framework was in place for such a debate, but open discourse never actually happened. I brought up recent scientific evidence supporting the problem of competitive equity between cis-females and trans-females but this was quickly dismissed. The assumption by some leading the conversation, and supported by many in the group, is that the science is overwhelmingly conflicting in this scenario. Therefore, there was no desire to discuss it until more evidence was available. This issue of competitive equity between cis-females and trans-females should have been a primary focus during the summit. Instead, discussion devolved into transgender affirming personal opinion and disagreement was deemed fearful, transphobic, or homophobic.

My hope for future discussions on this matter is for broader diversity in thought and backgrounds. There is a place for interest groups in the conversation. However, opposing interest groups and their viewpoints should be given equal access and time. I believe there should be more input from women in sports, faith-based institutions, sports medicine physicians, mental health experts, (including various viewpoints within this specialty field), and cis-gendered athletes. From a medical and scientific perspective I believe more evidence based discussion on adverse effects related to transition, health, safety, and mental health must be given greater influence in the conversation. I also recommend any new policy statements on this issue carry a robust and balanced compendium of scientific references.

Thank you for your consideration.

Sincerely,

Jeremy W Henrichs, M.D.
Team Physician, University of Illinois

Carle Orthopedics and Sports Medicine

ATTACHMENT B

Consensus statement

Improving inclusion and well-being of trans and gender nonconforming collegiate student–athletes: foundational concepts from the National Collegiate Athletic Association Summit on Gender Identity and Student–Athlete Participation

Emily Kroshus ,[1,2] Kathryn E Ackerman ,[3,4] Mac Brown,[5] Pat Griffin,[6] LaGwyn Durden,[7] Jean Merrill,[7] Amy Wilson,[7] Brian Hainline [7]

ABSTRACT

The National Collegiate Athletic Association (NCAA) Summit on Gender Identity and Student–Athlete Participation was convened to identify institutional/athletic department strategies that may support the well-being of trans and gender nonconforming (TGNC) collegiate student–athletes in the USA. The Summit's purview did not include policy-level changes to eligibility rules. A modified Delphi consensus process was used to identify strategies for supporting collegiate TGNC student–athlete well-being. Key steps included an exploration phase (learning, generating ideas), and an evaluation phase (rating ideas in terms of their utility and feasibility). Summit participants (n=60) included individuals meeting at least one of the following criteria: current or former TGNC athlete, academic or healthcare professional with topical expertise, collegiate athletics stakeholder who would be involved in implementing potential strategies, representative from leading sports medicine organisation, or representative from relevant NCAA membership committee. Summit participants identified strategies in the following domains: healthcare practices (patient-centred care and culturally sensitive care); education for all stakeholders involved in athletics; and administration (inclusive language, quality improvement processes). Summit participants also proposed ways that the NCAA, through its existing committee and governance structures, could help support the well-being of TGNC athletes. NCAA-focused concepts were in the following domains: policy making processes; eligibility and transfer processes; resource development and dissemination; and visibility and support for TGNC athletes. The strategies developed represent important and relevant approaches that member institutions, athletic departments, NCAA committees, governance bodies and other stakeholders might consider in their efforts to support TGNC student–athlete well-being.

Key points

⇒ Structural and systemic action is needed to support the well-being of trans and gender nonconforming (TGNC) collegiate student–athletes, including action association-wide, by member institutions, and by institutional staff and personnel.

⇒ Athlete-centred and gender-affirming healthcare is an important strategy for supporting TGNC athlete well-being.

⇒ Role-tailored education may be beneficial for everyone involved in athletics, addressing topics including biases, myths and misperceptions about TGNC athletes.

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Athletes who are transgender have elevated risk of adverse mental health outcomes,[1] consistent with patterns outside of sport.[2] This is a result of stigma and discrimination at multiple levels, including individual and internalised (eg, related to identity concealment), interpersonal (eg, interactions that are discriminatory or stressful) and structural (eg, devaluing and disaffirming laws and norms).[2] Stigma and discrimination are present across contexts, including sport. In a survey of 212 Spanish trans persons ages 10–62 years, respondents who participated in physical activity and sports reported a decline in organised sport participation after gender disclosure.[3] A 2017 review of eight publications about the experiences of transgender people related to sport and physical activity suggested that many have negative experiences in organised sport settings and that lack of inclusion was a primary barrier to continued sport participation.[4]

Identifying opportunities to reduce stigma and discrimination experienced by trans and gender nonconfirming (TGNC) athletes within sport requires examining sport organisation policies and practices related to inclusion, as well as the actions of individuals (coaches, teammates and others) within sport settings.[5] Such a multilevel environmental approach to inclusion is consistent with Ottenritter's framework for accepting and supporting sexual and gender minority individuals[6]; this framework also emphasises the importance of attending to intersectional identities (eg, race and ethnicity) and how they impact experiences of inclusion and well-being. While focused on sexual minority collegiate athletes, qualitative work conducted by Turk *et al* at one college in the USA underscores the influence of athletic department practices on experiences of inclusion. Collegiate athletes described how they were negatively impacted by formal and informal messaging and internalised expectations about what it means to be a collegiate athlete and to represent the athletic department and university publicly (eg, performing well athletically and

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academically and not drawing attention to one's sexual orientation). Athletes also emphasised that they lacked access to resources and supports within the athletic department, such as community with similar peers, or access to athlete-centred psychological services.[7]

Sport governing bodies diverge in how they approach inclusion and well-being of gender expansive individuals. Eligibility policies are often a central focus, and discourse about who can participate in different categories of sport continues to evolve based on research and public opinion. Within collegiate sport in the USA, National Collegiate Athletic Association (NCAA) policy is moving towards sport-by-sport eligibility decisions based on the policies of the national and international governing bodies of each sport.[8] Eligibility policies notwithstanding, there is the potential to support well-being within sport settings through sport organisation policies and practices. The NCAA Summit on Gender Identity and Student–Athlete Participation (Summit) was convened with the goal of identifying concrete and feasible steps to support well-being among TGNC student–athletes participating in collegiate athletics in the USA. The Summit purview did not include changes to sport setting eligibility policies. The purpose of this manuscript is to detail the process and results of the Summit.

METHODS

Overview

The NCAA Summit on Gender Identity and Student–Athlete Participation was held remotely on 5 October 2020–6 October 2020. The Summit was convened at the direction of the NCAA Committee on Competitive Safeguards and Medical Aspects of Sport (CSMAS). The NCAA Sport Science Institute and Office of Inclusion operationalised and implemented the Summit, with guidance to consider student–athlete participation and experiences within collegiate athletics through lenses of inclusion, well-being and fairness. We note that in literature about sport participation, the concept of fairness is contested as it is a normative concept, raising questions about what fairness means and for whom. Ultimately, a modified Delphi consensus process was used to identify useful and feasible steps that can help maximise the well-being of TGNC collegiate athletes. Summit language initially referred to transgender and non-binary student–athletes. Based on evolving guidance on inclusive language,[9] this has been updated to refer to trans and gender nonconforming athletes.

Consensus building activities were broadly grouped into an 'exploration' phase and an 'evaluation' phase. Exploration phase activities included a combination of didactic presentations, small group discussions and opportunities for anonymous feedback. Evaluation phase activities included an asynchronous process through which Summit participants anonymously rated and provided feedback on potential strategies generated during the Summit. Participants were informed that anonymised data from the Summit would be used as part of a research study.

Participants

NCAA staff members and consultants charged with organising the Summit (EK, LD, AW, JM and BH; referred to hereafter as the internal working group) convened a steering committee composed of seven external experts to oversee Summit planning (finalising Summit goals, agenda and participants) and post-Summit activities (interpretation of anonymised Summit data and manuscript preparation). Steering committee members were purposively recruited to ensure representation by TGNC athletes and individuals with relevant academic expertise and professional experience in collegiate athletics administration.

With steering committee input, an additional 53 individuals were invited to attend the Summit, for a total of 60 participants. As with the composition of the steering committee, Summit participants included a mix of lived experiences (TGNC athletes), academic expertise (sports science, endocrinology, mental health, inclusion and sociocultural aspects of sport) and familiarity with the implementation context (collegiate athletic administration, sports medicine and coaching across different divisions of competition and institutional resource levels). Procedurally, the NCAA Sport Science Institute contacted leading scientific and medical organisations engaged in work on TGNC inclusion and asked that they identify a representative who had subject-matter expertise to attend the Summit. The NCAA Office of Inclusion contacted external TGNC advocacy organisations with whom they had worked previously and asked that they identify a representative to participate in the Summit. Snowball sampling was used to engage external TGNC advocacy organisations with whom the NCAA Office of Inclusion did not have a prior working relationship. TGNC athletes were also recruited using snowball sampling, informed by steering committee input. Representatives from relevant member committees (including NCAA Committee on CSMAS and NCAA Committee to Promote Cultural Diversity and Equity) were invited to participate in the Summit. The governance structure of the NCAA includes committees composed of rotating volunteer representatives from member institutions. These committees provide oversight of NCAA activities and establish priorities for implementation. While we sought to include a range of perspectives and lived experiences, we did not invite individuals and organisations who have advocated for the prohibition of trans student–athlete participation in collegiate sport. Racial and ethnic, geographical, education and other forms of diversity were not explicit recruitment criteria. NCAA staff members also attended the Summit in an information support capacity (eg, sharing data, providing information on current policy and serving as a resource for discussions of implementation considerations for potential actions involving the NCAA governance structures and committees). A full list of steering committee members and Summit participants is provided as online supplemental material.

Equity, diversity and inclusion statement

This study was focused on the well-being of a marginalised group of individuals (TGNC athletes), and attention was paid across all study phases to centring the voices of TGNC athletes. The steering committee and authorship group were composed of both cisgender and gender expansive individuals. TGNC athletes were represented among Summit participants and were provided with multiple avenues to safely and comfortably share their experiences, perspectives and felt needs.

Procedure

Exploration

The goal of the exploration phase was to ensure that all Summit participants had exposure to relevant scientific evidence, opportunity for increased understanding of the lived experiences of TGNC athletes, and exposure to information about implementation determinants in different collegiate athletic settings.

The steering committee identified individuals with topical expertise, who were then tasked with presenting a review of peer-reviewed literature and other relevant data on their respective topic, and addressing research gaps and limitations. Topics addressed were: (1) Historical background on NCAA practices related to the inclusion of TGNC athletes (Dr. Jean Merrill); (2)

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Overview of higher education survey data on TGNC athletes (Dr. Lydia Bell and Kelsey Gurganus); (3) Foundational medical and scientific considerations (Dr. Bradley Anawalt) and (4) Foundational social science and inclusion-related considerations (Dr. Travers).

A fifth presentation focused on the lived experiences of TGNC student–athlete Summit participants. Steering Committee members emphasised the importance of providing a safe, confidential and supportive setting for TGNC athletes to share their experiences. They raised concerns that not all of the TGNC athletes in attendance might feel comfortable sharing their experiences directly with Summit attendees during a synchronous session. Consequently, the seven TGNC athlete-participants were invited to take part in a semi-structured focus group-style meeting the day before the Summit so that aggregated and anonymous take-away points could be shared during the Summit. This pre-Summit meeting was facilitated virtually by four members of the steering committee, including cis gender and gender expansive individuals. Open-ended questions invited athletes to reflect on their positive and negative experiences as a student–athlete. Prioritising confidentiality, the meeting was not recorded, but detailed notes were taken, without any identifying information. Postmeeting, facilitators collectively identified key takeaways. These were shared back with the athletes who participated in the meeting to ensure accuracy and acceptability. Based on this process, takeaways shared during the Summit session included: (1) the roles that sport and athlete identity play in their well-being, (2) feelings of isolation and desire for more support and community among individuals with similar experiences, (3) hard decisions about whether to prioritise athlete identity (eg, rule adherence for competitive eligibility) or their authentic gender identity, (4) negative mental health impacts of being 'personally and viciously' targeted on social media and in traditional media, and (5) stress and uncertainty related to logistical procedures within athletic spaces (eg, use of chosen names, access to locker rooms). At the Summit, these key takeaways were presented by a member of the steering committee who helped facilitate the focus group (CM). TGNC athletes in attendance at the Summit were invited to share additional reflections.

At the conclusion of these presentations, participants were randomly placed into six-person breakout groups. In these groups, participants were encouraged to reflect on current NCAA policies and practices from the perspectives of inclusion and well-being, ask questions of group members with different roles and backgrounds, and generate ideas about potential directions to improve TGNC inclusion and well-being. At the conclusion of small group discussions, each group reported back to the broader group with key takeaways from their discussion; they were subsequently asked to share anonymised discussion notes with the internal working group.

At the conclusion of Summit activities, participants were emailed a link to an anonymous online open-ended feedback form and invited to share any additional suggestions or thoughts they had about improving the well-being and inclusion of TGNC athletes. Post-Summit, small group discussion notes and anonymous open-ended suggestions were reviewed by the internal working group to identify common suggestions and implementation considerations (eg, barriers, limitations), which were used to generate preliminary strategies. These were worded as statements reflecting actionable concepts or activities (ie, that would be taken by an institution or NCAA). Both utility and feasibility were considered when generating statements. Documentation (group notes and open-ended suggestions) were available for steering committee review to help ensure no important suggestions were missed, and that preliminary strategies reflected Summit documentation about potentially useful strategies and implementation considerations.

Evaluation phase

The goal of the evaluation phase was to aggregate Summit participant feedback on strategies emergent from the Summit in a way that was inclusive and systematic. A web-based survey hosted on the Qualtrics platform was populated with the preliminary strategies generated in the exploration phase. Each statement related to strategies for member institutions was accompanied by scales for rating its utility and feasibility. Utility was defined as whether, if implemented with fidelity, it would positively impact student–athlete well-being. Feasibility was defined as how possible it would be for it to be implemented by member institutions. NCAA-focused statements were only rated on utility, given governance-related feasibility factors that were outside of the purview/expertise of some of the stakeholders involved in the consensus process. Response options for each dimension were on a 1–9 scale, where higher scores indicated the strategy was more useful/feasible. When participants rated a statement 6 or lower, they were asked to provide open-ended written feedback about their rationale in a text box that followed the strategy and ratings. Summit participants were emailed a link to access the survey, along with a reminder that they were participating in a research study, and that the data being collected was anonymous. NCAA staff members who were present at the Summit (ie, in a support capacity) and/or who were part of the internal working group that helped facilitate the Summit did not rate strategies.

For each proposed strategy, utility and feasibility summary statistics were calculated. Modelled on prior similar consensus processes,[10 11] utility and feasibility means >7.00 were established a priori as thresholds for agreement that the strategy was adequately useful/feasible. The distribution of responses was also inspected by calculating the percentage of statements with a score of >7.00, with a target of 75% or more respondents scoring the statement seven or greater. For statements not reaching these thresholds, the internal working group reviewed the open-ended participant feedback to identify emergent reasons for lack of consensus utility or feasibility. Where possible, statements were modified based on this feedback. Modified statements, along with the results of the first round of ratings, were sent back to Summit participants. They were asked to follow the same rating and open-ended feedback as before on this limited subset of revised statements. Statements reaching consensus thresholds at the end of these two rounds of review were included in the final set of strategies for consideration.

Patient and public involvement

TGNC student–athletes and other stakeholders involved in college athletics were involved in all aspects of the consensus process—including establishing the focus of the Summit, identifying problems to address in the exploration phase, rating consensus statements in the evaluation phase, and contributing to manuscript preparation. We note that efforts to aggregate TGNC athlete perspectives in a safe and confidential manner pre-Summit to share with other attendees during the Summit was a key strategy for centring TGNC student–athlete perspectives in Summit activities.

RESULTS AND DISCUSSION

Summit participant feedback generated potential strategies for both NCAA member institutions (ie, collegiate athletic

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departments), and for the NCAA (ie, as an association acting through its relevant member-based governance groups and committees). Strategies for member institutions were broadly grouped into three categories: healthcare, education and administrative practices. In total, the exploration phase generated 34 preliminary strategies, focused on 2 actors: NCAA institutions (n=17) and the NCAA (n=17).

Thirty-four of the 60 Summit participants rated the first round of statements. All statements reflecting strategies for member institutions met a priori consensus thresholds for utility (ie, mean scores >7.00), and 14 of the 17 met thresholds for feasibility. Statements and scores for each round of rating are provided as online supplemental document. Those not meeting thresholds for feasibility included 'Provide patient-centred healthcare for trans and gender nonconforming (TGNC) student–athletes'; 'Provide student–athletes with the option of gender-neutral uniforms' and 'Establish institutional practices that ensure availability of gender safe facilities (eg, locker rooms, restrooms) for home and visiting teams.' Feasibility concerns related to patient-centred healthcare were primarily about potential differences in institutional values (eg, schools with religious affiliations), cost of implementation, and access to appropriate training for healthcare providers. According to one Summit participant: 'It won't be easy or inexpensive, but very worthwhile—however, this should be available to ALL students!' Feasibility concerns about gender-neutral uniforms were largely related to resources (eg, cost and time demands), with several Summit participants also noting that feasibility would likely vary by sport. According to one Summit participant: 'That would have made me feel comfortable, but not sure how feasible it is with budgets'. Cost and existing building footprints were identified as barriers to gender safe facilities. According to one respondent 'At my old university we did not even have bathrooms or locker rooms designated to the female track athletes, let alone gender-neutral ones'.

Revisions were made to reflect these feasibility concerns, emphasising the elective nature of the strategies, and the potential for flexible implementation. Revised statements were: 'Encourage and incentivise healthcare providers who work with student–athletes to participate in ongoing continuing education about patient-centred healthcare, and to apply these practices to the care of all student–athletes, including TGNC student–athletes. Note that key elements of patient-centred care include understanding and respecting student–athlete identity, goals and values, and having this guide a collaborative decision-making process'; 'Where possible, provide student–athletes with the option of gender-neutral uniforms based on NCAA sport specific rules'; and 'Establish institutional practices that provide safety and privacy in facilities (eg, locker rooms, restrooms) for home and visiting teams'.

The utility and feasibility of these three modified statements were rated by 33 Summit participants in a second round of asynchronous and anonymous web-based ratings. All met thresholds for utility, and 2 were marginally below thresholds for feasibility, resulting in 15 final strategies for institutions. The two modified statements not included in the final set of potential strategies were those related to uniforms and gender-safe facilities. Participants emphasised that these would be useful strategies in terms of benefiting TGNC athlete inclusion and well-being, but continued to question whether they would be feasible at the present time across all NCAA member institutions.

All 12 NCAA-focused statements met consensus thresholds for utility. Item-specific scores across rounds of ratings are provided as online supplemental material.

Final strategies for consideration by NCAA member institutions

Institution-focused strategies meeting thresholds for utility and feasibility after two rounds of ratings were in the following domains: healthcare practices, education and administration (table 1) and are discussed below, with key points emphasized in figure 1.

Healthcare

1. Encourage and incentivise healthcare providers who work with student–athletes to participate in ongoing continuing education about patient-centred healthcare, and to apply these practices to the care of all student–athletes, including TGNC student–athletes. Note that key elements of patient-centred care include understanding and respecting student–athlete identity, goals and values, and having this guide a collaborative decision-making process.
2. Identify at least one licensed mental health provider who is able to provide culturally sensitive care to TGNC athletes.
3. Share with student–athletes and staff a list of licensed mental health professionals within athletics, campus partners or the greater community who are able to provide culturally sensitive care to TGNC student–athletes.

Gender-affirming interactions with healthcare providers play an important role in feelings of inclusion in sports medicine and other healthcare settings.[12 13] Prior qualitative research suggests that there are opportunities for improved interactions between TGNC athletes and clinicians in sport settings.[14 15] Both cultural competence of the clinician, and their orientation towards patient-centred care, have a potential to improve healthcare experiences for TGNC athletes. Regular continuing education training in patient-centred care for clinicians at NCAA member institutions was suggested; evidence-based approaches to such training exist.[16] Additionally, Summit participants discussed that gender identity is one of potentially many identities that are salient to any given student–athlete, meaning that an intersectional lens is relevant to patient-centred and culturally sensitive care, and in the training for clinicians about the provision of such care.

Education

1. Provide education specific to TGNC inclusion on a regular basis to stakeholder groups including coaches, athletic department staff, sports medicine staff and student–athletes.
2. Address the myths and misperceptions about TGNC athletes and various transition processes.
3. Address the existence and impact of explicit and implicit biases.
4. Emphasise shared humanity across gender identities.
5. Share concrete strategies for individuals to enhance TGNC inclusion (eg, inclusive communication).
6. Include a non-judgemental opportunity for participants to ask questions.
7. Tailor content for specific stakeholder roles and responsibilities (ie, coaches, athletic department staff, sports medicine staff, student–athletes).
8. Regularly review educational methods/modalities to confirm that primary responsibility for educating others about TGNC issues is not being placed on TGNC student–athletes.

Role-tailored education was recommended for everyone involved in athletics. Such efforts have the potential to decrease interpersonal discrimination and stigma, and to create a culture in which TGNC individuals are supported. Participants

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Table 1 Strategies that campuses may consider to improve inclusion and/or well-being of NCAA TGNC student–athletes

Domain	Subdomain	Actions
Healthcare	Patient-centred care	1. Encourageand incentivize healthcare providers who work with student–athletes to participate in ongoing continuing education about patient-centred healthcare, and to apply these practices to the care of all student–athletes, including TGNC student–athletes. Note that key elements of patient-centred care include understanding and respecting student–athlete identity, goals and values, and having this guide a collaborative decision-making process.
	Culturally sensitive care	2. Identify at least one licensed mental health provider who is able to provide culturally sensitive care to TGNC athletes. 3. Share with student–athletes and staff a list of licensed mental health professionals within athletics, campus partners or the greater community who are able to provide culturally sensitive care to TGNC student–athletes.
Education	Stakeholders	4. Provide regular education specific to TGNC inclusion for stakeholder groups including coaches, athletic department staff, sports medicine staff and student–athletes.
	Content	5. Address myths and misperceptions about TGNC athletes and various transition processes. 6. Address the existence and impact of explicit and implicit biases. 7. Emphasise shared humanity across gender identities. 8. Share concrete strategies for individuals to enhanceTGNC inclusion (eg, inclusive communication). 9. Include a non-judgemental opportunity for participants to ask questions. 10. Tailor content for specific stakeholder roles and responsibilities (ie, coaches, athletic department staff, sports medicine staff, student–athletes).
	Burden on TGNC athletes	11. Regularly review of educational methods/modalities to confirm that primary responsibility for educating others about TGNC issues is not being placed on TGNC student–athletes.
Administration	Inclusive language	12. Establish institutional processes for student–athletes to select and update their pronouns. 13. Communicate expectations that staff and others will openly demonstrate use and support of selected pronouns in communications and record keeping. 14. Establish institutional protocols that support awareness and appropriate use of student–athlete and staff pronouns by PA announcers/media broadcasters.
	Quality improvement	15. Engage in regular quality improvement processes, guided by collection of feedback from TGNC student–athletes about TGNC resource availability, utilisation, barriers to utilisation and unmet needs.

NCAA, National Collegiate Athletic Association; TGNC, trans and gender non-conforming.

discussed the relevance of educational content related to myths and misperceptions about TGNC athletes and various transition processes, and the existence and impact of explicit and implicit biases. Prior research in selected subpopulations highlights the need for such efforts. For example, in the sport of soccer, gender identity-related knowledge gaps have been documented among coaches and team medical staff.[17] However, research in other domains has emphasised that educational approaches focused only on increasing knowledge without addressing attitudes and providing support for action typically have limited effect.[18] To that end, several stratgies addressed aspects of action-oriented education, including sharing concrete strategies for enhancing inclusion and tailoring content and strategies to specific stakeholder roles.

Administration

1. Establish institutional processes for student–athletes to select and update their pronouns.
2. Communicate expectations that staff and others will openly and correctly use and support the use of student–athlete and staff pronouns in communications and record keeping.
3. Establish institutional protocols that support awareness and appropriate use of student–athlete and staff pronouns by public address announcers/media broadcasters.
4. Engage in regular quality improvement processes, guided by collection of feedback from TGNC student–athletes about TGNC resource availability, utilisation, barriers to utilisation and unmet needs.

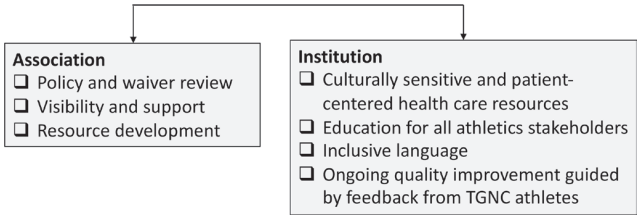


Figure 1 Overview of institution and association-level approaches to improving the inclusion and/or well-being of NCAA trans and gender nonconforming (TGNC) student athletes. NCAA, National Collegiate Athletic Association.

Language is foundational for identity construction,[19] and research focused on TGNC youth in the USA has demonstrated that consistent use of gender-affirming language (ie, use of pronouns that align with gender identity, and use of individual's chosen name) can positively impact mental health.[20] Identifying and addressing ways that language is systematically embedded into institutional communication practices (eg, record keeping) can extend across settings, and includes use of chosen names and pronouns in medical and other record keeping (a practice identified as preferred in a study of TGNC youth).[21] Pronoun-related concepts were also proposed for consideration by NCAA committees and governance channels. This included supporting implementation in spaces that they oversee, such as national championship competition. We note that NCAA Division III has implemented use of inclusive language in all committee and governance channel activities and programming, and provides resources to help Division III institutions adopt similar practices in their campus settings.[22]

Other administrative/organisational quality improvement efforts were also suggested. Research supports the identification and use of quality improvement models and resources to aid such efforts. One common research-supported approach

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Table 2 Concepts that the NCAA (through its committee and governance groups) may consider to improve inclusion and/or well-being of NCAA TGNC student–athletes

Domain	Actions
Policy review	1. Regular review of NCAA TGNC policies and materials, and relevant research specific to TGNC participation in sport, by applicable NCAA committees and subcommittees for purposes of recommending updates that uphold NCAA core values around student–athlete inclusion, well-being and fairness. 2. Identification of a multidisciplinary group of experts comprising, among others, student–athletes, industry experts, physicians and licensed mental health professionals with experience related to TGNC student–athlete support that may serve as an advisory body to NCAA governance groups, as they review association policies, materials and requests for input on TGNC topics and issues. 3. Consideration of competitive equity in women's sport as part of all policy reviews and updates. 4. Acknowledgement of gender identities that are neither male nor female (eg, non-binary, non-conforming, genderqueer) in policies and practices related to TGNC athletes.
Waivers	5. Inclusion of TGNC concerns as part of the mitigation that may qualify a student–athlete for relief of NCAA eligibility restrictions (eg, transfer, uniforms). 6. Inclusion of gender transition as part of the mitigation that may support a medical hardship waiver request and additional eligibility.
Visibility and support	7. Identification and promotion of opportunities designed to enhance peer support among TGNC student–athletes across campuses. 8. Identification and promotion of opportunities designed to increase positive visibility of TGNC student–athletes.
Resource development and dissemination	9. Membership 'tool kit' and/or 'checklist' that provides athletics department personnel with relevant guidance, strategies and/or best practices related to supporting TGNC student–athlete well-being. 10. Regular updates to and adequate membership access to the 'tool kit' and/or checklist. 11. Availability of TGNC inclusion resources to support institutions in their outreach efforts to various stakeholders about TGNC inclusion (eg, to media, parents, high schools). 12. Inclusion of guidance, strategies and/or best practices related to TGNC inclusion as part of championship event procedures and materials (eg, use of preferred names/pronouns, gender safe facilities).

NCAA, National Collegiate Athletic Association; TGNC, trans and gender non-conforming.

to quality improvement is the 'plan–do–study–act' cycle.[23] This rapid, iterative approach includes specifying a problem to address, collecting data about what happened, and then planning next steps based on what was found. Toolkits and other resources have been developed to help with issue- and setting-specific implementation of plan–do–study–act cycles.[23] Use of such evidence-based strategies can help member institutions put recommendations related to quality improvement into practice.

Strategies for consideration by NCAA committee and governance groups

Final strategies for consideration by NCAA committees and other governance groups were in the following domains: policy processes, eligibility and transfer processes, resource development and dissemination, and visibility and support (table 2). As a member-driven organisation, the NCAA uses its Board of Governors (a rotating group of representatives from member institutions, such as university presidents) and relevant NCAA committees and governance channels to evaluate, approve and implement policy and legislative change. Concepts emergent from this process might inform their planning, prioritisation, decision making and recommendations for resource allocation.

Limitations

There is very little original peer-reviewed literature related to the experiences of TGNC collegiate student–athletes, or athletes of any age across any sport setting. Consensus processes can help identify possible ways forward when literature in a given area is not robust or definitive, but such processes are necessarily constrained by the information available and the potential for participant subjectivity. As more research is conducted on the experiences of TGNC collegiate student–athletes, the present strategies should be revisited. The present work may have been strengthened if we have examined literature pertaining to a broader population (eg, including all gender expansive and sexual minority individuals[24] and in broader settings (eg, academic environments).[25]

The Pre-Summit focus group-style meeting with TGNC student–athletes was not conducted using rigorous qualitative methods; it was held primarily to enhance patient and public engagement, providing a safe, comfortable and confidential means for TGNC athletes to share their perspectives and experiences with others attending the Summit. Steering committee members used a pragmatic and stakeholder-engaged approach to aggregate key themes from this pre-Summit meeting. Formal qualitative research methods were not employed, and thus key takeaways must be interpreted with caution. Finally, not all Summit participants chose to rate strategies during the survey component of the exploration phase. Future consensus efforts using this anonymous survey methodology may benefit from improved participant incentivisation (eg, financial compensation) to achieve a higher response rate.

CONCLUSIONS

Summit outcomes emphasise the importance of considering structural and systemic approaches to improving inclusion and well-being of TGNC collegiate student–athletes, with the potential for advancements occurring at multiple levels: association-wide, within member institutions, and by institutional staff and personnel. Notwithstanding the importance of eligibility policies, member institutions can play a critical role in implementing practices that support inclusion and well-being across gender identities. While the present consensus process focused narrowly on the NCAA and member institutions, other sport governing bodies and sport-sponsoring organisations may find this process, and its results, informative as they seek to promote inclusion and well-being in their settings, in consideration of their own resources, priorities, values, governance channels and organisational structures. As strategies generated during the Summit are implemented—within and outside of collegiate

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athletics—research is needed to assess their impact on TGNC athletes' well-being. Although Summit participants considered certain proposed strategies to be feasible across NCAA member institutions, further research is needed to understand adoption and implementation, and to identify barriers and areas where further support is needed.

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Supplementary Table 1. Concepts that may improve inclusion and/or well-being for NCAA TGNC student-athletes- *Round 1 results* (n=34)

Action	Utility Mean (SD) % ≥ 7	Feasibility Mean (SD) % ≥ 7
Institutional actions		
1. Patient-centered healthcare for trans and gender nonconforming (TGNC) student-athletes, including key elements like understanding and respecting student-athlete identity, goals, and values, and having this guide a collaborative decision-making process.	8.5 (1.5) 94%	7.1 (2.1) 67%
2. Identification of at least one licensed mental health provider to provide culturally sensitive care to TGNC athletes.	8.5 (1.5) 94%	7.4 (1.9) 85%
3. Dissemination, to student-athletes and staff, of a list of licensed mental health professionals within athletics, campus partners or the greater community available to provide culturally-sensitive care to TGNC student-athletes.	8.8 (0.5) 100%	8.2 (1.2) 85%
4. Education specific to TGNC inclusion on a regular basis to stakeholder groups including: coaches, athletic department staff, sports medicine staff, and student-athletes.	8.6 (1.2) 97%	8.0 (1.5) 88%
5. Regular review of educational methods/modalities to confirm that primary responsibility for educating others about TGNC issues is not being placed on TGNC student-athletes.	8.5 (1.1) 91%	7.8 (1.7) 79%
6. Education that addresses the myths and misperceptions about TGNC athletes and various transition processes.	8.4 (1.6) 94%	8.2 (1.4) 88%
7. Education that addresses the existence and impact of explicit and implicit biases.	8.2 (1.8) 88%	8.2 (1.7) 91%
8. Education that emphasizes shared humanity across gender identities.	8.5 (1.1) 94%	8.1 (1.2) 88%
9. Education that shares concrete strategies for individuals to enhance TGNC inclusion (e.g., inclusive communication).	8.6 (1.0) 94%	8.0 (1.5) 88%
10. Education that includes a non-judgmental opportunity for participants to ask questions.	8.7 (0.7) 97%	7.7 (1.4) 85%
11. Differentiated education that is tailored for specific stakeholder roles and responsibilities (i.e., coaches, athletic department staff, sports medicine staff, student-athletes).	8.5 (1.1) 91%	7.3 (1.7) 76%
12. Institutional processes for student-athletes to select and update their pronouns by which to be referred.	8.4 (1.6) 91%	7.8 (1.9) 82%
13. Communication of expectations that staff and others will openly use and support the use of selected pronouns in communications and record keeping.	8.6 (0.9) 94%	8.2 (1.6) 85%
14. Student-athletes options for gender-neutral uniforms, where possible pursuant to NCAA rules and policies.	7.9 (1.8) 82%	6.9 (2.2) 61%
15. Institutional protocols that support awareness and appropriate use of student-athlete and staff pronouns by PA announcers/media broadcasters.	8.4 (1.5) 94%	8.0 (1.6) 82%

16. Institutional practices that ensure availability of gender safe facilities (e.g., locker rooms, restrooms) for home and visiting teams.	8.4 (1.6) 94%	6.5 (2.1) 55%
17. Regular quality improvement review processes, guided by collection of feedback from TGNC student-athletes about TGNC resource availability, utilization, barriers to utilization, and unmet needs.	8.3 (1.8) 91%	7.6 (2.0) 82%
NCAA (committee and governance) actions		
18. Inclusion of TGNC concerns as part of the mitigation that may qualify a student-athlete for relief of NCAA eligibility restrictions (e.g. transfer, uniforms).	8.0 (1.9) 88%	
19. Inclusion of gender transition as part of the mitigation that may support a medical hardship waiver request and additional eligibility.	8.1 (1.9) 88%	
20. Regular review of NCAA TGNC policies and materials, and relevant research specific to TGNC participation in sport, by applicable NCAA committees and subcommittees for purposes of recommending updates that uphold NCAA core values around student-athlete inclusion, well-being, and fairness.	8.4 (1.6) 91%	
21. Acknowledgement of gender identities that are neither male nor female (e.g., non-binary, nonconforming, genderqueer) in policies and practices related to TGNC athletes.	8.2 (1.7) 91%	
22. Consideration of competitive equity in women's sport as part of all policy reviews and updates.	8.2 (1.3) 88%	
23. Membership "tool kit" and/or "checklist" that provides athletics department personnel with relevant guidance, strategies and/or best practices related to supporting TGNC student-athlete well-being.	8.5 (1.2) 91%	
24. Processes through which the membership "tool kit" and/or checklist will be updated regularly and made available to member institutions.	8.6 (1.1) 94%	
25. Availability of TGNC inclusion resources to support institutions in their outreach efforts to various stakeholders about TGNC inclusion (e.g., to media, parents, high schools).	8.4 (1.3) 94%	
26. Guidance, strategies and/or best practices related to TGNC inclusion as part of Championship event procedures and materials (e.g., use of preferred names/pronouns, gender safe facilities).	8.4 (1.1) 91%	
27. Identification and promotion of opportunities designed to enhance peer support among TGNC student-athletes across campuses.	8.5 (1.0) 91%	
28. Identification and promotion of opportunities designed to increase positive visibility of TGNC student-athletes.	8.1 (1.6) 88%	
29. A multidisciplinary group of experts comprising, among others, student-athletes, industry experts, physicians and licensed mental health professionals with experience related to TGNC student-athlete support that may serve as an advisory body to NCAA governance groups, as they review association policies, materials and requests for input on TGNC topics and issues.	8.8 (0.8) 97%	

30. TGNC student-athlete well-being: mental health; physical health; psychosocial experiences (e.g., team acceptance, isolation, experiences of discrimination).	8.5 (1.1) 97%	
31. Competitive success of TGNC athletes across all levels of sport (i.e., high school, collegiate, international).	8.2 (1.5) 94%	
32. Experiences and perspectives of all student-athletes about gender identity and student-athlete participation.	8.3 (1.0) 94%	
33. Myths/misperceptions about TGNC student-athletes across all stakeholder groups.	8.0 (1.7) 94%	
34. TGNC student-athlete feedback about TGNC resource availability, utilization, barriers to utilization, and felt needs.	8.4 (1.2) 94%	

Supplementary Table 2. Concepts that may improve inclusion and/or well-being for NCAA TGNC student-athletes- *Round 2 results* (n=33)

Action	Utility Mean (SD) % ≥ 7	Feasibility Mean (SD) % ≥ 7
Institutional actions		
1. *(Revised statement 1 from Round 1)* Encouragement and incentivization of healthcare providers who work with student-athletes to participate in ongoing continuing education about patient-centered healthcare, and to apply these practices to the care of all student-athletes, including transgender and non-binary (TGNC) student-athletes, specifically noting that key elements of patient-centered care include understanding and respecting student-athlete identity, goals, and values, and having this guide a collaborative decision-making process.	8.58 (0.79) 97%	7.88 (1.29) 85%
2. *(Revised statement 41 from Round 1)* Student-athlete options for gender-neutral uniforms, where possible, based on NCAA sport specific rules.	8.09 (1.51) 85%	7.42 (1.77) 67%
3. *(Revised statement 16 from Round 1)* Institutional practices that provide safety and privacy in facilities (e.g., locker rooms, restrooms) for home and visiting teams.	8.42 (1.23) 91%	7.15 (1.73) 67%

Supplementary Table 3. Participants in Summit on Gender Identity and Student-Athlete Participation. Note: individuals listed attended the Summit and were eligible to participate in strategy rating activities. NCAA staff members provided technical support for the Summit and consensus process but were not eligible to participate in strategy rating.

Summit Steering Committee	
Role	**Representative**
Co-chair	Dr. Stephanie Chu, DO, Team Physician, University of Colorado, Boulder; NCAA Committee on Competitive Safeguards and Medical Aspects of Sport
Co-chair	Dr. Mark Lombardi, PhD, President, Maryville University of Saint Louis; NCAA Board of Governors Committee to Promote Cultural Diversity and Equity
Steering Committee	Dr. Kathryn Ackerman, MD, MPH, FACSM, Harvard Medical School, Endocrinology and Sports Medicine; Director – Female Athlete Program, Boston Children's Hospital, Sports Medicine
Steering Committee	Dr. Mac Brown, Psy.D, LP, CMPC, Assistant Director, Training Coordinator for the Psychological Health and Performance Team, University of Colorado, Boulder Athletic Department
Steering Committee	Dr. Pat Griffin, EdD, Professor Emerita, University of Massachusetts, Amherst
Steering Committee	Dr. Jeremy Henrichs, MD, CAQSM, Carle Orthopedics and Sports Medicine; Team Physician, University of Illinois; American Medical Society for Sports Medicine
Steering Committee	Chris Mosier, MA, Founder of Transathlete.com

National and International Organizations	
Organization	**Representative**
American Orthopaedic Society for Sports Medicine	Dr. Benjamin Ma
American Osteopathic Academy of Sports Medicine	Dr. Jeffrey Bytomski
American Physical Therapy Association	Dr. Erik Meira

American Psychological Association Division 47	Dr. Doug Hankes
Athlete Ally	Hudson Taylor
Athlete Ally	Anne Lieberman
Clinical & Counseling Sport Psychology Association	Dr. Chris Bader
College Athletic Trainers Society	Elizabeth Zanolli
College Football Parents 24/7	Mya Hinton
Endocrine Society	Dr. Brad Anawalt
Faculty Athletics Representatives Association	James Crawley
Higher Education Mental Health Alliance	Dr. Leigh White
International Olympic Committee	Dr. Richard Budgett
International Society for Sports Psychiatry	Dr. Todd Stull
Lambda Legal	Carl Charles
National Athletic Trainers Association	Dr. Rebecca Lopez
National Center for Lesbian Rights	Helen Carroll
National Center for Lesbian Rights	Shannon Minter
National Center for Transgender Equality	Rodrigo Heng-Lehtinen
The Inclusion Playbook	Ashland Johnson
The Trevor Project	Casey Pick
United States Department of Defense	Dr. Donald Shell
United States Olympic and Paralympic Committee	Dr. Jonathan Finnoff
WeCOACH	Megan Kahn
Women's Sports Foundation	Sarah Axelson

NCAA Membership	
Membership Affiliation	**Representative**
NCAA Board of Governors Student-Athlete Engagement Committee	Bryce Choate
Big Sky Conference, Senior Associate Commissioner	Jaynee Nadolski
Brandeis University, Athletics Director	Lauren Haynie
NCAA Committee on Competitive Safeguards and Medical Aspects of Sports	Dr. James Houle
NCAA Committee on Competitive Safeguards and Medical Aspects of Sports	Kim Terrell
NCAA Committee on Women's Athletics	Renee Bostic
NCAA Division III LGTBQ Working Group	Mika Costello
NCAA Division III LGTBQ Working Group	Emet Marwell
NCAA Division III LGTBQ Working Group	Neil Virtue

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NCAA Division II Student-Athlete Advisory Committee	John Etheridge
NCAA Division II Student-Athlete Advisory Committee	Madeleine McKenna
NCAA Division III Student-Athlete Advisory Committee	Carlie Hansen
NCAA Division III Student-Athlete Advisory Committee	Mercy Ogutu
NCAA Cross Country Student-Athlete	Jordan Dawson
NCAA Swimming Student-Athlete	Dani Wheeler
Former NCAA Cross Country Student-Athlete	Juniper Eastwood
Former NCAA Swimming Student-Athlete	Natalie Fahey
Former NCAA Track & Field Student-Athlete	Linnea Saltz
NCAA Gender Equity Task Force	Judy Sweet
Franklin Pierce University, Associate Athletic Director and Senior Woman Administrator	Jeannette McKillop
NCAA Division I Governance	Noreen Morris
NCAA Division II Governance	Julie Ruppert
NCAA Division III Governance	Michelle Walsh
Houghton College, National Director of Athletics Engagement	Skip Lord
NCAA Minority Opportunities and Interests Committee	Marquetta Dickens
Penn State University, Professor of Kinesiology	Dr. Jaime Schultz
Simon Fraser University, Professor of Sociology, co-editor of Transgender Athletes in Competitive Sport (2017)	Dr. Travers
SUNY New Paltz, Head Cross Country Coach	Aislinn Ryan

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 1:24-cv-03155-SKC-MDB

BROOKE SLUSSER, et al.,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, et al.,

Defendants.

DECLARATION OF MELISSA BATIE-SMOOSE

I, Melissa Batie-Smoose, declare as follows:

1. I am a resident of the United States, an adult over the age of eighteen (18), and am competent to testify and have personal knowledge of the facts stated in this declaration.

2. I have read in its entirety the *Complaint for Damages, Declaratory, and Injunctive Relief,* and find that all sections pertaining to myself to be true and accurate.

3. I am the Associate Head Coach of the San Jose State University women's volleyball team (the "SJSU Team"), which plays in the MWC.

Background as a NCAA Division I Volleyball Athlete

4. I played NCAA Division I volleyball at Texas Tech and Southern Mississippi, graduating from Southern Mississippi in 1991 having been a two-time MVP for the Southern Mississippi Golden Eagles.

Background as a Collegiate Volleyball Coach

5. In 2005 I became the women's volleyball Head Coach at Nova Southeastern (NCAA Division II).

6. In 2006 I was hired by then Florida State Head Coach Todd Kress to be the Seminoles' women's volleyball Associate Head Coach and Recruiting Coordinator and completed two seasons (the 2006 and 2007 seasons) with the Seminoles program both while Todd Kress was the Head Coach.

7. In 2008 I became the women's volleyball Head Coach at Savannah College of Art & Design (NAIA), where I became the most successful head coach in program history over a four-year period (2008-2011) with a four-year record of 81-43 (.653). I was the 2009 Sun Conference Coach of the Year, and we won the conference title and appeared in the NAIA National Tournament.

8. I was the women's volleyball Head Coach at Cornell University, an NCAA Division I program, during the 2012, 2013 and 2014 seasons.

9. I was the women's volleyball Head Coach at Holy Cross University, a NCAA Division I program, during the 2019, 2020, 2021 and 2022 seasons.

10. During the 2019, 2020, 2021 and 2022 volleyball seasons I was the women's volleyball Associate Head Coach and Todd Kress was the Head Coach at Fairfield University, a NCAA Division I school in Fairfield, Connecticut.

11. Our Fairfield University team posted a 24-6 record in 2019, with a 17-1 record in conference play. Our team won the Metro Atlantic Athletic Conference (MACC) championship and achieved a NCAA postseason bid.

12. Our Fairfield University team repeated as regular season MAAC champion in the spring 2021 season, with a 9-1 record in the Covid-shortened season.

13. We once again won the MAAC regular season and conference tournament titles in the fall of 2021 and competed in the NCAA tournament.

14. Following the 2022 season, Todd Kress and I were offered coaching positions at SJSU.

The San Jose State University Women's Volleyball Program and the Recruitment of Blaire Fleming

15. SJSU is a university in San Jose, California whose women's volleyball team competes in NCAA Division I.

16. Before I arrived to be the Associate Head Coach of the SJSU women's volleyball program in the Spring of 2023 the Head Coach of the SJSU Team was Trent Kersten.

17. Trent Kersten became the Head Coach of the SJSU Team in February 2020. Due to the Covid-19 pandemic the 2020 season was postponed, and the SJSU team played a Mountain West Conference only schedule in the Spring of 2021.

18. The SJSU Team finished the 2021 season with a 19-10 overall record and 13-5 Mountain West Conference record.

19. Prior to the 2022 season Trent Kersten recruited an outside hitter from Coastal Carolina University, a NCAA Division I program in Conway, South Carolina, named Blaire Fleming, who had entered the transfer portal after playing the 2021 season at Coastal Carolina.

20. Fleming played for Coach Trent Kersten on the SJSU Team during the 2022 season, and I understand that Fleming was given a full scholarship to play for the SJSU Team.

21. After the 2022 season Trent Kersten left the SJSU Team to take the head coach job for the Loyola Marymount University women's volleyball team, a NCAA Division I program.

22. Following the 2022 Season, Todd Kress, the former Head Coach at Fairfield University, was named the Head Coach of the SJSU Team.

23. I was formerly the Associate Head Coach at Fairfield University and was named the Associate Head Coach of the SJSU Team.

24. During the time that I was being recruited to coach at SJSU I was not told that SJSU had a student-athlete on the women's volleyball team whose sex was male.

25. When I arrived at SJSU I was put in charge of taking over the beach volleyball team and hiring a Head Coach for that team.

26. When Kress asked me how Fleming was doing playing beach volleyball, my response was, "Wow! She went up to block a ball and she jumps like a Dude and hangs like a Dude! Crazy!"

Observations Regarding Fleming's Athletic Ability

27. From the first time that I watched Fleming in practice it was apparent to me that Fleming had a better combination of jumping ability and hitting power than any women player I have ever seen.

28. I witnessed that Fleming hit the ball so much harder than women that Fleming's hits induced fear in teammates in practice.

29. I watched women on the SJSU Team seeking to dodge Fleming's hits rather than try to return them, and this is virtually unheard of in women's volleyball.

30. Many times, during practices and games I saw women hit in the head and other parts of their upper body by balls hit by Fleming because they were unable to react sufficiently to either get out of the way or get in a position to dig or pass the ball.

31. While Fleming has superior jumping ability and power in comparison to Fleming's teammates and opponents, Fleming frequently does not appear to put forth maximum effort nor does Fleming consistently comply with coaching instruction.

32. Throughout the time that I have coached at SJSU I have taken special care and precautions not to be hit by balls hit by Fleming. For instance, I am constantly aware of Fleming's presence on the floor and try not to be on the end of the floor toward which Fleming is hitting in order to avoid getting struck by a ball hit by Fleming. I have never felt the need to protect myself in this way from any other athlete I have coached. However, I recognize that the power of Fleming's hits is far greater than that of other student-athletes on women's teams, making it harder to avoid a ball hit by Fleming, and that a concussion could result from being struck by a ball hit by Fleming.

33. After two of the SJSU Team's co-captains Brooke Slusser and Brooke Bryant came back from playing on the Mountain West team in the World Challenge over this past summer they spoke with SJSU Head Coach Todd Kress and I about their concerns about Fleming playing on the SJSU Team for the upcoming season.

34. They both felt that Fleming's participation on the team was not fair to the girls and put them at physical risk.

35. They also believed that other teams within the conference would not play SJSU due to Fleming being on the team and told us that girls from other teams had told them they wanted to protest against a man playing women's volleyball.

36. During practices in August 2024, immediately before the 2024 season, I saw that Fleming was hitting the ball with more force than in 2023 and far harder than any woman they had ever played or coached with or against.

37. From the first practice in 2024 it was clear that Fleming had fully recovered from any injury suffered the prior year, and Fleming was hitting the ball with even more power than ever before.

38. I observed that the girls on the SJSU Team were doing everything they could in practices to dodge Fleming's spikes but still could not fully protect themselves

39. Consequently, practices became even less safe for the women on the team.

40. During an early season tournament at the University of Iowa the libero for the University of Delaware team was hit in the face and knocked to the

floor by a cross-court spike from Fleming. It was clear to me that the libero from the University of Delaware was very athletic and skilled but simply had no chance to protect herself from the spike, it came at her faster than women hit the ball in collegiate volleyball competition.

41. Similarly, spikes from Fleming have hit other players in the head during the year, causing me to comment to Todd Kress about the safety risks and unfairness to opposing players of Fleming's participation in games.

42. After the game against Delaware the player on our team who set Fleming for the spike that hit the Delaware student-athlete in the face was distraught and felt she bore fault for injury to the player who had been hit in the face merely because she had set Fleming on the spike.

43. The entire season quickly became one in which chaos, fear, intimidation and disrespect has been experienced by the women on the SJSU Team.

44. Most of the girls on the team repeatedly expressed their displeasure and concern over Fleming continuing to play on the team, however, the SJSU athletic department and administration refused to do anything to address their concerns or to indicate they are taking them seriously.

45. I wish to make clear that I do not hold any animus towards persons who identify as transgender. Rather, I simply hold to the evidence-based observation that natal males have inherent physical advantages when competing in women's volleyball regardless of whether they identify as transgender.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on November 14, 2024.

Melissa Batie-Smoose (Nov 15, 2024 01:02 EST)

Melissa Batie-Smoose

Declaration of Melissa Batie-Smoose

Final Audit Report 2024-11-15

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IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 1:24-cv-03155-SKC-MDB

BROOKE SLUSSER, et al.,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, et al.,

Defendants.

DECLARATION OF MACEY BOGGS

I, Macey Boggs, declare as follows:

1. I am a resident of the United States, an adult over the age of eighteen (18), and am competent to testify and have personal knowledge of the facts stated in this declaration.

2. I have read in its entirety the *Complaint for Damages, Declaratory, and Injunctive Relief* in this case, and find that all sections pertaining to myself to be true and accurate.

3. I am a student-athlete on the University of Wyoming women's volleyball team (the "University of Wyoming Team"), which plays in the Mountain West Conference ("MWC").

4. I have played women's volleyball for most of my life.

5. On October 5, 2024, and again on November 14, 2024, my team did not play our scheduled matches with the San Jose State University ("SJSU") Women's Volleyball Team (the "SJSU Team") in protest, due to safety concerns over playing

against Blaire Fleming whom I understand to be a transgender student-athlete and biological male and because it is not competitively fair for a biological male who identifies as transgender to compete against biological women in women's volleyball.

6. The MWC has announced that, solely because of the MWC Transgender Participation Policy and the fact that the MWC regards the SJSU Team to have a transgender student-athlete, for the two scheduled contests between the University of Wyoming Team and the SJSU Team the University of Wyoming Team is being considered by the MWC to have two losses and the SJSU Team is being considered by the MWC to have two wins.

7. The two losses our team was given for not proceeding with our scheduled games with the SJSU Team are harmful to our seeding in the conference tournament and could possibly prevent us from competing in the conference tournament because only the top six teams in the conference based on conference winning percentage (with no minimum number of games) are invited to the conference tournament and seeding in the single elimination conference tournament is also determined by winning percentage against conference opponents.

8. The winner of the conference tournament qualifies to compete in the NCAA women's volleyball championship tournament.

9. I have worked very hard for most of my life to realize my dream of becoming a NCAA Division I College Athlete and to try to compete in championships with my team.

10. NCAA careers are short. We only have four years of eligibility. Therefore, the opportunity to play in each match is precious and qualifying for a single conference championship is something many student-athletes may never achieve.

11. Therefore, I consider whether the University of Wyoming Team plays in the conference tournament and our seeding in the conference tournament to be very important, as this tournament is one of the highlights and greatest opportunities of my entire athletic career.

12. As a result of the decisions and policies of the MWC and the decision of SJSU to roster and play Blaire Fleming, each of the women on the teams that have boycotted their matches against SJSU in protest have been harmed; they have received a loss on their conference record, will potentially face poorer seeding in the conference tournament and/or may not make the conference tournament, may be forced to compete against a biological male, and ultimately lose a chance to compete in the NCAA tournament.

13. I wish to make clear that I do not hold any animus towards persons who identify as transgender. Rather, I simply hold to the evidence-based observation that natal males have inherent physical advantages when competing in women's volleyball regardless of whether they identify as transgender.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on November 15, 2024.

Macey Boggs (Nov 14, 2024 21:38 MST)

Macey Boggs

Declaration of Macey Boggs

Final Audit Report 2024-11-15

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IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 1:24-cv-03155-SKC-MDB

BROOKE SLUSSER, et al.,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, et al.,

Defendants.

DECLARATION OF KAYLIE RAY

I, Kaylie Ray declare as follows:

1. I am over the age of twenty-one (21) and am competent to testify and have personal knowledge of the facts stated in this declaration.

2. I have read in its entirety the *Complaint for Damages, Declaratory, and Injunctive Relief* in this case, and find that all sections pertaining to myself to be true and accurate.

My Volleyball Background

3. I am a student-athlete on the Utah State University women's volleyball team (the "Utah State Team"), which plays in the Mountain West Conference ("MWC").

4. I have played women's volleyball for most of my life.

5. I was recruited to play women's volleyball by USU out of Chandler High School in Chandler, Arizona and through Arizona Storm Elite Volleyball Club.

6. I worked long hours from a young age with a dream of playing NCAA women's college volleyball.

7. I received a full scholarship to play for the Utah State Team and this year as a redshirt junior am one of the team's co-captains.

8. I was recruited to play women's college volleyball and never expected to have to play against males who have significant physiological advantages in collegiate competition.

9. I have played volleyball for more than thirteen (13) years on travel teams throughout junior high and high school, I have attended high level volleyball camps and been on an NCAA Division I college team for four seasons at this point and have studied the game of volleyball.

10. I consider myself to be a student of the game of volleyball. In addition to coaching camps and clinics through Utah State, I've coached a club team during my time at Utah State and look forward to the possibility of continuing coaching volleyball in the future.

11. I know from experience and thousands of hours watching video of the world's best volleyball players that men have unmatchable physical advantages over women in volleyball.

12. I know that I could not play NCAA Division I men's volleyball because I cannot match the power and speed in the men's game.

13. I recognize that for women to have equal opportunities in college volleyball that men and women must be divided into separate teams based on sex.

14. I am an outside hitter on the Utah State Team.

2022 NCAA and Mountain West Women's Volleyball Season

15. During the 2022 season I appeared in 21 matches, including against San Jose State University ("SJSU") and played against SJSU volleyball student-athlete Blaire Fleming ("Fleming") whose sex I understand to be male now, but did not know at this time.

16. In 2022 when playing against Fleming in a college volleyball game I remember thinking that Fleming "jumps out of the gym," and observing that there were obvious physical differences between Fleming and all other student-athletes I had seen playing collegiate women's volleyball. Fleming jumped and hit like a man and with far more explosiveness and power than I had ever experienced before from any other player in a women's volleyball match. My teammates at the time made similar observations and we would comment how Fleming was like a man in terms of physicality.

17. The SJSU women's volleyball team (the "SJSU Team") and Fleming played against the Utah State Team in the Mountain West Conference tournament final game in 2022. Although Fleming did not necessarily play a skillful all-around game, and made passing errors and attacking errors from time-to-time, however, Fleming's explosiveness and ability to play far above the women's net height was unmatched.

18. Fleming could take off from the 10-foot line and hit the ball straight down. Fleming's hits were the most powerful on the SJSU Team by far and caused a

few jammed fingers for the players on my team that had to block Fleming throughout that season. One of my teammates at the time who also suffered numerous concussions during her career expressed her concern about potentially being hit in the head by a ball hit by Fleming.

19. It is for the reasons that male players can jump higher than female players and that many tend to be taller than female players and to hit the ball harder than women that the net in the women's game is more than 7 inches shorter than in the men's game.

20. The Utah State Team won the 2022 Mountain West Conference Tournament Championship and moved on to the NCAA tournament.

2023 NCAA and Mountain West Women's Volleyball Season

21. During the 2023 season I appeared in 20 matches, including against SJSU and again played against Fleming.

22. Fleming had a broken hand that kept Fleming out of some matches earlier in the season, including our first match at SJSU but was able to play against Utah State Team during the match at Utah State University.

23. I observed in 2023 that despite having missed significant playing time with a broken hand Fleming had physical skills relating to jumping ability, explosiveness and power that I have not seen matched by any woman.

2024 NCAA and Mountain West Women's Volleyball Season

24. During the 2024 season Fleming's status as a biological male who identifies as transgender became a talking point in the conference early in the

season because an article was published in the Spring of 2024 stating that Fleming was born male and had previously been named "Brayden."

25. This article confirmed what our coach had told us the prior season regarding Fleming's sex, that Fleming's sex is male.

26. Relatively early in the season and before conference competition began we heard that Southern Utah University had backed out of a game with SJSU. We understood they had not played the game because Fleming was male.

27. I and many of my teammates began to talk amongst ourselves about how unfair and unsafe we thought it was that we were expected to play against a biological male who created a higher concussion risk for our players.

28. My teammates and I have watched videos of some of the powerful attacks that Fleming hits, which demonstrate Fleming's unmatched power, explosiveness and leaping ability in comparison to other women.

29. One of my teammates was forced to medically retire due to concussions from playing volleyball and my teammates and I realize that all it would take for us to have to retire and perhaps be permanently injured would be for a single Fleming attack to hit us in the head. If that happened, it could be our last game.

30. As we watched and thought about what was happening in our conference and around the country to opportunities for women in sport, we started to realize that we needed to fight for our rights. We began to understand that things are not going to change for the better if we sit back and expect others to defend our rights.

31. Next, we heard that Boise State University had canceled their match against SJSU and that the Idaho Governor had come out in support of the Boise State women players.

32. It was after Boise State had announced their cancellation that our head coach came into a film meeting and stated flatly and emphatically, "I don't know how you guys feel about this, but we will be playing against San Jose State; Blaire is not that talented."

33. He disclosed to us that the San Jose State head coach had reached out to him to confirm that we were going to play against them.

34. This statement by our coach really rubbed our team the wrong way. We were shocked that we had no say in the decision nor were we asked if we thought competing against SJSU was fair or safe.

35. When the University of Wyoming stood up and also cancelled their match against SJSU, we were further inspired as a team to do something.

36. Several of us conveyed to our coach that we thought it was wrong for Fleming to play and we did not think we should play against SJSU.

37. We started talking more in the locker room about sitting out the game to protest the failure to protect women's rights by the NCAA and MWC.

38. We began to realize that we really needed to do this for women and the future of women's sports.

How the USU Women's Volleyball Team Stood Up For Women's Sports

39. I told my father about the strong desire of many women on the team not to play the SJSU game, but that our coach was insistent that we must play.

40. My father reached out to Riley Gaines and I was able to speak with Riley while traveling on the bus from Logan, Utah to the Salt Lake City airport to fly to San Diego for a match.

41. I expressed my feelings to her and some of the concerns my teammates shared regarding the situation.

42. Riley informed me that she was speaking with legislators and Utah State University school administrators.

43. She asked me if we took a poll on the team, "how many of your teammates would choose to opt out of the game against SJSU?"

44. We ended the phone call, and I told her I would keep her updated from my end and she said we would stay in contact.

45. I did a quick poll with my teammates, and approximately 80% of those who responded said they did not want to play the game against SJSU.

46. I passed this information on to Riley, and we got on the plane to head to California.

47. When the plane landed, our team received a text from the Utah State University compliance officer advising that we (players only – no coaches) would have a Zoom meeting with the Athletic Director and University President when we arrived at the hotel.

48. On the team bus to the hotel our Head Coach informed us that we had a Zoom with the President and Athletic Director to give our opinions on playing the match.

49. On the Zoom call, the Utah State University President explained that she would like us to participate in an anonymous survey about how we felt about playing in the SJSU match and that she would need us to fill out the one question survey by 4 pm that day.

50. We were instructed simply to, "tell us your thoughts and feelings regarding the SJSU match."

51. Each of us responded to the email. From speaking with my teammates, I understood that some wrote very lengthy responses and others just provided a short response.

52. Then we all went to practice.

53. After practice, our Coach told us that the decision about playing in the SJSU match was "out of our hands" and that we would not play against SJSU.

54. He said the decision would be communicated to the public as a "University decision."

55. We knew, however, that the decision to not play against SJSU had been made because we stood up for our rights as women.

56. The next day I got a phone call from the Speaker of the Utah House of Representatives who expressed his deep gratitude and offered support for our bravery. He recognized that forfeiting a match is a major sacrifice, but affirmed

that we were doing the right thing. He also asked if we would be interested in going to the State Capitol to be recognized.

The NCAA, MWC, and SJSU Are Hurting Women and Violating Title IX

57. My teammates and I are glad we are standing up for our rights as women, however, we are making significant sacrifices to do so.

58. Title IX is supposed to guarantee us equal opportunities as women, but it is not being interpreted that way by the NCAA, the MWC or by SJSU. They all have adopted rules that allow a man to steal our places and opportunities and threaten our safety.

59. We were required by the MWC to take a loss for "forfeiting" against SJSU, even though it was SJSU's insistence on rostering a male to play women's volleyball that caused us not to play the game, and SJSU got a win for a game they did not play, all because of the MWC transgender participation policy and because SJSU decided to roster a male athlete on their women's volleyball team.

60. In other words, the MWC and its unjust rules say we are in the wrong for standing up for women's rights and against discrimination.

61. The loss our team was given for not proceeding with our scheduled game with the SJSU women's volleyball team are harmful to our seeding in the conference tournament and could possibly prevent us from competing in the conference tournament because only the top six teams in the conference based on conference winning percentage (with no minimum number of games) are invited to the conference tournament and seeding in the single elimination conference

tournament is also determined by winning percentage against conference opponents.

62. As a senior playing in my last volleyball season at Utah State, that is one less game in my career, one game taken away from me because the NCAA, MWC, and SJSU do not have policies that comply with Title IX. That is a bitter pill for me and a majority of my teammates to swallow.

63. The Utah State University statement that our team forfeited to SJSU was posted on the USU website, and I understand that SJSU reached out and asked USU to take down the statement from the USU website.

64. It was insulting to our women's volleyball that the USU statement about the game was initially taken down by USU and then eventually put back up.

65. It appears there may be some who want to quickly erase the memory of any woman standing up for her rights.

66. Friday practices on our team are known as "Fun Friday" because we are allowed to wear whatever we want to practice. Four of us decided we would wear "BOYcott" t-shirts to practice on Friday. It was a bonding thing and a statement of solidarity with all the women in the conference who are standing up against men taking women's places in sport. We thought it would encourage our teammates and we wanted to demonstrate the pride we have in our entire team being willing to stand up for women's rights.

67. Before practice the four of us wearing the shirts took a picture on the volleyball court in our t-shirts.

68. We were happy to be communicating a message of solidarity with other women and emphasizing the importance of standing up for women's rights. I sent the picture to Riley Gaines to share with her our message and continuing commitment to the cause.

69. Later, Riley posted the picture on her social media, and it began to get wide-spread attention.



70. On the following Monday we traveled to Reno, Nevada for our next Mountain West Conference game.

71. In my hotel room after arriving in Reno, I was informed our Head Coach had received a message from the Head Coach at SJSU that he felt it was distasteful for me and my teammates to make a statement by having our pictures taken in the "BOYcott" t-shirts.

72. I was asked by my Head Coach how to respond to the SJSU Head Coach's comments, which I did, providing the context on how we did not personally post the pictures, and that we wore the shirts because they communicated a message about the importance of protecting women's sports.

73. Later in the film room, and without speaking with me privately about the issue or responding to my thoughts, our Head Coach spoke sharply to me and one of my teammates who was also in the photo in front of the entire team.

74. He accused me of usurping the voice of the team and of being selfish and trying to speak for the team by having the picture posted.

75. He said this was a "hot button issue" and that we should avoid making any more public statements about this issue.

76. After that, we got on the bus to drive to practice and one of my teammates in the picture came to me crying after the uncomfortable and embarrassing dress-down we received from our Coach. I consoled her with the thought that, "we did a hard thing, and we did a good thing."

77. I tried to stay positive as I reflected on the fact that even as we were trying to sacrifice for other women in the conference and for future generations of women, many around us were only concerned about the discomfort our stand was

causing them and how it made them appear to others. They did not appear to care about standing up for us; they simply acted inconvenienced and put off by our decision to speak up for women.

78. As I have tried to make clear in this Declaration, the women on the Utah State University women's volleyball team and on many other teams in the Mountain West Conference have paid and are paying a very real price for NCAA and MWC rules that allow men to play women's volleyball, that take women's sports opportunities and that put women's safety at risk.

79. While no one may have yet received a debilitating concussion from a Blaire Fleming spike, many women have been hit in the head by Fleming's spikes, and the day may be coming that a women's future is forever altered by a blow to the head from a ball hit by Fleming.

80. This should not be happening in college volleyball or in any college sport, and the NCAA, MWC and SJSU are all at fault for not protecting equal opportunities, competitive fairness, and safety for women.

81. Each of the women on the teams which have forfeited to SJSU—including Boise State University, the University of Wyoming, Utah State University and the University of Nevada, Reno—have been harmed; they have received a loss on their conference record, will potentially face poorer seeding in the conference tournament and/or may not make the conference tournament, may be forced to compete against a biological male, and ultimately lose a chance to compete in the NCAA tournament as a result.

82. Each of the women on the teams which have lost to SJSU—including Fresno State University, the University of Nevada Las Vegas, the University of New Mexico and the Air Force Academy— have been harmed, they also have received a loss on their conference record, will face poorer seeding in the conference tournament and/or may not make the conference tournament and may lose a change to compete in the NCAA tournament as a result.

83. I also know that many of the women on the SJSU team are at this very moment being harmed in practices, losing opportunities for playing time and a scholarship, and receiving a great deal of abuse because they are in the middle of a controversy brought about by the failure and continuing refusal of the NCAA, MWC, and SJSU to protect women's rights.

84. Most of the female volleyball players and teams in the Mountain West Conference have been harmed by this single male whose own interests are being placed above the interests of every woman volleyball student-athlete in the conference by the NCAA, MWC and SJSU.

85. In my opinion, the conference records of each team that has played SJSU this year should be corrected to record a loss for SJSU in each conference game they played.

86. I wish to make clear that I do not hold any animus towards persons who identify as transgender. Rather, I simply hold to the evidence-based observation that natal males have inherent physical advantages when competing in women's volleyball regardless of whether they identify as transgender

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on November 14, 2024.

Kaylie Ray (Nov 14, 2024 23:31 MST)

Kaylie Ray
Utah State University Women's Volleyball
Team Co-Captain

Declaration of Kaylie Ray

Final Audit Report 2024-11-15

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IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 1:24-cv-03155-SKC-MDB

BROOKE SLUSSER, et al.,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, et al.,

Defendants.

DECLARATION OF ALEAH LIILII

I, Aleah Liilii, declare as follows:

1. I am a resident of the United States, an adult over the age of eighteen (18), and am competent to testify and have personal knowledge of the facts stated in this declaration.

2. I have read in its entirety the *Complaint for Damages, Declaratory, and Injunctive Relief* in this case, and find that all sections pertaining to myself to be true and accurate.

3. I am a student-athlete on the University of Nevada, Reno and a member and team co-captain of the Nevada, Reno women's volleyball team (the "Nevada, Reno Team"), which plays in the Mountain West Conference ("MWC).

4. I have played women's volleyball for most of my life.

5. On October 26, 2024, I and my teammates did not play our scheduled matches with the San Jose State University ("SJSU") Women's Volleyball Team (the "SJSU Team") in protest, due to safety concerns over playing against Blaire Fleming

whom I understand to be a transgender student-athlete and biological male and because it is not competitively fair for a biological male who identifies as transgender to compete against biological women in women's volleyball.

6. The MWC has announced that, solely because of the MWC Transgender Participation Policy and the fact that the MWC regards the SJSU Team to have a transgender student-athlete, for the contest between the Nevada, Reno Team and the SJSU Team the Nevada, Reno Team is being considered by the MWC to have a loss and the SJSU Team is being considered by the MWC to have a win.

7. I have worked very hard for most of my life to realize my dream of becoming a NCAA Division I College Athlete and to try to compete in championships with my team.

8. NCAA careers are short. We only have four years of eligibility. Therefore, the opportunity to play in each match is precious and qualifying for a single conference championship is something many student-athletes may never achieve.

9. As a result of the decisions and policies of the MWC and the decision of SJSU to roster and play Blaire Fleming, each of the women on the teams that have boycotted their matches SJSU in protest have been harmed; they have received a loss on their conference record, will potentially face poorer seeding in the conference tournament and/or may not make the conference tournament, may be forced to compete against a biological male, and ultimately lose a chance to compete in the NCAA tournament.

10. I wish to make clear that I do not hold any animus towards persons who identify as transgender. Rather, I simply hold to the evidence-based observation that natal males have inherent physical advantages when competing in women's volleyball regardless of whether they identify as transgender.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on November 15, 2024.

Aleah Liilii (Nov 15, 2024 10:19 PST)

Aleah Liilii

Declaration of Aleah Liilii

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IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 1:24-cv-03155-SKC-MDB

BROOKE SLUSSER, et al.,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, et al.,

Defendants.

DECLARATION OF BROOKE SLUSSER

I, Brooke Slusser declare as follows:

1. I am a resident of the United States, an adult over the age of eighteen, and am competent to testify and have personal knowledge of the facts stated in this declaration.

2. I have read in its entirety the *Complaint for Damages, Declaratory, and Injunctive Relief* in this case, and find that all sections pertaining to myself to be true and accurate.

3. I have been a NCAA Division I volleyball scholarship student-athlete at both the University of Alabama, a Power Five School in the NCAA members Southeastern Conference ("SEC"), and at San Jose State University ("SJSU") in the Mountain West Conference ("MWC").

4. I regularly played in matches for the University of Alabama during my Freshman and Sophomore seasons.

5. I transferred from the University of Alabama to SJSU to begin competing with the SJSU Women's Volleyball Team (the "SJSU Team") in the Fall of 2023.

6. I have been the starting setter on the SJSU Team during my two seasons at SJSU as a junior and senior.

7. I was an Honorable mention All-Mountain West honoree in 2023 and was named to the 2024 Mountain West team at the 19th annual Global Challenge.

8. I am a co-captain of the SJSU Team.

9. One of my teammates on the SJSU Team during the 2023 season and the current 2024 season is Blaire Fleming.

10. Blaire is a biological male who identifies as transgender.

11. I am aware of Blaire's sex because we had a conversation about it after a national news article identified Blaire as male. Before the conversation we had following that article, Blaire had not confirmed to me Blaire's sex.

12. Blaire plays with greater physicality, explosiveness, leaping ability, and ball hitting power than any other athlete I have played with or against or have ever seen in women's volleyball.

13. I estimate that Fleming's spikes travel upwards of 80 miles per hour which is faster than I have ever seen a woman hit a volleyball.

14. I have played volleyball most of my life but I find it "scary" having balls hit that hard at me and unlike anything I have previously experienced in my volleyball career.

15. In my opinion, Fleming's spikes significantly increase the risk of me, my teammates and our opponents being concussed as Fleming hits the ball so hard that if the ball is not blocked at the net by a defender it is difficult for the players to react to Fleming's attacks and to even get their hands up in time to deflect a ball away from their face.

16. Many of my teammates on the SJSU team have spoken with me about their fears of being hit by balls spiked by Fleming, and concerns about potential concussions from being hit by a ball hit by Fleming have been regularly discussed on the SJSU Team.

17. I have observed my teammates doing everything they can to dodge Fleming's spikes but still unable to fully protect themselves.

18. Throughout the 2024 pre-season and during our regular in-season practices I and my teammates have been afraid of getting concussed from getting hit in the head by a volleyball struck by Fleming.

19. I have been hit in the head and about my body by volleyballs hit by Fleming, which causes greater bruising, pain, and discomfort than what I have experienced from hits to similar locations on my body from balls hit by female volleyball players.

20. As a team captain I have personally spoken with my head coach, Todd Kress, about the risk of injury to me and my team members from Fleming's hitting.

21. In the summer of 2024, I and my SJSU teammate and fellow co-captain Brooke Bryant played on the MWC team in the World Challenge along with other women volleyball players.

22. After Bryant and I came back from playing on the Mountain West team in the World Challenge we spoke with SJSU Head Coach Todd Kress and Associate Head Coach Melissa Batie-Smoose about our concerns about Fleming playing on the SJSU Team for the upcoming season.

23. I communicated that Fleming's participation on the team was not fair to the girls and put them at physical risk.

24. I also reported that other teams within the Mountain West Conference would not play SJSU due to Fleming being on the team, and we told the SJSU coaches that girls from other teams had told us they wanted to protest against a man playing women's volleyball.

25. Todd Kress became angry at me for bringing these concerns forward and told me any protest about Fleming would not go anywhere.

26. Kress told me that having played for a Power 5 school, I must have played against male practice players and tried to suggest that Fleming's participation in practices was no different than SJSU using male practice players.

27. I responded to my coach, "You can't lie to me. At Alabama each of the practice players was warned by the coach that if they hit harder than 70% against the girls they would not ever come back to practice. No college women's team lets their male practice players hit like Blaire is hitting in our practices."

28. I told Kress that Fleming's participation in practices, and the fact that the coaches were not asking Fleming to pull back on use of his physical power, was putting everyone on the team at risk of serious injury. I again asked Kress to take steps to protect the women players on the team. However, Kress brushed me off and would not talk further about it.

29. During practices in August 2024, immediately before the 2024 season, I saw that Fleming was hitting the ball with more force than in 2023 and far harder than any woman I had ever played or coached with or against.

30. No steps have been taken by SJSU, our coach Todd Kress or the MWC to protect female players from injury from Fleming's hits in practices or in games.

31. In a match against the University of Delaware, which took place on September 7, 2024, in a tournament hosted by the University of Iowa, I observed an SJSU freshman set Fleming for a spike, and Fleming smashed the ball into the face of a woman on the University of Delaware team's back line, knocking the opposing player to the ground.

32. Several days after the event, the SJSU freshman who had set the ball for Fleming came to me in tears due to feelings of guilt that her set to Fleming had led to the Delaware player being hit in the head. The SJSU freshman wondered aloud whether she had done the right thing to set the ball for Fleming and whether she was responsible for any injury the University of Delaware player suffered.

33. My motion to join the Title IX lawsuit in the Northern District of Georgia and assert my concerns arising from Fleming's participation on the SJSU Team was

filed on the evening of September 23, 2024, less than a full day before the SJSU Teams' September 24 game against Fresno State University.

34. In a match against San Diego State University, which took place on October 10, 2024, I set Fleming for a spike, and Fleming smashed the ball into the face or upper body of a woman on the San Diego State University, knocking the opposing player to the ground.

35. I understand that this Declaration will be used in support of a motion for preliminary injunction being filed by other women on opposing teams in the MWC who are co-Plaintiffs in this lawsuit.

36. I also understand that if the relief requested by my co-Plaintiffs is granted it could take wins away from the SJSU Team or even deprive us of the opportunity to play in the MWC conference championship.

37. I have thought about this decision.

38. Volleyball is very important to me.

39. However, some things are more important to me than winning a volleyball match or even a conference championship.

40. It is more important to me that our team win fairly, and it is not safe or fair to other teams for the SJSU Team to compete with a male athlete.

41. Therefore, I am knowingly signing this declaration in support of the motion for preliminary injunction because I believe it is the right thing to do, even though a decision granting the motion could hurt our team's chances and could even prevent us from wining the conference tournament and advancing to the NCAA

tournament. I believe many of my teammates feel the same thing. We would rather win the right way, than merely win in any way.

42. I wish to make clear that I do not hold any animus towards persons who identify as transgender. Rather, I simply hold to the evidence-based observation that natal males have inherent physical advantages when competing in women's volleyball regardless of whether they identify as transgender.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on November 14, 2024.

Brooke Slusser (Nov 15, 2024 10:46 PST)

Brooke Slusser

Declaration of Brooke Slusser

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IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLORADO

Civil Action No. 1:24-cv-03155-SKC-MDB

BROOKE SLUSSER, et al.,

Plaintiffs,

v.

THE MOUNTAIN WEST CONFERENCE, et al.,

Defendants.

DECLARATION OF KATELYN VAN KIRK

I, Katelyn Van Kirk, declare as follows:

1. I am a resident of the United States, an adult over the age of eighteen (18), and am competent to testify and have personal knowledge of the facts stated in this declaration.

2. I have read in its entirety the *Complaint for Damages, Declaratory, and Injunctive Relief* in this case, and find that all sections pertaining to myself to be true and accurate.

3. I am a student-athlete on the Boise State University women's volleyball team (the "Boise State Team"), which plays in the Mountain West Conference ("MWC").

4. I have played women's volleyball for most of my life.

5. On September 28, 2024, I and my teammates did not play our scheduled matches with the San Jose State University ("SJSU") Women's Volleyball Team (the "SJSU Team") in protest, due to safety concerns over playing against Blaire Fleming

whom I understand to be a transgender student-athlete and biological male and because it is not competitively fair for a biological male who identifies as transgender to compete against biological women in women's volleyball. It has been publicly announced that my team will not play the SJSU Team on November 21, 2024, for these same reasons.

6. The MWC has announced that, solely because of the MWC Transgender Participation Policy and the fact that the MWC regards the SJSU Team to have a transgender student-athlete, for the two scheduled contests between the Boise State Team and the SJSU Team the Boise State Team is being considered by the MWC to have two losses and the SJSU Team is being considered by the MWC to have two wins.

7. The two losses our team was given for not proceeding with our scheduled games with the SJSU Team are harmful to our seeding in the conference tournament and could possibly prevent us from competing in the conference tournament because only the top six teams in the conference based on conference winning percentage (with no minimum number of games) are invited to the conference tournament, and seeding in the single elimination conference tournament is also determined by winning percentage against conference opponents.

8. The winner of the conference tournament qualifies to compete in the NCAA women's volleyball championship tournament.

9. I have worked very hard for most of my life to realize my dream of becoming a NCAA Division I college athlete and to try to compete in championships with my team.

10. NCAA careers are short. We only have four years of eligibility. Therefore, the opportunity to play in each match is precious, and qualifying for a single conference championship is something many student-athletes may never achieve.

11. Therefore, I consider whether the Boise State Team plays in the conference tournament and our seeding in the conference tournament to be very important, as this tournament is one of the highlights and greatest opportunities of my entire athletic career.

12. As a result of the decisions and policies of the MWC and the decision of SJSU to roster and play Blaire Fleming, each of the women on the teams that have boycotted their matches against SJSU in protest have been harmed; they have received a loss on their conference record, will potentially face poorer seeding in the conference tournament and/or may not make the conference tournament, may be forced to compete against a biological male, and ultimately lose a chance to compete in the NCAA tournament.

13. I wish to make clear that I do not hold any animus towards persons who identify as transgender. Rather, I simply hold to the evidence-based observation that natal males have inherent physical advantages when competing in women's volleyball regardless of whether they identify as transgender.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on November 14, 2024.

Katelyn Van Kirk (Nov 15, 2024 12:05 MST)

Katelyn Van Kirk

Declaration of Katelyn Van Kirk

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Slusser, et al.

v.

The Mountain West Conference

Case No. 1:24-cv-03155 (D. Colo.)

EXPERT REPORT ON LACK OF FITNESS FOR PURPOSE OF THE NCAA TRANSGENDER ELIGIBILITY POLICIES IN WOMEN'S SPORTS INCLUDING WOMEN'S VOLLEYBALL

DR. CHAD THOMAS CARLSON, M.D., FACSM

November 15, 2024

BACKGROUND

1. I am a medical doctor practicing Sports Medicine, maintaining an active clinical practice at Stadia Sports Medicine in West Des Moines, Iowa. I received my M.D. from the University of Nebraska College of Medicine in 1994 and completed a residency in family medicine at the University of Michigan in 1997.

2. Following my time in Ann Arbor, I matched to a fellowship in Sports Medicine at Ball Memorial Hospital in Muncie, Indiana, training from 1997 to 1999, with clinical time split between Central Indiana Orthopedics, the Ball State Human Performance Laboratory, and the Ball State University training room. I received my board certification in Sports Medicine in 1999, which I continue to hold. Since residency training, my practice has focused on Sports Medicine—the treatment and prevention of injuries related to sport and physical activity.

3. Since 1997, I have served in several clinical practices and settings as a treating physician, including time as an NCAA Division I team physician for both the University of Illinois and Ball State University, where I provided care to athletes in several sports, including football, ice hockey, basketball, field hockey, softball, gymnastics, soccer, and volleyball. In the course of my career, I have provided coverage for NCAA Power Five Conference championships and NCAA National Championship events in basketball, field hockey and gymnastics, among other sports, as well as provided coverage for national championship events for U.S.A. gymnastics, and U.S. Swimming and Diving. I have also covered professional soccer in Des Moines.

4. Since 2006, I have been the physician owner of Stadia Sports Medicine in West Des Moines, Iowa. My practice focuses on treatment of sports and activity-related injury, including concussive injury, as well as problems related to the physiology of sport.

5. I have served in and provided leadership for several professional organizations over the course of my career. In 2004, I was designated a Fellow of the American College of Sports Medicine (ACSM). I have served on ACSM's Health and Science Policy Committee since 2010, and for a time chaired their Clinical Medicine Subcommittee. From 2009 to 2013, I served two elected terms on the Board of Directors of the American Medical Society for Sports Medicine (AMSSM), and during that time served as Chair of that body's Practice and Policy Committee. I was subsequently elected to a four-year term on AMSSM's executive committee in 2017, and from 2019–20, I served as AMSSM's President. AMSSM is the largest organization of sports medicine physicians in the world. I gained fellowship status through AMSSM in 2020—my first year of eligibility. My work for ACSM and AMSSM has brought with it extensive experience in public policy as relates to Sports Medicine and opportunities to work on developing model sport policies to reduce sport injuries and injury risk.

6. In 2020, I was named as AMSSM's first board delegate to the newly-constituted Physical Activity Alliance. I was also a named member of an NCAA advisory group on COVID-19, through which I provided input regarding the

cancellation of the basketball tournament in 2020. I also serve as a member of the Iowa Medical Society's Sports Medicine Subcommittee.

7. I have served as a manuscript reviewer for organizational policy pronouncements, and for several professional publications, including sports medicine board review books published in 2021 and 2023. I have published several articles on topics related to musculoskeletal injuries in sports and rehabilitation which have been published in peer-reviewed journals such as Clinical Journal of Sports Medicine, British Journal of Sports Medicine, Current Reviews in Musculoskeletal Medicine, Athletic Therapy Today, and the Journal of Athletic Training. In conjunction with my work in policy advocacy, I have helped write several pieces of legislation, including the initial draft of what became the Sports Medicine Licensure Clarity Act, signed into law by President Trump in 2018, which eases the restrictions on certain practitioners to provide health services to athletes and athletic teams outside of the practitioner's home state. My curriculum vitae which lists my publications over the last ten years is included as an appendix to this report.

8. In the past four years, I testified as an expert witness by deposition in *B.P.J. v. West Virginia*, S.D. W.V., No. 2:21-cv-00316 and LE. vs. Lee, No. 3:21-cv-00835, with deposition pending in *Doe v. Horne, No. 4:23-cv-00185-JGZ.*

9. I am being compensated for my services as an expert witness in this case at the rates of $300 per hour for consultation, $800 per hour for deposition or trial testimony.

10. In compiling this report, I have relied on my own experience as an NCAA team physician, on actual policy statements of the NCAA and other national and international sports governing bodies, including the NCAA's own Transgender Eligibility Policies, and various research data, cited below.

INTRODUCTION AND OVERVIEW OF CONCLUSIONS

11. Sports medicine physicians participating in the development of sport rules and policies are most frequently asked to provide advice on how to draft rules and policies that are fit for the purposes of addressing sport safety and competitive fairness.

12. Such rules need to be transparent and defensible, supported by data that can be referenced and appealed to as grounds for the policy itself. Therefore, organizations which are responsible for maintaining competitive integrity, as well as the safety of the athletes they regulate, should ideally maintain robust, clearly delineated processes for creating their own policies, using objective data and appropriately-selected expertise relevant to the sport in question.

13. In general, sport policies that impact athlete safety and competitive fairness should reflect the best available scientific evidence. Barring available direct evidence, it then becomes the job of scientists and medical experts to use what data does exist to draw appropriate inferences and use those inferences to create appropriate policy.

14. Of course, organizations vary in terms of the size and extent of the resources they can draw on, but regardless of that, ultimately, every organization

that sanctions sporting competition at the national or international level has to justify itself in terms of its own rulemaking. Sports governing bodies vary in terms of the degree to which they uphold their mandate to promote fairness and safety.

15. In some cases, sport organizations define a specific policy goal for medical and sports science experts to achieve based upon anticipated needs, with the policy itself created through a synthesis of scientific evidence and expert opinion.

16. In other cases, sport policies may be developed reactively in response to circumstances rather than a proactive assessment of the needs of the athlete.

17. Finally, sometimes sports policies that impact safety and competitive fairness may arise from sociopolitical movements without a clear basis in medical evidence.

18. In my opinion, World Rugby is an organization that has a well-defined eligibility policy for transgender athletes created through a similarly well-defined process, anchored on review of available evidence and expert consensus.

19. On the other hand, the NCAA's eligibility policies for transgender athletes arose through the influence of outside advocacy groups in coordination with non-medical committees with a primary goal of inclusion, and lacking robust scientific evidence or research on the impact of these policies upon athlete safety and competitive fairness.

20. Thus, relying upon the methods, data and research standards employed by sports medicine physicians I conclude that the NCAA's transgender eligibility policies are not fit-for-purpose in terms of providing adequate attention to sport safety

and competitive fairness in most women's[1] sports, including specifically in the sport of women's volleyball, where data and research demonstrate that the NCAA's policies put women at increased risk of injury in comparison to men and deprive them of fair competition when competing against transgender identifying males in women's volleyball.

21. The opinions in this report are true and accurate to a reasonable degree of medical certainty.

NCAA TRANSGENDER ELIGIBILITY POLICIES

22. My review of the formulation of the NCAA's transgender eligibility policies and of the evidence basis of those policies, is based on my review of the NCAA's public policy pronouncements, with which I am familiar as a sports medicine physician treating NCAA athletes who compete under these rules. It is also based upon interpretations of those rules by NCAA officials and committee members, which we as sports medicine physicians rely on to deliver care that conforms with the rules. My analysis of fitness for purpose of these rules is grounded in the scientific principles employed in the fields of science and medicine, as well as my familiarity with acceptable standards of research and documentation used in medical and scientific literature and publications.

[1] For clarity, the terms "women" "men" "female" "male" and "sex" are used in their strict biological sense and without regard to gender identity.

NCAA's Original Transgender Eligibility Policy

23. The NCAA's original eligibility criteria for transgender athletes were not independently created through the shared work of medical and sports science experts. Rather, these criteria evolved through counterbalancing influence between the Committee on Sports Medicine and Competitive Safeguards and Medical Aspects of Sport (CSMAS) and the NCAA Office of Inclusion.

24. The initial position of the Office of Inclusion was influenced by participation of NCAA representatives at a policy think tank hosted by the Womens' Sport Foundation and the National Center for Lesbian Rights in October 2009.[i] [ii] This conference spurred the development of a subsequent report that is based more on reaction to sociopolitical change than any evaluation of scientific data.

25. The NCAA Office of Inclusion, acknowledged a singular goal of balancing "fairness and inclusion,"[iii] when it first issued guidance on the transgender student athlete in August 2011, with a document titled, "NCAA Inclusion of Transgender Student-Athletes."[iv] The stated purpose of this document was to provide guidelines to ensure inclusivity and safety for transgender athletes and their teammates, but it also expressly stated that transgender athletes could participate in the biological category of their choice without violating principles of competitive fairness.[2] This document, the first official guidance of the NCAA on the subject of the

[2] "The purpose of this resource is to provide guidance to NCAA athletic programs about how to ensure trans gender student-athletes fair, respectful, and legal access to collegiate sports teams based on current medical and legal knowledge. It provides best practice and policy recommendations for intercollegiate athletic programs to provide transgender student-athletes with fair and equal opportunities to participate. In addition to specific policy recommendations for college athletics, the resource

transgender athlete, is taken nearly verbatim from a 2010 report created as a collaborative think tank initiative by the National Center for Lesbian Rights and the Womens' Sport Foundation.[v]

26. These documents cited the same list of authors, including three medical doctors, none of whom had any apparent affiliation with the NCAA. Other than a single peer-reviewed medical journal reference from 2004, the only other reference to any performance data cited in this paper was from a nonpublished report by a Canadian exercise physiologist, dated 2008.

27. Interestingly, this physiologist's report did acknowledge that the muscle cross-sectional area of trans-identifying males (described therein as transwomen) remained greater than that of biological women, even after one year of testosterone administration. It also acknowledged that any claim that transitioned men retain a performance advantage against biological women could not be refuted.[vi] These conclusions were not referenced in the broader NCAA report and, in fact, were inconsistent with statements in the report, such as those quoted in footnote 2 above,

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provides guidance for implementing these policies to ensure the safety, privacy, and dignity of transgender student-*athletes* ***as well as their teammates*** (emphasis added). Specific best practice recommendations are provided for athletic administrators, coaches, student-athletes and the media……It is also important to know that any strength and endurance advantages a transgender woman arguably may have as a result of her prior testosterone levels dissipate after about one year of estrogen or testosterone-suppression therapy. According to medical experts on this issue, the assumption that a transgender woman competing on a women's team would have a competitive advantage outside the range of performance and competitive advantage or disadvantage that already exists among female athletes is not supported by evidence."

that trans identifying men competing on a women's team allegedly do not retain a competitive advantage after a year of testosterone suppression.

28. I have found no evidence that the NCAA ever instituted any process to systematically evaluate the medical evidence for male performance advantage in sport, and then considered what that performance advantage means for the fairness of any sport which permits transgender athletes to compete on a team opposite of their sex.

29. The NCAA's first policy on the transgender athlete was approved by the Board of Governors in 2010.

30. This policy came from the same think tank conference that led to the Office of Inclusion's 2011 document.[vii][viii]

31. There was no organized attempt at that time to bring sports science and medical experts together to assess the medical evidence and formulate a policy based on competitive fairness and athlete safety.

32. The policy that was ultimately adopted required biological males who desired to compete in women's sports to provide medical attestation of at least 12 months of gender-affirming hormone therapy. There was no requirement to substantiate testosterone suppression, and no requirement for documentation confirming adherence to the medical treatment protocols prescribed by the athlete's treating clinician.

33. The failure of the NCAA to require documentation of adherence to treatment protocols by transgender athletes led to frustration for some CSMAS

committee members, because some transgender athletes were clearly non-adherent to their treatment protocols, based on information provided to the committee from treating physicians.

34. In some cases these non-compliant trans identifying male athletes exhibited testosterone levels that were in the male range.

35. One committee member stated that they would sometimes get labs along with records, and that some were ridiculous.

36. Minutes of the CSMAS scheduled meeting from December 2019 state that the committee "continued its discussion on a variety of health, safety and medical issues relevant to the NCAA transgender policy, that the committee received information from Dr. Bradley Anawalt, Chief of Medicine at the University of Washington Medical Center, on current medical and clinical practices regarding transgender athletes, as well as input from the four physicians on the committee, and reviewed policy trends in the international sports medicine community and international governing bodies."

NCAA Transgender Athlete Summit (2020)

37. Due to increasing tension between the input being provided to the NCAA by medical care providers and the contradictory goals of the inclusion proponents within the NCAA, a summit was proposed in 2020 to consider the scientific literature and best medical practices along with the NCAA's stated desire for inclusivity to assess the fairness, safety and effectiveness of the NCAA policies.

38. One CSMAS committee member recalls that the summit was convened because the doctors and the DEI department in [the] NCAA were saying opposite things, and that the testosterone policy was ridiculous.

39. At the time that this Summit was first proposed, I was President of our national sports medicine academy, the American Medical Society for Sports Medicine, and continued as a member of AMSSM's Executive Committee up to, and through the convening of this Summit.

40. The issue of the transgender athlete had become an issue of discussion within our academy as early as 2018 or 2019, with efforts on the part of some members to have AMSSM host a symposium on the transgender athlete at our 2019 annual meeting in Houston, Texas (see below).

41. Regarding the NCAA Summit, AMSSM was responsible for appointing a member to the Steering Committee, and there were other members who were named to serve on the expert panel as well.

42. In my role on the Executive Committee of AMSSM, I participated in recommending the appointment of Jeremy Henrichs, MD, team physician at the University of Illinois. Jeremy was appointed, did serve as AMSSM's delegate on the Steering Committee which planned the Summit, and participated in the NCAA Summit itself. At the outset, intended purposes for the Summit developed by the Steering Committee included evaluating sport performance research and developing evidenced based guidelines for transgender athlete eligibility in NCAA sports.

43. From the start of the actual Summit however, the program veered away from a focus on scientific evidence to focus instead on transgender athlete mental health and inclusion.

44. Dr. Henrichs observed that from the beginning, the discussion was hijacked by special interest groups, personal agendas and opinions, which stifled open discourse and interfered with the exchange of scientific information.

45. Dr. Stephanie Chu, another member of the steering committee, wrote that the transgender representatives were "quite a bit 'louder' than the medical folks at the Summit," and that "the pulse in the meeting was not like the pulse of our first discussions with inclusion at CSMAS however it was very much led with the inclusion folks more than the medical folks," and that it "made it hard for folks who may have wanted to speak up, [to] speak up about the competitive equity and the cis-female/trans-female issues for sensitivity reasons."

46. In the subsequent paper published describing the outcomes of the Summit[ix], it was noted that the organizers engaged external trans and gender nonconforming advocacy organizations with whom the NCAA Office of Inclusion did not have a prior working relationship, but "did not invite individuals and organizations who have advocated for the prohibition of trans student-athlete participation in collegiate sport[3]." This is problematic, because the format for this Summit was a Delphi consensus process, the entire point of which is to take an issue

[3] This is itself a mischaracterization, as I am not aware of any organizations or individuals who advocate for the prohibition of transgender athletes in sport – only that these athletes participate with individuals of their biological sex.

on which people hold widely divergent views and solicit anonymous feedback from stakeholders that can then be used to ask further questions of participants and start to move toward a workable consensus around issues with lots of bias.

47. If only a portion of the spectrum of opinion is included in the process, the recommendations are almost guaranteed to be ideologically skewed.

48. To some extent the apparent lack of diverse thought among Summit participants can be seen in the opening paragraph of the 2023 report that states that the elevated risk of adverse mental health outcomes in transgender athletes are "a result of stigma and discrimination at multiple levels, including individual and internalized, interpersonal and structural (e.g. devaluing and disaffirming laws and norms)."[x]

49. More significantly the lack of intellectual diversity of the participants can also be seen in the degree of consensus that was seen when Summit participants were asked to rate various policy strategies based on utility and feasibility. Although the response rate was only 57%, all the strategies were deemed by respondents to have utility, and 14/17 were rated as feasible. This near total agreement on policy aims from the beginning reflects the lack of ideological diversity within the group. Prior to the Summit, the Prospectus provided to the steering committee stated that the purpose of the Summit was to "develop a consensus framework and possible recommendations to the NCAA Transgender Student-Athlete Participation policy (2011)," and that this consensus framework "should be informed by the guiding

principles of inclusion and *fairness*, and address student-athlete well-being, health and *safety*."[xi]

50. Even the post-meeting Summary provided to participants reiterated the expected deliverable of potential updates to the 2011 policy that were based on "evolving and emerging data and principles of inclusion and *fairness*."

51. However, by the time of the 2023 publication of the outcomes from the Summit, the stated goals of the Summit omitted "safety" and "fairness" and had narrowed to "identifying concrete and feasible steps to support well-being among transgender non-conforming student-athletes participating in collegiate athletics in the USA."

52. Despite the Steering Committee documents that state the contrary, the final report said that "the Summit purview did not include changes to sport setting eligibility policies."

53. The absence of focus on sport eligibility policies is reflected in the short set of accompanying reference citations attached to the published consensus statement, with only one of twenty-five publications focused on a review of the literature of sports participation and the transgender athlete. That document was an early review from 2017.[xii]

54. I had recommended to Dr. Henrichs that he advocate for the publication of a robust and balanced compendium of scientific references, as the NCAA's prior 2011 statement had no such list.

55. I understand that Dr. Henrichs received pushback from participants who contended that no research on sport performance should be cited because the science related to sport performance, fairness and safety was allegedly not definitive.

56. However, as a matter of scientific principles and the advancement of knowledge and understanding it is not credible to fail to cite relevant peer reviewed research that does exist because someone may feel it is not definitive.

57. I expressed my opinion to Dr. Henrichs that this was for the reader to decide, not the working group.

58. Dr. Henrichs did convey these sentiments to the NCAA's Chief Medical Officer Dr. Brian Hainline on October 14, 2020, and Dr. Hainline forwarded the recommendations to Emily Kroshus, head of the working group's Delphi process, stating that "there is room for more evidence-based decisions."

59. Despite this, however, no compendium of scientific research was developed or published as a result of the Summit, perhaps reflecting the ideological limits that were imposed on this group, or the ideological viewpoints of the authors of the summary statement, Feedback from physicians who participated in the Summit made it clear that the freedom of medical and science experts to provide input during the discussion process was constrained by the emotionally driven dialogue offered by individuals advocating for inclusion.

60. In the end, as noted above, the recommendations that gained affirmation through the Delphi process were nearly unanimous.

61. Interestingly, after modification and submission for reconsideration, 15 of 17 potential strategies to support trans and gender nonconforming student-athletes were finally rated as feasible.

62. One of the two strategies that was rejected as non-feasible was to recommend "institutional practices that ensure availability of gender safe facilities (e.g. locker rooms, restrooms) for home and visiting teams." This is ironic, as the NCAA apparently later ignored this finding contained in its own post Summit paper when crafting the locker room policy for the NCAA Swimming and Diving Championships at Georgia Tech in 2022. Following the Summit, the NCAA Board of Governors released a statement directed to state legislators claiming that their "long-standing policy" on the transgender athlete "embraces the evolving science on this issue and is anchored in participation policies of both the International Olympic Committee and the U.S. Olympic and Paralympic Committee." This was an inaccurate statement, because at the time, the IOC's 2015 policy was in place – a policy which required that transgender identifying males maintain a serum testosterone below a threshold of 10.0 nnmol/L. This was a requirement that the NCAA had never enforced.

Revised NCAA Transgender Eligibility Policy (2022)

63. On January 19, 2022, a new, phased policy on transgender athlete eligibility was approved by the NCAA Board of Governors.

64. The policy was drafted by Chief Medical Officer Brian Hainline, and the NCAA's President Mark Emmert, and then fast-tracked through CSMAS.

65. This policy retained the requirement for one year of gender-affirming hormone therapy, adding in periodic measurements of serum testosterone before the start of the regular season, and prior to participation in championship events.

66. The relevant disqualification thresholds for serum testosterone were to be those established by a given sport's national governing body, or barring that, the relevant international governing body, or in the absence of a sport specific policy, the 2015 IOC threshold of 10.0 nnmol/L.

67. Although this policy initially implied that full implementation of national or international governing body policies would be implemented by the 2023-2024 calendar year, presumably incorporating other aspects of sport-by-sport rules (e.g. longer sport-specific requirements for duration of GAHT, or disqualification if gender transition occurred after the onset of male puberty), this third phase has been largely eliminated from the current policy description (although reference to it still exists on some landing pages).[xiii]

68. In addition, serum testosterone testing for NCAA athletes does not occur through any designated labs, and athletes can simply provide their own documentation, without any designated chain of testing custody or requirements for specific test formats (e.g. Immunoassay vs. Mass spectrometry). In this respect as well, the NCAA policies differ from Olympic sport policies. Thus, when the history and trajectory of the development of the NCAA's eligibility policy for transgender athletes is considered, there is no indication that either the initial policy, nor the one currently in place were developed through any sort of formal consensus process led

by medical and sports science experts, or anchored in the principles of evidence-based medicine.

69. The current policy is simply an amalgamation of current national or international governing body testosterone thresholds (divorced from any other sport specific rules that may exist) and the NCAA's 2010 policy requiring one year of physician monitored GAHT.

70. The NCAA's claim that its policies track Olympic sport policies is not accurate.

71. Even more importantly, the NCAA has never attempted to justify, substantiate or support its transgender eligibility polices with scientific research or data.

72. Nor has the NCAA published any research demonstrating the impacts of its policies on the health and safety of athletes or upon competitive fairness.

COMPARISON OF THE NCAA APPROACH TO TRANSGENDER ELIGIBILITY POLICYMAKING WITH OTHER SPORT ORGANIZATIONS

73. Given that the NCAA's eligibility policies for transgender athletes originated through the influence of LGBT+ advocacy groups and lack any meaningful foundation in science or medicine, the question arises, are there other sporting organizations which can be shown to have taken a more evidence-based approach? The answer to this question is: Most certainly, yes.

World Rugby's Approach

74. For example, in 2020, after an extensive review of the scientific literature, consultation with experts, and modeling of expected injuries, World Rugby

published revised rules governing transgender participation, along with a detailed explanation of how the new policy was supported by current evidence.

75. Previous to this, World Rugby had been using a policy that was amended in 2019 in anticipation of aligning with model rules for International Federations, to be released by the IOC. This 2019 policy required transgender identifying males to maintain a threshold under 5.0 nmol/L for a minimum of twelve consecutive months.

76. When the IOC delayed release of their own amended policy, World Rugby convened a working group under an independent chairman who was both a medical doctor and an international rugby player. This working group consisted of other physicians, exercise physiologists, legal counsel, administrative personnel and players representatives. This group was in turn tasked with conducting independent research, focusing on legal, scientific, medical, human rights, player, member union, and the human perspective (including women and transgender individuals). Among the stated aims of the group was to "facilitate the participation of transgender players in rugby where it is possible to do so safely and fairly."[xiv]

77. A two-day workshop was convened, where review of evidence, debate and discussion could occur. The sessions from this workshop were recorded and made publicly available. All research cited in the course of the formulation of their updated policy was made publicly available on their website in bibliographic form. The compiled findings of the working group were then prepared as a draft guideline which was then submitted to member unions and associations for input. Direct feedback from players was actively solicited as well. The entire process helped promote a sense

of ownership and understanding of what the proposed framework recommended. World Rugby ultimately concluded that "there is currently no basis with which safety and fairness can be assured to biologically female rugby players should they encounter contact situations with players whose biological male advantages persist to a large degree," and that after puberty, "the lowering of testosterone removes only a small proportion of the documented biological differences."

78. Hence, World Rugby determined that biological men should not compete in women's rugby.[xv]

79. Within their document, World Rugby listed relevant biological advantages from testosterone, resultant performance differences, and most importantly, the rationale of the expert panel for how this translated into a heightened injury risk for biological women.

80. Of note, was a reliance on injury modeling to predict injury risk when a retained physiological advantage is a significant possibility. All pronouncements were linked to relevant reference data, including data on injury modeling. The panel also looked at the relative size of male and female elite rugby players and found that in most cases, their weights were bimodal with minimal overlap. All data was included in the body of their guideline.

81. Following this was an extensive discussion of injury modeling risk for collisions at various weight percentiles, looking at head linear and angular acceleration, and neck force and moment.

82. World Rugby has been criticized by some for its new guidelines, but those criticisms have often avoided discussions of medical science entirely or have asserted that modeling scenarios can overstate true risk. What cannot be denied, however, is that World Rugby's approach was evidence-based from the beginning, and rooted in concern for athlete safety.

83. As a medical doctor who has spent my career in sports medicine, it is my opinion that World Rugby's assessment of the evidence is scientifically sound, and that injury modeling meaningfully predicts that biologically male transgender athletes do constitute a safety risk for the biologically female athlete in women's sports.

84. Moreover, World Rugby's guidelines can be said to be fit for purpose, protecting the goals of safety and fairness for biologically female rugby players.

85. Finally, World Rugby's guidelines are evolving and open to emerging data.

86. Most recently, World Rugby modified their guidelines to allow that "transgender women[4] who transitioned pre-puberty and have not experienced the biological effects of testosterone during puberty and adolescence can play women's rugby (subject to confirmation of medical treatment and the timing thereof)."

World Aquatics' Approach

87. World Aquatics convened a working group made up of athletes, scientists and legal and human rights representatives, tasked with the goal of

[4] A male who wishes to adopt a female gender identity.

considering "the best available statistical, scientific, and medical evidence concerning sex differences in sports performance, and any associated male sex-based advantage." The process that this group entered into, and the conclusions that they settled upon are all publicly available within World Aquatic's Policy on Eligibility for the Men's and Women's Competition Categories.[xvi] These recommendations were presented to the membership of World Aquatics and formally approved in June, 2022, with 71.5% voting in the affirmative.

88. Ultimately, World Aquatics determined that any biological male who desires to compete in the women's category must not have experienced male puberty (Tanner Stage II or age 12, whichever later), and must demonstrate ongoing and continuous serum testosterone levels below 2.5 nmol/L (measured by liquid chromatography/mass spectrometry). Finally, in 2023, World Aquatics created an open category for transgender athletes.

89. World Aquatics demonstrated that an evidence based policy can be formulated, ratified and enforced within a relatively short period of time. One criticism of their process is that, unlike World Rugby, there is no published list of research that informed the decisions of the working group.

National Intercollegiate Athletic Association's (NAIA) Approach

90. In 2021, the National Intercollegiate Athletic Association (NAIA)[5] policy on the transgender athlete was identical to that of the NCAA.

[5] The NAIA is, like the NCAA, a U.S. collegiate national governing body.

91. Unlike the NCAA, rather than defer responsibility to other organizations, the NAIA proactively instituted an internally driven process to reassess and address the question of transgender athlete eligibility at the request of their Council of Presidents.

92. A task force was created in spring of 2022 in order to determine whether the NAIA's existing policy was fit to purpose, and if necessary, to bring forward new recommendations. The task force received and considered evidence from outside experts.

93. After two years of deliberation, in April 2024, the NAIA's task force presented recommendations to the Council of Presidents, which were unanimously approved.

94. The NAIA's new policy, which went into effect August 1st, limits participation in competitive women's sports to biological women.

95. There is no pathway to competitive women's sports for biological males, regardless of when they transitioned, or what their serum testosterone is.

96. NAIA President and CEO Jim Carr, noting that "each NAIA sport includes some combination of strength, speed, and stamina, providing competitive advantages for male student-athletes," has indicated that their primary responsibility was fairness in competition, and the newly-approved policy flowed from that.

UK Sport Approach

97. In 2021, the UK Sports Councils' Equality Group released new guidance for transgender inclusion in organized sports. This guidance was formulated after

extensive conversations with stakeholders, a review of scientific findings related to transgender athletes in sport through early 2021, and an assessment of the use by some sport national governing bodies of case-by-case assessment to determine eligibility.

98. All of the supplemental materials, as well as the summary reports, are readily available on UK Sport's inclusion website.[xvii]

99. UK Sport began their process stating a guiding principle that "all of the sports councils are committed to the inclusion of transgender people in sport and physical activity."

100. Rather than limit input based on predetermined assumptions of ideology[6], UK Sport canvassed a broad group of stakeholders, and acknowledged that a "fundamental division existed between two distinct groups" with "different value systems."[xviii]

101. Noteworthy within these stakeholder consultations was a lack of consensus on any workable solution, as well as concerns related to athlete safety and "adherence to rules which give sport validity."

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[66] The UK's Equality Act of 2010 codifies "gender reassignment" as a protected characteristic alongside more traditional categories such as age, race, religion and sex. Within the language of the Equality Act is a provision that states that the Act is not considered violated if participation of a transgender individual in sports is limited in order to secure either fair competition or safety of the competitors. UK Sport began their process in an ideologically-neutral way, seeking to find a workable solution that allowed both fairness and inclusiveness. See UK Sports Councils Guidance for Transgender Inclusion in Domestic Sport – Summary of Background Documents, September 2021 at p. 4.

102. The Literature Review accompanying the guidance document further noted that "[t]here are significant differences between the sexes which render direct competition between males and females . . . unsafe in sports which allow physical contact and collisions."[xix]

103. Their review of the science "made clear that there are retained differences in strength, stamina and physique between the average woman compared with the average transgender woman[7]….with or without testosterone suppression."[xx]

104. This was also reflected in their ten guiding principles, stating that physical differences between the sexes will "impact safety parameters in sports which are combat, collision or contact in nature."[xxi]

105. Ultimately, in direct conflict with the statement by the NCAA Board of Governors issued five months earlier, UK Sport concluded that the full inclusion of transgender athletes in women's sports "cannot be reconciled within the current structure of sport," stating that "the inclusion of transgender people into female sport cannot be balanced regarding transgender inclusion, fairness and safety in gender-affected sport where there is meaningful competition . . . due to retained differences in strength, stamina and physique between the average woman compared with the average transgender woman…, with or without testosterone suppression."[xxii]

106. Finally, UK Sport affirmed the use of sex categorization in sport, along with age and disability, as important for the maintenance of safety and fairness.[xxiii] Although there are sports where an argument can made that meaningful competition

[7] A biological male who is transitioning toward identification as a biological female.

can occur between the sexes (e.g. shooting, curling, equestrian), in reality even sports such as golf, bowling and fencing are gender-affected to the point that there are few instances of female successes in male championship events. So, to UK Sports' latter point, sex categories in sport serve an important and necessary role.

ARE THE CURRENT NCAA TRANSGENDER ELIGIBILITY POLICIES FIT FOR PURPOSE?

107. Regardless of how the NCAA came to adopt their policies, a fair question is whether they are fit for the purpose(s) for which they are intended. What the NCAA views as the purpose of its transgender athlete policy is not easily discerned. However, as explained above, from the standpoint of a Sports Medicine physician, every sport policy should consider and promote as key purposes athlete safety and fair competition.

108. To analyze whether the current policy is thus fit for the purposes by which sports medicine physicians evaluate sport rules, it is appropriate to consider the following questions:

- Is the policy grounded in best evidence?
- Is the policy as stated capable of achieving its aim?
- Does the current NCAA transgender policy foster equal opportunity and equal protection for women?

Is the NCAA transgender policy grounded in best evidence?

109. Unlike the eligibility rules of World Rugby or UK Sport, there is no indication on the part of the NCAA that it has ever formally considered a robust body of scientific literature on physiological differences in performance between men and

women, on the effects of gender-affirming hormone therapy on performance indices, on the ability of advanced strength training methods to mitigate the negative effects of GAHT, or on the injury risks to biological females suggested by reasonable injury modeling scenarios.

110. The only bibliographic citations that are publicly accessible are embedded within the 2011 NCAA guideline on the Inclusion of the Transgender athlete – a document that cites one scientific paper and one nonpublished analysis of the research as of 2008, the conclusions of which are not aligned with the NCAA's 2010 transgender participation policy.

111. As discussed above, the 2020 NCAA Summit on Gender Identity and Student-Athlete Participation failed miserably in its efforts to bridge findings from medical science on the key questions of athlete safety and competitive fairness with policy recommendations that supported the NCAA's goal of inclusion.

112. At the Summit, the input and recommendations of medical doctors were suppressed by very vocal transgender diversity advocates, evidenced by the complete abandonment of any focus on competitive fairness or safety that was grounded in medical opinion or medical evidence.

113. Nowhere on the NCAA's website is there even a rudimentary description of the process that subsequently went into the creation of the 2022 policy update.

114. So unfortunately, there is no way to determine whether the policy currently in place was the result of an objective, well-defined process, or something

completely subjective and opaque. As explained below, the policy itself suggests the latter.

Is the policy as stated capable of achieving its aim?

115. When it comes to eligibility policies for the transgender athlete, the NCAA does not even apply the most stringent benchmarks imposed by relevant international sports governing bodies when a transgender policy exists.

116. Nor is there any discernable correlation between the participation risks or physiological requirements of a given sport and the sport-specific eligibility policy in place for transgender athletes.

117. But even if the NCAA were interested in correlating their sport-specific benchmarks to actual outcomes, there is no way to currently achieve this, because the NCAA does not monitor the transgender athlete in the context of their injury surveillance system.

118. The current policy allows biological males to:

- Compete in over two-thirds of all women's sports up to a serum testosterone level of 10.0 nmol/L.
- Provide their own testosterone levels from outside labs, without any requirement for benchmark mass spectrometry/LC testing.
- Provide attestation from their treating "medical professional" (not required to be a physician) that they are being managed on GAHT without any verification that they are adherent to their treatment regimen.

119. Therefore, if the purpose of the NCAA's transgender eligibility policy is to promote fair competition and safety in women's sports, the policy as currently implemented is not fit for purpose, and not capable of achieving this aim.

Does the current NCAA transgender policy foster equal opportunity for women?

120. The NCAA transgender policy as currently constituted cannot possibly foster equal opportunity for women because this policy is not grounded in best evidence, is not capable of achieving its aim, allows men to compete in women's sports with higher testosterone levels than women (in some instances without having to reduce their serum testosterone levels at all), and is inadequately monitored.

121. The NCAA's policy on the transgender athlete has already been demonstrated to displace biological women from team rosters, and from national placement in individual event finals.

122. It allows this, in part by approving participation of biological males in women's sports with serum testosterone levels that in some cases are five times the upper limit of most biological females.

123. This means that often, the NCAA's transgender policy is not rationally fit for purpose when juxtaposing the allowable testosterone threshold of a given sport against the characteristics and physical requirements of that sport.

124. Further, the NCAA makes no effort to monitor the activity of transgender athletes in the context of the NCAA Injury Surveillance Program.

THE CURRENT NCAA ELIGIBILITY POLICIES DO NOT PROTECT EQUAL OPPORTUNITY IN WOMEN'S VOLLEYBALL

125. Application of the NCAA Transgender Eligibility Policies in Women's volleyball perfectly illustrates how the NCAA Transgender Eligibility Policies do not protect equal opportunity for women.

126. Currently, the NCAA disqualification threshold for serum testosterone in volleyball is 10.0 nnmol/L, or five times the upper limit of normal for most biological women.

127. Men serve and spike volleyballs with higher velocity than women, with a performance advantage in the range of 29–34%.[xxiv]

128. Analysis of first and second tier Belgian national elite male volleyball players shows ball spike speeds of 63 mph and 56 mph respectively.[xxv]

129. NCAA Division I female volleyball players—roughly comparable to the second-tier male elite group referenced above—average a ball spike velocity of approximately 40 mph (18.1 m/s).[xxvi]

130. Notably, based on the measurements of these studies, male spiking speed in *lower* elite divisions is almost 40% greater than that of NCAA Division I female collegiate players.

131. Separate analyses of serving speed between elite male and female Spanish volleyball players showed that the average power serving speed in men was 54.6 mph (range 45.3–64.6 mph), with maximal speed of 76.4 mph.

132. In women, average power serving speed was 49 mph (range 41–55.3 mph) with maximal speed of 59 mph. This translates to an almost 30% advantage in maximal serve velocity in men.[xxvii]

133. Kinetic energy is dependent on mass and the square of velocity.

134. A volleyball (with fixed mass) struck by a male and traveling an average 35% faster than one struck by a female, will deliver 82% more energy to a head upon impact.

135. The greater leg strength and jumping ability of men confer another large advantage in volleyball that is relevant to injury risk.

136. In volleyball, an "attack jump" is a jump to position a player to spike the ball downward over the net against the opposing team.

137. Research on elite national volleyball players found that on average, males exhibited a 50% greater vertical jump height during an "attack" than did females.[xxviii]

138. Similar data looking at countermovement jumps (to block a shot) in national basketball players reveals a 35% male advantage in jump height.[xxix]

139. In volleyball, this dramatic difference in jump height means that male players who are competing in female divisions will more often be able to successfully perform a spike, and this will be all the more true considering that the women's net height is more than seven inches lower than that used in men's volleyball.

140. Confirming this, research also shows that the successful attack percentage (that is, the frequency with which the ball is successfully hit over the net

into the opponent's court in an attempt to score) is so much higher with men than women that someone analyzing game statistics can consistently identify games played by men as opposed to women on the basis of this statistic alone.

141. These enhanced and more consistently successful attacks by men directly correlate to their greater jumping ability and attack velocity at the net.[xxx] The combination of the innate male-female differences cited above, along with the lower net height in women's volleyball, means that if a reasonably athletic male is permitted to compete against women, the participating female players will be exposed to higher ball velocities that are outside the range of what is typically seen in women's volleyball.

142. When we recall that ball-to-head impact is a common cause of concussion among women volleyball players, it is likely that participation in girls' or women's volleyball by biologically male individuals will increase concussion injury risk for participating girls or women.

143. The NCAA has made a commitment to the health and safety of its student athletes. It has a committee in CSMAS that is tasked to provide oversight and recommendations on medical issues related to sport and sports safety. It funds a Sports Science Institute with stated strategic priorities that include training/performance, and data-driven decisions.[xxxi] Moreover, the NCAA has the financial and manpower resources to develop and maintain a robust and evidence-based policy on the transgender athlete that prioritizes fairness and safety for the

nearly quarter of a million women athletes participating in competitive athletics under its purview.[xxxii] Currently, that robust policy does not exist.

Pursuant to 28 U.S.C. § 1746, I declare under penalty of perjury that the foregoing is true and correct.

Executed on November 15, 2024.

Dr. Chad Thomas Carlson, M.D., FACSM
Dr. Chad Thomas Carlson, M.D., FACSM (Nov 15, 2024 15:16 CST)

Dr. Chad Thomas Carlson

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[xx] Guidance-For-Transgender-Inclusion-In-Domestic-Sport-2021.pdf at p.3. UK Sport (Accessed 8 Nov 2024)

[xxi] Guidance-For-Transgender-Inclusion-In-Domestic-Sport-2021.pdf at p. 7. UK Sport (Accessed 8 Nov 2024)

[xxii] Guidance-For-Transgender-Inclusion-In-Domestic-Sport-2021.pdf at p. 6. UK Sport (Accessed 8 Nov 2024)

[xxiii] Guidance-For-Transgender-Inclusion-In-Domestic-Sport-2021.pdf at p. 7-8. UK Sport (Accessed 8 Nov 2024)

[xxiv] Hilton, E. N. and T.R. Lundberg, Transgender women in the female category of sport: perspectives on testosterone suppression and performance advantage. Sports Medicine 51:199-214 (2021).

[xxv] Forthomme, B. et al., Factors correlated with volleyball spike velocity. AJSM 33(10):1513-1519 (2005).

[xxvi] Ferris, D.P. et al., The relationship between physical and physiological variables and volleyball spiking velocity. J. Strength & Cond. Research 9(1):32-36 (1995).

[xxvii] Palao, J.M. et al., Normative profiles for serve speed for the training of the serve and reception in volleyball. The Sport Journal (July 2014).

[xxviii] Sattler, T. et al., Vertical jump performance of professional male and female volleyball players: effects of playing position and competition level. J. Strength and Conditioning Res. 29(6):1486-93 (2015).

[xxix] Kellis, S.E. et al., The evaluation of jumping ability of male and female basketball players according to their chronological age and major leagues. J. Strength and Conditioning Res. 13(1):40-46 (1999).

[xxx] Kountouris, P. et al., Evidence for differences in men's and women's volleyball games based on skills effectiveness in four consecutive Olympic tournaments. Comprehensive Psychology 4(9) (2015).

[xxxi] Health, Safety & Performance - NCAA.org

[xxxii] NCAA Demographics Database - NCAA.org

Dr. Carlson NCAA Report (FINAL)

Final Audit Report 2024-11-15

Created:	2024-11-15
By:	Kimberly Layton (klayton@kgrlaw.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAV5SjzlyEaZMSkdlBpYG0GechaaLzOkjj

"Dr. Carlson NCAA Report (FINAL)" History

Document created by Kimberly Layton (klayton@kgrlaw.com)
2024-11-15 - 8:25:36 PM GMT

Document emailed to Dr. Chad Thomas Carlson, M.D., FACSM (ccarlson@stadiasportsmedicine.com) for signature
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Signature Date: 2024-11-15 - 9:16:36 PM GMT - Time Source: server

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Verified Expert Report of Dennis Baskin

Introduction

I have been asked by the Plaintiffs' counsel in *Brooke Slusser, et al. v. The Mountain West Conference, et al.*, 1:24-cv-03155, to provide written expert opinion, and hearing or trial testimony if necessary, on issues related to the creation, modification, and uploading of "Appendix J Transgender Participation Policy" of the Mountain West Conference Handbook to the Mountain West Conference's website. This verified expert report sets forth a complete statement of my opinions to which I would testify and the facts and data which have been provided to me or which I have identified and that I considered in forming my opinions. This report also sets forth my current opinions in relation to this matter and the assumptions, facts and data upon which those opinions are based and screenshots of exhibits that support and summarize my testimony.

I am a software engineering professional, currently employed as the Engineering Manager of Product Development at dv01, a FinTech software development company. I have a Bachelors Degree in Web Design and Interactive Media from the Art Institute of California. I have worked as a software engineer and as a software engineering leader since 2010. My expertise and experience in the field of software engineering, web development and system architecture as summarized in my resume, a true and accurate copy of which is attached to this Report as **Exhibit A**.

As a software engineer, my experience and expertise that has included custom software development and utilization of the Wordpress framework to build client solutions. I also have experience in computer systems and interpreting the process whereby one may upload portable document format files ("PDFs") to a webpage on Wordpress framework. I am experienced with interpreting the metadata that accompanies the creation, modification, storing and uploading of documents.

I have not within the last 4 years testified as an expert witness at trial or by deposition. I have not authored any publications in the previous 10 years.

At present, I am not currently charging a fee for my expert services in this case, however, I reserve the right to do so if deposition or trial testimony is required. If deposition or trial testimony is required I anticipate billing for such testimony at $800 per hour.

Facts and Data

On November 9, 2024, I accessed the Mountain West Conference website at uniform resource locator ("url") https://themw.com/2024-25-mountain-west-handbook/ using my web browser on my personal computer. Based on my training and experience, the Mountain West Conference website uses a Wordpress build panel. I took a screenshot

of this webpage at the foregoing url. A true and correct copy of this screen shot is depicted here as Figure 1:

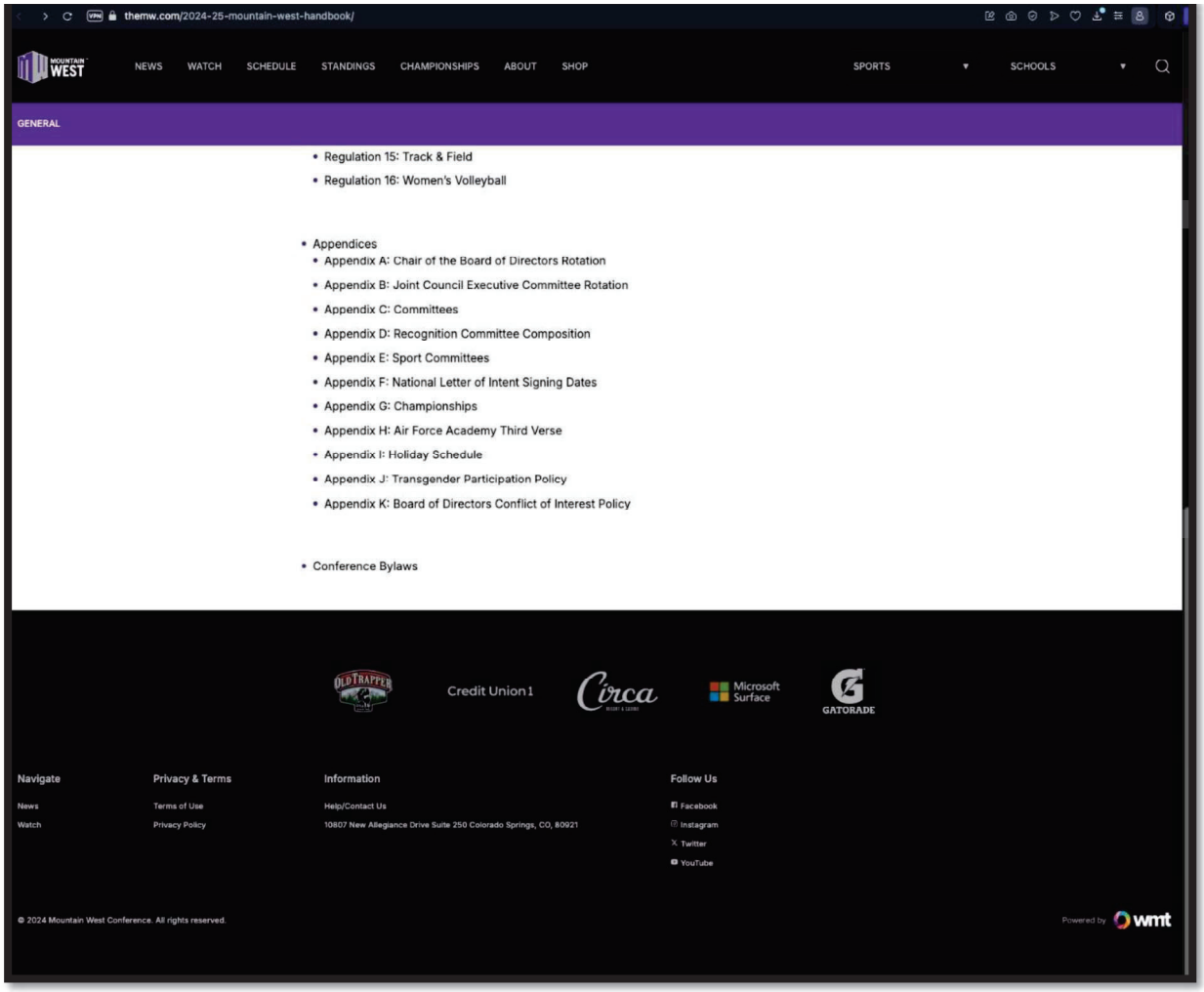


Figure 1.

I then selected the hyperlink titled “Appendix J: Transgender Participation Policy” with an embedded url of https://storage.googleapis.com/themw-com/2024/09/3a9b0b52-appendix-j-mountain-west-transgender-participation-policy.pdf. The portion of the url that states “storage.googleapis.com” is a commonly identified with a Google cloud storage file.

This hyperlink directed me to a PDF document titled “Appendix J Mountain West Transgender Participation Policy” that I was able to view in my web browser. I then opened the “document properties” of this PDF from my browser. I took a screenshot of my web browser showing the PDF and “document properties.” A true and correct depiction of this screenshot is depicted here as Figure 2:

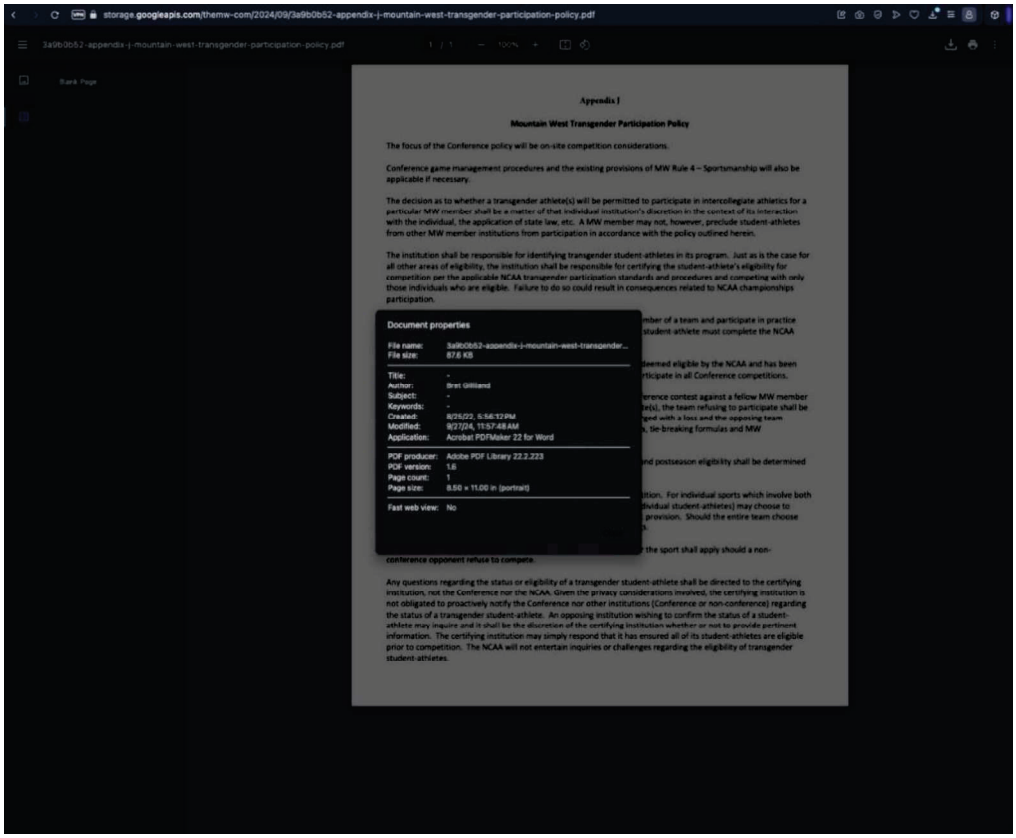


Figure 2.

A close-up view of the Document Properties window is depicted here as Figure 3:

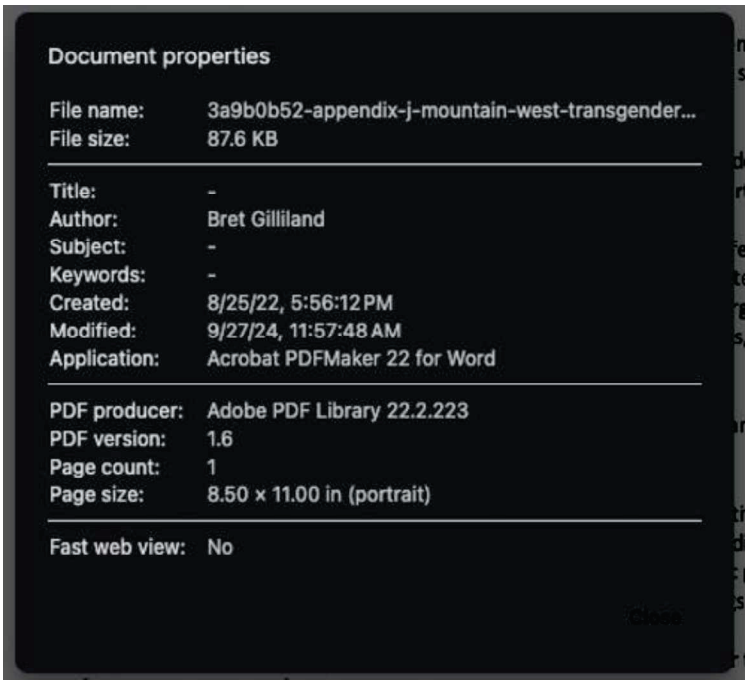
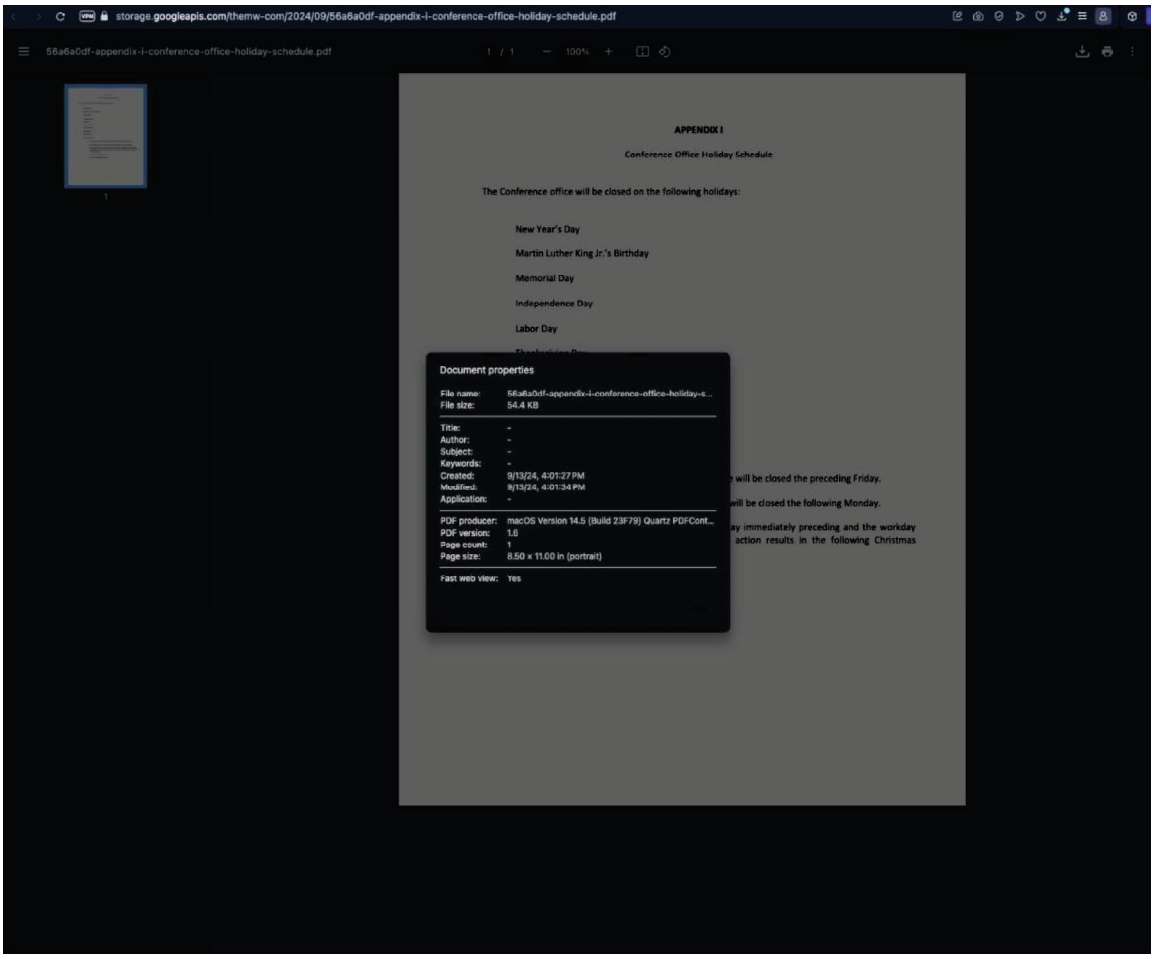


Figure 3.

The document properties for Appendix J, as shown in Figure 3, show that Appendix J was authored by Bret Gilliand and last modified and uploaded to the website on September 27, 2024.

I also selected the hyperlinks for all other Appendices to the Mountain West Conference Handbook listed in https://themw.com/2024-25-mountain-west-handbook/ url. Each of these hyperlinks opened a different PDF in my web browser. I then opened the "document properties" of each PDF from my browser. The document properties for every other appendix, except Appendix K, did not identify an author and showed that each appendix was last modified and uploaded to the website on September 13, 2024. By way of example, I took a screenshot of my web browser showing the PDF and "document properties" of Appendix I. A true and correct depiction of this screenshot is depicted here as Figure 4:



A close-up view of the Document Properties window is depicted here as Figure 5:

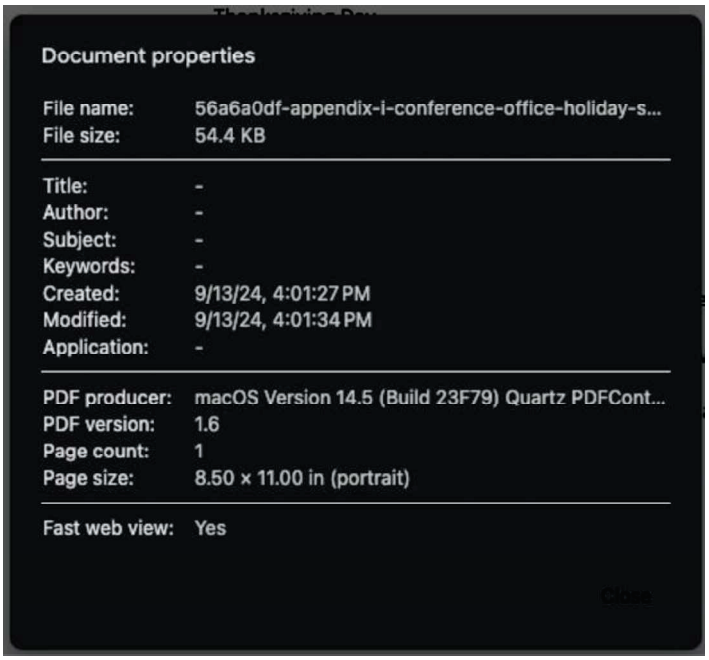


Figure 5.

The document properties for Appendix K also did not identify an author. But it was last modified and uploaded to the website on September 27, 2024. I took a screenshot of my web browser showing the PDF and "document properties" of Appendix K.

A true and correct depiction of this screenshot is depicted here as Figure 6:

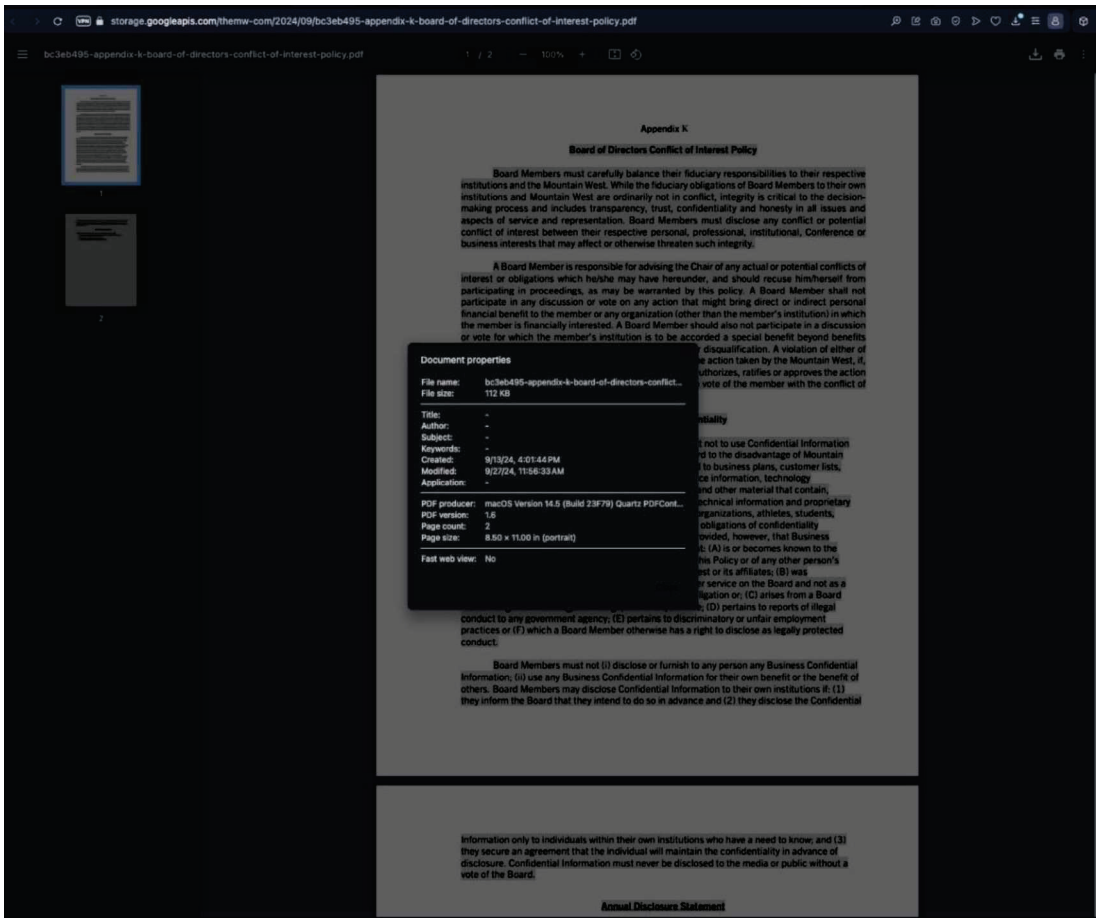


Figure 6.

A close-up view of the Document Properties window is depicted here as Figure 7:

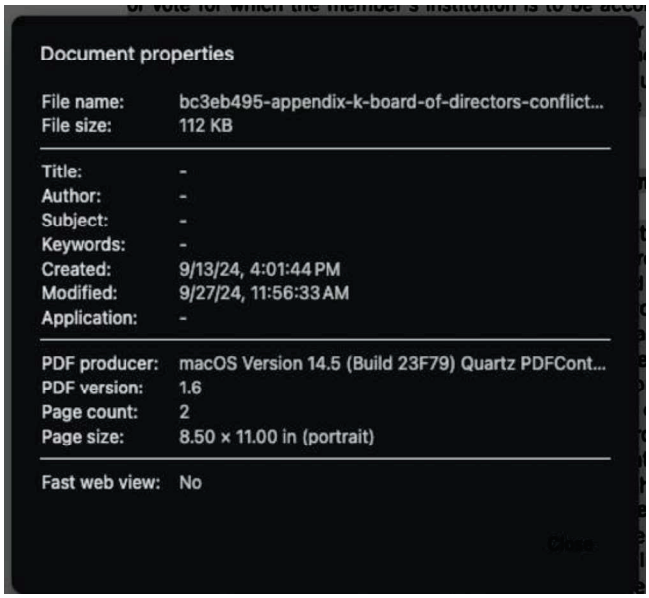


Figure 7.

I also viewed the source html code for the web url https://themw.com/2024-25-mountain-west-handbook/. The source code for Appendix J is different than the source code for other appendices. I took a screenshot of my web browser showing the PDF and "document properties" of Appendices A through K. A true and correct depiction of this screenshot is depicted here as Figure 8:

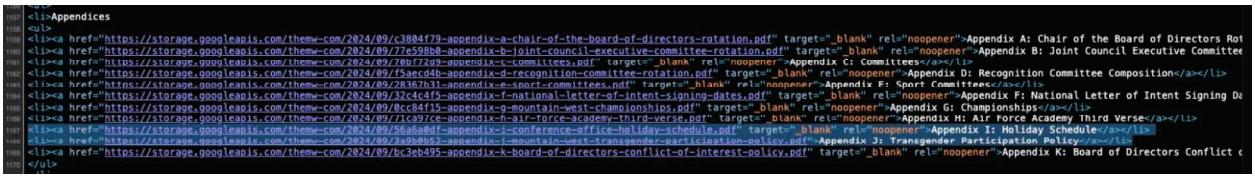


Figure 8.

The text in purple in this screenshot is the PDF document title. The non-purple text after the PDF document title is additional source html code. This code causes the web browser to execute certain operations, such as opening the PDF document in a separate window when someone clicks on it. A close-up view of the additional source html code is depicted here as Figure 9.

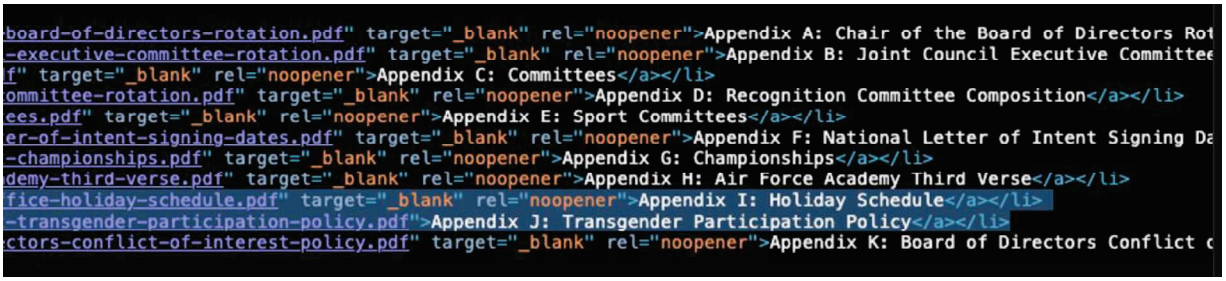


Figure 9.

Figure 9 shows that Appendix J Mountain West Transgender Participation Policy has the least amount of additional source html code and that all other appendices have essentially identical additional source html code.

Opinions

Based on the foregoing facts and data, and my training and experience as a software engineer, computer programmer and web designer, I have reached the following conclusions, which I hold to a reasonable degree of professional certainty:

1. Based on the document properties, Appendix J was modified on September 27th by Bret Gilliand and uploaded to the Mountain West Conference website on or after September 27, 2024.

2. The document properties of each PDF file on the Mountain West Conference website show the metadata of each PDF and not the metadata from the webpage itself.

3. Appendix J is stored in a Google cloud storage account and was potentially uploaded to the Mountain West Conference website from that account.

4. It is more likely true than not that Bret Gilliand did not upload any of the other appendices on the Mountain West Conference website because of the differences between the "document properties" of Appendix J and the "document properties" of all the other appendices. The "document properties" of every other appendix does not identify an author, but Appendix J does. Moreover, the source html code for Appendix J omits the additional source code found in every other appendix uploaded to the Mountain West Conference website.

5. Appendix K was also modified and uploaded to the Mountain West Conference website on September 27, 2024. Appendix K was either the former version of Appendix J and renamed to Appendix K after the Transgender Participation Policy was assigned to Appendix J or Appendix K was a new appendix that was added to the Mountain West Conference on the same date as Appendix J.

6. It is not possible to know precisely what modifications to Appendix J were made by Bret Gilliand on September 27, 2024 and/or whether the substantive content of Appendix J was entirely new and placed on the Mountain West Conference website for the first time by Bret Gilliland on September 27, 2024, by looking only at the publicly available information on the Mountain West Conference website,

which I have summarized above. One would need to have administrator privileges to the Mountain West Conference website's Wordpress build panel or have access to the native versions of the PDF document stored on the Mountain West Conference's Google cloud storage account to discover this information.

7. Additionally, Bret Gilliland's computer or a cloud-based document storage application such as Google Docs would likely have one or more versions of the substantive content of the Transgender Participation Policy now appearing on the Mountain West Conference website in both a word processing format and a pdf format.

I am over the age of 18 and have personal knowledge of the facts and data described herein. Pursuant to 28 U.S.C. § 1746, I declare under penalties of perjury that the foregoing is true and correct.

Executed on November 14, 2024.

Dennis Baskin (Nov 15, 2024 15:47 CST)

Dennis Baskin

EXHIBIT A

Dennis Baskin

408.666.8502 | *dennis@dennisbaskin.com* | *Dallas, Texas (open to relocation)*

Technology Leader focusing on strategy, scale, and modernization. Continuous Delivery enthusiast focusing on business alignment, team culture, and continuous learning.

My top values are **Teamwork**, **Transparency**, **Humility**, and **Pragmatism**

CAREER HISTORY

05/21 – current | dv01 | New York, NY
Engineering Leader, Product Engineering Manager
Industry: Financial, Securitizations, Data Aggregation and Presentation
Tech Stack: GCP, Docker, Kubernetes, Python, Scala, React, GraphQL, TypeScript, PostgreSQL, MSSQL, BigQuery

Leading Product Engineering team in a “scale up” company. Participating in architecture decisions, process improvements, hiring, growing leaders, and growing individual contributors.

05/21 – 12/22 | Snap! Mobile Inc | Richardson, TX
Head of Engineering, Senior Director (01/22 – 11/22)
Head of Engineering, Director (05/21 – 01/22)
Industry: Fundraising (Snap! Raise), Ecommerce (Snap! Store), FinTech (Snap! Spend), B2B, B2C, SaaS.
Tech Stack: Heroku, AWS, Docker, Kubernetes, NodeJS, Ruby on Rails, Python, .NET, PHP, JavaScript (React, VueJS and StencilJS), GraphQL, TypeScript, API Federation with API Gateway, PostgreSQL, MySQL, and more.

Led Engineering, DevOps, and IT departments in a mission driven company with a goal to help as many kids as possible. Managed $14 million in budget for technical development, security, product development, A/B testing, system monitoring, DevOps, IT and InfoSec department, and team growth. Grew engineering team from 1 FTE to 70+ FTEs across multiple domains (total of 120+ with contractors).

Led our platform and engineering department to scale beyond initial monolith. Participated in the transition of the company from Series A to Series B funding. Developed technical Merger and Acquisition strategy to acquire

additional businesses and integrate them into our platform. Contributed to due diligence and onboarding talent. We moved fast and grew exponentially into a mature SaaS product provider.

Achievements:

- Grew engineering **team from 1 FTE to 70+ FTEs** across multiple domains (**total of 120+** with contractors)
- Managed a budget of **$14 million** for technology and product engineering department.
- Accelerated engineering **growth**, **culture**, and **product delivery** by building team strategies based on business domains.
- Drove **technical transformation** from a sales model into a Cloud **SaaS platform**.
- Developed technical strategies for **integrating acquisitions** into platform.
- Built **Standard Operating Procedures** with IT, Development, and DevOps teams.
- Provided **architecture guidance** and help to engineering leaders.
- Enabled **entry level and junior developer hiring** to grow next generation of engineers.
- Integrated **near-shore and offshore contracting** teams to support ambitious growth goals.
- Dove into the code and contributed as needed.

09/18 – 05/21 | RealPage Inc | Richardson, TX
Director of Engineering, Consumer (09/18 – 05/21)
Technical Leader, Application Architect (09/17 – 09/18)
Industry: Enterprise, Multi-family Real Estate, B2B, B2C, SaaS, Ecommerce, Social and Incentive Platforms, Acquisition Integration, Cross Platform Development Tools
Tech Stack: AWS, Docker, Kubernetes, Azure DevOps, NodeJS, Ruby on Rails, Java, .NET, PHP, JavaScript (React, Angular, VueJS and StencilJS), PostgreSQL, NodeJS, Web Components

As the Director of Engineering in Consumer department, I led teams across multiple domains and time zones, building out a SaaS B2B/B2C application focusing on renter communities, and renter engagement. Focused on building cross functional teams, working on large scale, high traffic software. A monthly average of 3.5 million monthly users and more than 1 million dollars in monthly revenue. Provided clarity of vision, and goals to align teams. Using Continuous Delivery concepts, assisted teams in delivering at fast pace.

As the Technical Leader and Application Architect, I led the development of a unified UI framework for an enterprise company, composed of a multitude of product applications. Worked with design, UX, and business managers, while leading a team of engineers on the implementation. Utilized web components to achieve a

unified look and feel, as well as providing the benefit of simplifying change management for markup and behavior. Built automation and utilized CI/CD to enable continuous deployment via AWS.

05/17 – 09/17 | On-Site Manager **|** Campbell, CA
Senior Software Engineer (05/14 – 09/17)
Software Engineer (10/13 – 05/14)
Industry: Multi-family Real Estate, B2B, B2C, SaaS, CRM, Cross Platform Development
Tech Stack: Jenkins, Ruby on Rails, Java (with JSPs), JRuby, and JavaScript with jQuery, React and VueJS

10/10 – 10/13 | Baynet World Inc. | Cupertino, CA
Senior Frontend Engineer (05/12 – 10/13)
Front End Engineer (05/11 – 05/12)
Web Developer and Designer (10/10 – 05/11)
Industry: Real Estate, Brokers, B2B, B2C, Data Mining, SaaS, CRM, Websites and Marketing, MLS, IDX
Tech Stack: ASP .NET, C#, JavaScript, jQuery, HTML, CSS

EDUCATION

Bachelor of Science in Web Design and Interactive Media
05/2009 - 09/2012
The Art Institute of California - Silicon Valley, Sunnyvale CA

ADDITIONAL INFORMATION

Collaborative, pragmatic leader. Proficiency in a variety of programming languages, with an expertise in JavaScript. Strong understanding of the web domain, software design, application architecture, operations, and infrastructure. Experienced with scalable enterprise systems, including cloud or on-prem strategies. Experience in supporting legacy systems as well as new builds. Experience with transforming company technical departments, with a focus on growth.

Leadership

- Experience in growing cross-functional teams and organizational strategies, as well as coaching and mentoring developers, managers, architects, product managers, and project managers

- Experience working with global staff in various time zones including Eastern Europe, India, Pakistan, the Philippines, and near shore countries in Central and South America
- Experience creating contractor strategies to support developer teams
- Experienced in building goal alignment using OKRs and measuring Engineering department health via KPIs and DORA DevOps metrics
- Capable of building a positive remote and office cultures
- Proponent of Continuous Learning through education, and small iterations, retrospection on successes and failures, and other data metrics
- Comfortable with helping people through change, and helping resolve conflicts
- Experienced in coaching **developers and engineering leaders to grow technically and personally**

Process

- Experience in defining CI/CD strategies using Continuous Delivery concepts, and Git branching strategies to support CI/CD
- Solid grasp of Agile frameworks such as Scrum, Kanban, XP, and waterfall-agile (SAFe)
- Focus on balancing people over process, with a high preference on being agile vs doing “Agile”
- Huge proponent of pair programming
- Very comfortable in managing workflows in Jira, and GitHub
- Belief in that quality is the responsibility of everyone on a team

Technical

- Experienced with manual and automated test strategies
- Experience implementing architecture and software design decisions based on business needs
- Experienced with legacy projects, greenfield builds, monoliths, microservices, microfrontends, and opensource development strategies
- Language agnostic and comfortable diving into the code with developers
- Proficient with JavaScript, comfortable in Ruby, PHP, Python, Java, and some experience with C# (.NET)
- Huge proponent of Git version control and trunk-based strategies
- Experienced with various mobile and web technologies and strategies
- Comfortable working on strategies for centralized logging, APM tools, event systems, security, data integrity and more

Expert Report of Dennis Baskin

Final Audit Report 2024-11-15

Created:	2024-11-15
By:	Justin Olson (jolson@kgrlaw.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAC4FSEteWQ3v4e87xXB9Gx22jTM8-WLAJ

"Expert Report of Dennis Baskin" History

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EXHIBIT
13
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RULE 1006 Summary of Impact of Mountain West Conference Transgender Eligibility Policy on Mountain West Conference Wins and Losses

as of November 15, 2024

Current Rank (11/15/2024)	Team	Record w/ TPP	Record w/out TPP	Rank w/out TPP (win %) (11/15/2024
1 (.800)	CSU-FC	12-3	12-3	1 (.857)
2 (.688)	SJSU	11-5	6-5 5 wins	6 (.545)
3 (.667)	Fresno State	10-5	9-5	3 (.667)
3 (.667)	Utah State	10-5	10-4 1 forfeit	2 (.714)
5 (.600)	S.D. State	9-6	9-6	4 (.600)
6 (.500)	Boise State	8-8	8-7 1 forfeit	5 (.533)
7 (.400)	Wyoming	6-9	6-7 2 forfeits	7 (.461)
8 (.375)	New Mexico	6-10	6-10	10 (.375)
9 (.333)	Nevada, Reno	5-10	5-9 1 forfeit	9 (.357)
9 (.333)	UNLV	5-10	5-10	8 (.333)
11 (.133)	Air Force	2-13	2-13	11 (.133)

***See* App. at 314-317 (Exhibit 9 and 10).**

Summary of removing wins and losses awarded by the Mountain West Conference Transgender Participation Policy:

- Utah State re-seeded from No. 3 to No. 2 seed
- San Diego State re-seeded from No. 5 to No. 4 seed
- Boise State re-seeded from No. 6 to No. 5 seed
- San Jose State University re-seeded from No. 2 to No. 6 seed

Summary of declaring Fleming ineligible for the entire year:

- Utah State re-seeded from No. 3 to No. 2 seed
- Fresno State re-seeded from No. 3 to No. 2 seed
- San Diego State re-seeded from No. 5 to No. 4 seed
- Boise State re-seeded from No. 6 to No. 5 seed
- Wyoming qualifies for the Tournament as No. 6 seed
- San Jose State University does not qualify for the Tournament

Note: One week remains in conference play and most teams have 2-3 games yet to play.

EXHIBIT

14

exhibitsticker.com

From: William Bock, III
To: Powell, Wesley
Cc: Bartie, Jared; Justin R. Olson; Basil, Matt D.
Subject: RE: Mountain West Conference/Volleyball
Date: Thursday, November 14, 2024 6:10:00 PM
Attachments: image002.png
image003.png

Hi Wes,

Thank you for your time on our phone call this afternoon. We understand from our conversation with you that the Mountain West Conference (MWC) will not agree to the emergency relief Plaintiffs have requested. Therefore, Plaintiffs intend to file along with our motion for emergency injunctive relief a representation that Plaintiffs have conferred with counsel for SJSU and for the MWC and that Defendants are not prepared to agree to the emergency relief Plaintiffs are requesting (which is the relief outlined in my email in this email chain and in the similar email I earlier sent to SJSU).

After our call we spoke with Bryan Heckenlively counsel for SJSU and copied you into my subsequent email to Bryan to facilitate communications regarding Bryan's offer to facilitate a call with the Court to see if we can get on the Court's calendar for a preliminary injunction/tro hearing at which all parties can be heard prior to November 26.

With apologies, I now do not recall precisely what you said about our request for concurrence on Plaintiffs filing an overlength brief of up to 35 days. My memory is that you said you needed to check with your client on that point, but I failed to write that down so wanted to confirm. In any case, if we do not hear back from you relatively soon we will file a motion for overlength brief and recite that we conferred on the point but you were seeking additional input from your client/team and we are unable to confirm the MWC's position on the request. As recited in the email with Bryan on which you are copied, SJSU does not oppose the request to file an overlength brief of 35 pages and if the relief is granted would like Defendants to have a reciprocal page limit.

Feel free to respond with anything I have overlooked.

Kind regards,

Bill

William Bock, III | Partner

KGR KROGER GARDIS & REGAS, LLP ATTORNEYS

111 Monument Circle Ste 900
Indianapolis, Indiana 46204
Phone:(317) 777-7412
Fax: (317) 264-6832
Mobile: (317) 698-7332
wbock@kgrlaw.com www.kgrlaw.com
Follow us on Facebook, Twitter, LinkedIn or visit our Blog



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From: Powell, Wesley <wpowell@willkie.com>
Sent: Thursday, November 14, 2024 3:15 PM
To: William Bock, III <wbock@kgrlaw.com>
Cc: Bartie, Jared <JBartie@willkie.com>; Justin R. Olson <JOlson@kgrlaw.com>; Basil, Matt D. <MBasil@willkie.com>
Subject: RE: Mountain West Conference/Volleyball

Bill: I just left you a voicemail on your cell. Could you or Justin give me a call at 212-728-8264. Thank you.

Wesley R. Powell
Willkie Farr & Gallagher LLP
787 Seventh Avenue | New York, NY 10019-6099
Direct: +1 212 728 8264 | Fax: +1 212 728 8111
wpowell@willkie.com | vCard | www.willkie.com bio

From: William Bock, III <wbock@kgrlaw.com>
Sent: Wednesday, November 13, 2024 6:59 PM
To: Powell, Wesley <wpowell@willkie.com>
Cc: Bartie, Jared <JBartie@willkie.com>; Justin R. Olson <JOlson@kgrlaw.com>; Basil, Matt D. <MBasil@willkie.com>
Subject: RE: Mountain West Conference/Volleyball

***** EXTERNAL EMAIL *****

Dear Wes,

Attached please find a courtesy copy of the Complaint filed a few minutes ago in the District of Colorado naming the Mountain West Conference and Commissioner Nevarez (among others) as Defendants.

This filing does not alter our hope, communicated to Deputy Commissioner Gililland (via voicemail and email) on Monday, and to you in our telephonic meet and confer (and via follow up email) yesterday, that the current time sensitive and urgent matters pertaining to the effect of the

Mountain West Conference (MWC) Transgender Participation Policy and the eligibility of San Jose State University student-athlete Blaire Fleming for the upcoming MWC women's volleyball tournament can be resolved by agreement without need to seek emergency relief from the Court.

We request that you advise no later than five p.m. Mountain time tomorrow (Thursday, Nov. 14) whether the MWC Board of Directors has authorized the relief requested in my earlier emails.

Of course, we remain open to discussions in the interim.

Kind regards,

Bill

William Bock, III | Partner

KGR KROGER GARDIS & REGAS, LLP ATTORNEYS

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From: Powell, Wesley <wpowell@willkie.com>
Sent: Tuesday, November 12, 2024 5:31 PM
To: William Bock, III <wbock@kgrlaw.com>
Cc: Bartie, Jared <JBartie@willkie.com>; Justin R. Olson <JOlson@kgrlaw.com>; Basil, Matt D. <MBasil@willkie.com>
Subject: RE: Mountain West Conference/Volleyball

Bill,

We have nothing else to report now.

Regards,

Wes

Wesley R. Powell
Willkie Farr & Gallagher LLP
787 Seventh Avenue | New York, NY 10019-6099
Direct: +1 212 728 8264 | Fax: +1 212 728 8111
wpowell@willkie.com | vCard | www.willkie.com bio

From: William Bock, III <wbock@kgrlaw.com>
Sent: Tuesday, November 12, 2024 4:29 PM
To: Powell, Wesley <wpowell@willkie.com>
Cc: Bartie, Jared <JBartie@willkie.com>; Justin R. Olson <JOlson@kgrlaw.com>; Basil, Matt D. <MBasil@willkie.com>
Subject: RE: Mountain West Conference/Volleyball

***** EXTERNAL EMAIL *****

Wes,

Thank you for your response below. Will the MWC Commissioner agree to advocate for the relief we are requesting? (i.e., Will the Commissioner agree to advise the University Presidents in writing that the relief we are requesting is legally required?)

Kind regards,

Bill

William Bock, III | Partner

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delete the original transmission and its attachments without reading or saving or forwarding it in any manner. Thank you for your consideration.

From: Powell, Wesley <wpowell@willkie.com>
Sent: Tuesday, November 12, 2024 4:22 PM
To: William Bock, III <wbock@kgrlaw.com>
Cc: Bartie, Jared <JBartie@willkie.com>; Justin R. Olson <JOlson@kgrlaw.com>; Basil, Matt D. <MBasil@willkie.com>
Subject: RE: Mountain West Conference/Volleyball

Bill and Justin,

Thank you for the discussion this morning.

As we explained on this morning's call, the Mountain West's board of directors will consider your request below. The MWC executive team is using due diligence and best efforts to convene the board as soon as practicable. We will be in touch when have more to report.

The Mountain West reserves all rights, claims and defenses.

Regards,

Wes Powell

Wesley R. Powell
Willkie Farr & Gallagher LLP
787 Seventh Avenue | New York, NY 10019-6099
Direct: +1 212 728 8264 | Fax: +1 212 728 8111
wpowell@willkie.com | vCard | www.willkie.com bio

From: William Bock, III <wbock@kgrlaw.com>
Sent: Tuesday, November 12, 2024 12:29 PM
To: Powell, Wesley <wpowell@willkie.com>
Cc: Bartie, Jared <JBartie@willkie.com>; Justin R. Olson <JOlson@kgrlaw.com>; Basil, Matt D. <MBasil@willkie.com>
Subject: RE: Mountain West Conference/Volleyball

***** EXTERNAL EMAIL *****

Dear Wes, Matt, and Jared,

Thank you for meeting with us this morning to discuss our claims and requested relief. As discussed, we would like a written commitment by 5:00 pm today from Commissioner Nevarez to use due diligence and best efforts to obtain a decision of the Board of Directors of the Mountain West Conference (MWC) no later than noon on Friday, November 15, 2024, that provides that the MWC :

1. Rescinds the portion of the Mountain West Conference (MWC) Transgender Participation Policy (MWC TPP) that creates forfeits and wins and losses for a cancelled or non-played conference game where a member of the non-canceling team is a "transgender student-athlete,"
2. Rescinds the wins granted to the San Jose State University (SJSU) women's volleyball team (SJSU Team) and the losses assigned via the MWC TPP to the team which did not play the SJSU Team,
3. Confirms that for the purpose of calculating winning percentage to determine the six teams eligible to compete in the MWC 2024 women's volleyball team the six (6) wins previously assigned to SJSU by operation of the MWC TPP and the six (6) losses previously assigned by operation of the MWC TPP to teams which canceled women's volleyball games with SJSU will not be relied upon in calculating the final MWC women's volleyball standings and team winning percentages (meaning that SJSU will have fewer wins and fewer games played and that the four teams that canceled games with SJSU will have fewer losses and fewer games played), and
4. Determines that SJSU student-athlete Blaire Fleming has been continuously ineligible to play women's volleyball pursuant to Title IX because Fleming's sex is male and that Fleming is therefore ineligible to play in, and will not be permitted by the MWC to play in, the 2024 MWC women's volleyball tournament.

Resolution of the foregoing matters would not resolve all claims possessed by our clients and so would not result in a complete release of claims; however, it would eliminate the need to seek emergency relief.

Thank you again for meeting and for your consideration of our request.

Kind regards,

Bill Bock

William Bock, III | Partner

KGR KROGER GARDIS & REGAS, LLP ATTORNEYS

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Indianapolis, Indiana 46204
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From: Powell, Wesley <wpowell@willkie.com>
Sent: Tuesday, November 12, 2024 10:29 AM
To: William Bock, III <wbock@kgrlaw.com>
Cc: Bartie, Jared <JBartie@willkie.com>; Justin R. Olson <JOlson@kgrlaw.com>; Basil, Matt D. <MBasil@willkie.com>
Subject: RE: Mountain West Conference/Volleyball

> You don't often get email from wpowell@willkie.com. Learn why this is important

Bill – I'll send a conference number since we are not all in one place.

Wesley R. Powell
Willkie Farr & Gallagher LLP
787 Seventh Avenue | New York, NY 10019-6099
Direct: +1 212 728 8264 | Fax: +1 212 728 8111
wpowell@willkie.com | vCard | www.willkie.com bio

From: William Bock, III <wbock@kgrlaw.com>
Sent: Tuesday, November 12, 2024 10:21 AM
To: Powell, Wesley <wpowell@willkie.com>
Cc: Bartie, Jared <JBartie@willkie.com>; Justin R. Olson <JOlson@kgrlaw.com>; Basil, Matt D. <MBasil@willkie.com>
Subject: RE: Mountain West Conference/Volleyball

***** EXTERNAL EMAIL *****

Wes,

Thank you for reaching out. We will give you a call on your direct line at 11:30 am, eastern.

Kind regards,

Bill

William Bock, III | Partner
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From: Powell, Wesley <wpowell@willkie.com>
Sent: Tuesday, November 12, 2024 9:57 AM
To: William Bock, III <wbock@kgrlaw.com>
Cc: Bartie, Jared <JBartie@willkie.com>; Justin R. Olson <JOlson@kgrlaw.com>; Basil, Matt D. <MBasil@willkie.com>
Subject: RE: Mountain West Conference/Volleyball

> Some people who received this message don't often get email from wpowell@willkie.com. Learn why this is important

Bill: We need to amend the window below. We can speak starting at 9:30 MT/11:30 ET. Thanks.

Wes

Wesley R. Powell
Willkie Farr & Gallagher LLP
787 Seventh Avenue | New York, NY 10019-6099
Direct: +1 212 728 8264 | Fax: +1 212 728 8111
wpowell@willkie.com | vCard | www.willkie.com bio

From: Powell, Wesley <wpowell@willkie.com>
Sent: Tuesday, November 12, 2024 9:09 AM
To: wbock@kgrlaw.com
Cc: Bartie, Jared <JBartie@willkie.com>; jolson@kgrlaw.com; Basil, Matt D. <MBasil@willkie.com>
Subject: Mountain West Conference/Volleyball

Bill,

We are outside counsel to the Mountain West. Bret Gilliland of the Mountain West forwarded your email dated November 11, 2024 (5:45 PM MT) requesting a meet and confer. We are available to speak today between 9 AM MT/11 AM ET and 12 PM MT/2 PM ET. Please let us know whether you are available in that window.

The Mountain West reserves all rights, claims and defenses.

Regards,

Wes Powell

Wesley R. Powell
Willkie Farr & Gallagher LLP
787 Seventh Avenue | New York, NY 10019-6099
Direct: +1 212 728 8264 | Fax: +1 212 728 8111
wpowell@willkie.com | vCard | www.willkie.com bio

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From: William Bock, III
To: Bret Gilliland
Cc: Gloria Nevarez; Julie Owen; Justin R. Olson
Bcc: Micah@sfp-consulting.com; marshismith@iconswomen.com; Kim Jones
Subject: Mountain West Conference Women"s Volleyball Matter - URGENT
Date: Monday, November 11, 2024 7:44:00 PM
Attachments: image004.png
image005.png

Dear Commissioner Nevarez, Deputy Commissioner Gilliland and Senior Associate Commissioner, Governance & Compliance Owen,

This email follows up on the phone call that I and Justin Olson placed to Deputy Commissioner Gilliland this afternoon and follows up our voicemail left for Mr. Gilliland requesting a return call and the opportunity to meet and confer with you.

We represent several women's volleyball student-athletes in the Mountain West Conference (MWC). Our clients are seeking the invalidation of Appendix J of the MWC Handbook entitled "Mountain West Transgender Participation Policy" (MWC TPP). The MWC TPP is invalid for several reasons including that by adopting it the MWC and its members have engaged in prohibited viewpoint discrimination by adopting a policy targeted at punishing expressive conduct based on the viewpoint expressed in violation of the First Amendment. Additionally, MWC policies and practices, including the Conference's adoption and implementation of the NCAA Transgender Eligibility Policies (NCAA TEP) violate Title IX and the Equal Protection Clause of the Fourteenth Amendment to the U.S. Constitution.

Accordingly, on behalf of our clients we request that the MWC rescind the MWC TPP and invalidate the consequences imposed through the MWC TPP, including by removing from each MWC team's Conference records all losses imposed based on the MWC TPP and all wins awarded to SJSU based on the MWC TPP. We further request that the MWC determine that as a male student-athlete Blaire Fleming has been continuously ineligible to compete on the SJSU women's volleyball team and that the MWC therefore find that Fleming is ineligible for the upcoming MWC women's volleyball tournament and that all MWC wins recorded for the SJSU women's volleyball team for games in which Fleming has participated be revoked in the MWC records and for all purposes.

As stated in the voicemail message we left for Mr. Gilliland, we request the opportunity to confer with you by phone by no later than 1 pm Mountain Time tomorrow and seek a response from you by that time regarding whether the MWC will voluntarily, immediately, and publicly grant the relief requested above. I look forward to speaking with you at your earliest opportunity regarding these matters.

Finally, our phone call and this email should be considered notice of potential litigation. Therefore, please carefully consider and comply with your duties to take all necessary actions to preserve and not destroy or overwrite (or allow to be destroyed or overwritten) all documents, communications (including texts, voicemails, and messages of any sort), records, information, and data (including metadata) related to or referencing:

1. the MWC TPP, including its drafting, adoption, approval, dissemination, placement in the MWC Handbook and posting on the MWC website and all documents referencing the MWC TPP that were created, generated, communicated, transmitted, posted, or stored since January 1, 2024 and are under your control (including in your personal records, devices and electronic media) or the control of the MWC (including any employees, officers, agents, representatives, consultants, vendors, accountants and/or attorneys) ;

2. the NCAA TEP;

3. the eligibility of transgender student-athletes;

4. women's volleyball rules, policies, or procedures;

5. the San Jose State University women's volleyball team, including any student-athlete, coach or administrator at that school or connected to that team;

6. the investigation of any women's volleyball player or coach or their conduct or actual or reported actions; and/or

7. Blaire Fleming, Trent Kersten and/or Todd Kress.

Sincerely,

Bill Bock

William Bock, III | Partner

KGR KROGER GARDIS & REGAS, LLP ATTORNEYS

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EXHIBIT

16

exhibitsticker.com

From: William Bock, III
To: Heckenlively, Bryan; May, Dustin; Cheryl Feiner; Justin R. Olson
Cc: Theodora, Dawn; Powell, Wesley; Bartie, Jared; Basil, Matt D.
Subject: RE: San Jose State University Volleyball Matter - URGENT
Date: Thursday, November 14, 2024 5:58:00 PM
Attachments: image002.png
image003.png

Hi Bryan,

Thank you for your time on our phone call this afternoon. We understand from our conversation with you that SJSU will not agree to the emergency relief Plaintiffs have requested. Therefore, Plaintiffs intend to file along with our motion for emergency injunctive relief a representation that Plaintiffs have conferred with counsel for SJSU and for the Mountain West Conference and that Defendants are not prepared to agree to the emergency relief Plaintiffs are requesting (which is the relief outlined in my email at the bottom of this email chain and in the similar email I earlier sent to the MWC).

We also discussed SJSU's position on Plaintiffs' anticipated request to file an overlength motion and brief of 35-page. We understand SJSU's position to be that they do not oppose the motion to file an overlength brief and take no position on it, but that if it is granted, SJSU would like Defendants to have a reciprocal page limit. We are happy to communicate this to the court in our motion.

Finally, you kindly agreed to take the laboring oar to seek a meeting of all counsel with the Court's staff to discuss scheduling matters including a potential hearing date on the Court's calendar.

If I have missed anything, please let me know. I've also copied Wes Powell, counsel for the MWC, at Wilkie Farr & Gallagher and Jared and Matt on his team to facilitate our collective communications.

Kind regards,

Bill

William Bock, III | Partner
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From: Heckenlively, Bryan <bryan.heckenlively@mto.com>
Sent: Thursday, November 14, 2024 5:21 PM
To: May, Dustin <dmay@calstate.edu>; William Bock, III <wbock@kgrlaw.com>; Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; Justin R. Olson <JOlson@kgrlaw.com>
Cc: Theodora, Dawn <dtheodora@calstate.edu>
Subject: RE: San Jose State University Volleyball Matter - URGENT

> You don't often get email from bryan.heckenlively@mto.com. Learn why this is important

Bill,

Good to meet you. Are you available to speak between now and 3pm PT or between 3:45 and 4:15 PT?

Thanks,
Bryan

From: May, Dustin <dmay@calstate.edu>
Sent: Thursday, November 14, 2024 2:18 PM
To: William Bock, III <wbock@kgrlaw.com>; Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; Justin R. Olson <JOlson@kgrlaw.com>
Cc: Theodora, Dawn <dtheodora@calstate.edu>; Heckenlively, Bryan <bryan.heckenlively@mto.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

Dear Bill,

Copied here is Bryan Heckenlively from Munger Tolles, who represents the CSU and will be taking the lead on the issues below. Please work with Bryan on setting up a time to discuss. I will not be joining that discussion.

Dustin

From: William Bock, III <wbock@kgrlaw.com>
Sent: Thursday, November 14, 2024 1:29 PM
To: Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; May, Dustin <dmay@calstate.edu>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

Dear Cheryl,

Appreciating your communication below that you will have a response on Plaintiffs' requests today, could we go ahead and schedule a call with you (and Dustin if he wishes to join) for later today or in the morning to discuss SJSU's response to the Plaintiffs' requested emergency relief and next steps?

Kind regards,

Bill

William Bock, III | Partner

KROGER GARDIS & REGAS, LLP
ATTORNEYS

111 Monument Circle Ste 900
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From: Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>
Sent: Wednesday, November 13, 2024 6:22 PM
To: William Bock, III <wbock@kgrlaw.com>; May, Dustin <dmay@calstate.edu>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

Bill-

I wanted to circle back with you and let you know that we are in the process of reviewing your requests and we will have a response to you tomorrow. Thank you.

Best,

Cheryl

From: William Bock, III <wbock@kgrlaw.com>
Sent: Tuesday, November 12, 2024 6:05 PM
To: Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; May, Dustin <dmay@calstate.edu>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

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Understood. Please feel free to call me Bill.

Kind regards,

Bill

William Bock, III | Partner

KROGER GARDIS & REGAS, LLP
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From: Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>
Sent: Tuesday, November 12, 2024 8:34 PM
To: William Bock, III <wbock@kgrlaw.com>; May, Dustin <dmay@calstate.edu>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

Mr. Bock-

Thank you for your e-mail, I will review it and get back to you. Please note that all state agencies were closed yesterday in honor of Veteran's day so your voicemail was received this morning.

Best,

Cheryl

Cheryl L. Feiner
Senior Assistant Attorney General
Health, Education & Welfare Section
Office of the Attorney General
455 Golden Gate Avenue, Suite 11000 | San Francisco, CA 94102-7004
Direct Dial: 415-510-3450
cheryl.feiner@doj.ca.gov

From: William Bock, III <wbock@kgrlaw.com>
Sent: Tuesday, November 12, 2024 4:45 PM
To: May, Dustin <dmay@calstate.edu>; Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

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Dear Feiner,

This email follows up on the phone call that I and Justin Olson placed on the afternoon of November 11, 2024, to Chief of Staff Whalen and follows up on the voicemail we left for Mr. Whalen requesting a return call and the opportunity to meet and confer.

We represent several women's volleyball student-athletes in the Mountain West Conference (MWC). Our clients believe Appendix J of the MWC Handbook entitled "Mountain West Transgender Participation Policy" (MWC TPP) is invalid. The MWC TPP is invalid for several reasons including that by adopting it the MWC and its members have engaged in prohibited viewpoint discrimination by adopting a policy targeted at punishing expressive conduct based on the viewpoint expressed in violation of the First Amendment. Additionally, San Jose State University (SJSU) policies and practices, including the SJSU's adoption and implementation of the NCAA Transgender Eligibility Policies (NCAA TEP) violate Title IX and the Equal Protection Clause of the Fourteenth Amendment to

the U.S. Constitution.

Accordingly, on behalf of our clients we request that SJSU disclaim all benefits that have accrued to SJSU because of the MWC TPP and/or the NCAA TEP, including by agreeing to the removal from each MWC team's Conference records all losses imposed based on the MWC TPP and invalidating all wins awarded to SJSU based on the MWC TPP. We further request that SJSU acknowledge that as a trans-identifying male student-athlete Blaire Fleming has been continuously ineligible to compete on the SJSU women's volleyball team and that Fleming is ineligible for the upcoming MWC women's volleyball tournament and agree that all wins recorded for the SJSU women's volleyball team for games in which Fleming has participated shall be revoked in SJSU's records and for all purposes.

As stated in the voicemail message we left for Mr. Whalen, we requested the opportunity to confer with you by phone by no later than noon Pacific Time on Tuesday, November 11, 2024, and we sought a response from SJSU by that time regarding whether SJSU would voluntarily, immediately, and publicly grant the relief requested above. Ms. Feiner, we would look forward to speaking with you at your earliest opportunity regarding these matters.

We sent a similar request to the MWC and had discussion this morning with the MWC's legal counsel.

As SJSU did not respond to us within the time frame requested, we reserve the right to move forward with legal action. However, and regardless of any filing seeking legal relief, we would like to confer with you at your earliest opportunity so that this matter can be pursued as efficiently as possible and hopefully so that we can avoid filing a request for emergency relief. Please advise when you can be available tomorrow to speak with us about this matter.

Finally, our phone call and this email should be considered notice of potential litigation. Therefore, please carefully consider and comply with your duties to take all necessary actions to preserve and not destroy or overwrite (or allow to be destroyed or overwritten) all documents, communications (including texts, voicemails, and messages of any sort), records, information, and data (including metadata) related to or referencing:

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2. the NCAA TEP;

3. the eligibility of transgender student-athletes;

4. women's volleyball rules, policies, or procedures;

5. the San Jose State University women's volleyball team, including any student-athlete, coach or administrator at that school or connected to that team;

6. the investigation of any women's volleyball player or coach or their conduct or actual or reported actions; and/or

7. Blaire Fleming, Trent Kersten, and/or Todd Kress.

Sincerely,

Bill Bock

William Bock, III | Partner

KROGER GARDIS & REGAS, LLP
ATTORNEYS

111 Monument Circle Ste 900
Indianapolis, Indiana 46204
Phone:(317) 777-7412
Fax: (317) 264-6832
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From: May, Dustin <dmay@calstate.edu>
Sent: Tuesday, November 12, 2024 7:00 PM
To: Cheryl Feiner <cheryl.feiner@doj.ca.gov>; William Bock, III <wbock@kgrlaw.com>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

> You don't often get email from dmay@calstate.edu. Learn why this is important

Counsel,

My name is Dustin May, and I am University Counsel for San Jose State. I was forwarded your communication below. Also copied here is Cheryl Feiner, Senior Assistant Attorney General, who represents the University on this matter. Please direct any future communications on this matter to Ms. Feiner.

Thank you.

Dustin May | University Counsel
The California State University
GENERAL COUNSEL
401 Golden Shore, 4th Floor | Long Beach, CA 90802-4210
Direct: 562-951-4471 | Main: 562-951-4500 | Fax: 562-951-4956
dmay@calstate.edu | http://www.calstate.edu/GC/

---------- Forwarded message ---------
From: **William Bock, III** <wbock@kgrlaw.com>
Date: Mon, Nov 11, 2024 at 5:35 PM
Subject: San Jose State University Volleyball Matter - URGENT
To: sjsupres@sjsu.edu <sjsupres@sjsu.edu>, Shawn Whalen <shawn.whalen@sjsu.edu>, Jeff Konya <jeff.konya@sjsu.edu>
Cc: Justin R. Olson <JOlson@kgrlaw.com>

Dear Chief of Staff Whalen, President Teniente-Matson, and Athletic Director Konya,

This email follows up on the phone call that I and Justin Olson placed to Chief of Staff Whalen this afternoon and follows up our voicemail left for Mr. Whalen requesting a return call and the opportunity to meet and confer with you.

We represent several women's volleyball student-athletes in the Mountain West Conference (MWC). Our clients believe Appendix J of the MWC Handbook entitled "Mountain West Transgender Participation Policy" (MWC TPP) is invalid. The MWC TPP is invalid for several reasons including that by adopting it the MWC and its members have engaged in prohibited viewpoint discrimination by adopting a policy targeted at punishing expressive conduct based on the viewpoint expressed in violation of the First Amendment. Additionally, San Jose State University (SJSU) policies and practices, including the SJSU's adoption and implementation of the NCAA Transgender Eligibility Policies (NCAA TEP) violate Title IX and the Equal Protection Clause of the Fourteenth Amendment to the U.S. Constitution.

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4. women's volleyball rules, policies, or procedures;

5. the San Jose State University women's volleyball team, including any student-athlete, coach or administrator at that school or connected to that team;

6. the investigation of any women's volleyball player or coach or their conduct or actual or reported actions; and/or

7. Blaire Fleming, Trent Kersten, and/or Todd Kress.

Sincerely,

Bill Bock

William Bock, III | Partner

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ATTORNEYS

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From: Heckenlively, Bryan
To: William Bock, III; May, Dustin; Cheryl Feiner; Justin R. Olson
Cc: Theodora, Dawn
Subject: RE: San Jose State University Volleyball Matter - URGENT
Date: Thursday, November 14, 2024 5:28:24 PM
Attachments: image002.png
image003.png

You don't often get email from bryan.heckenlively@mto.com. Learn why this is important

Bill,

Thanks. Let's keep it simple and speak by phone. My desk number is 415-512-4015.

Bryan

From: William Bock, III <wbock@kgrlaw.com>
Sent: Thursday, November 14, 2024 2:27 PM
To: Heckenlively, Bryan <bryan.heckenlively@mto.com>; May, Dustin <dmay@calstate.edu>; Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; Justin R. Olson <JOlson@kgrlaw.com>
Cc: Theodora, Dawn <dtheodora@calstate.edu>
Subject: RE: San Jose State University Volleyball Matter - URGENT

Hi Bryan,

Good to meet you. How about 5:30 pm eastern time? 2:30 pm Pacific? Would you like to do it via Zoom or phone? If phone what number can we reach you on?

Thanks,

Bill

William Bock, III | Partner
KGR KROGER GARDIS & REGAS, LLP ATTORNEYS
111 Monument Circle Ste 900
Indianapolis, Indiana 46204
Phone:(317) 777-7412
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From: Heckenlively, Bryan <bryan.heckenlively@mto.com>
Sent: Thursday, November 14, 2024 5:21 PM
To: May, Dustin <dmay@calstate.edu>; William Bock, III <wbock@kgrlaw.com>; Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; Justin R. Olson <JOlson@kgrlaw.com>
Cc: Theodora, Dawn <dtheodora@calstate.edu>
Subject: RE: San Jose State University Volleyball Matter - URGENT

> You don't often get email from bryan.heckenlively@mto.com. Learn why this is important

Bill,

Good to meet you. Are you available to speak between now and 3pm PT or between 3:45 and 4:15 PT?

Thanks,
Bryan

From: May, Dustin <dmay@calstate.edu>
Sent: Thursday, November 14, 2024 2:18 PM
To: William Bock, III <wbock@kgrlaw.com>; Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; Justin R. Olson <JOlson@kgrlaw.com>
Cc: Theodora, Dawn <dtheodora@calstate.edu>; Heckenlively, Bryan <bryan.heckenlively@mto.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

Dear Bill,

Copied here is Bryan Heckenlively from Munger Tolles, who represents the CSU and will be taking the lead on the issues below. Please work with Bryan on setting up a time to discuss. I will not be joining that discussion.

Dustin

From: William Bock, III <wbock@kgrlaw.com>
Sent: Thursday, November 14, 2024 1:29 PM
To: Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; May, Dustin <dmay@calstate.edu>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

Dear Cheryl,

Appreciating your communication below that you will have a response on Plaintiffs' requests today, could we go ahead and schedule a call with you (and Dustin if he wishes to join) for later today or in the morning to discuss SJSU's response to the Plaintiffs' requested emergency relief and next steps?

Kind regards,

Bill

William Bock, III | Partner

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ATTORNEYS

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From: Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>
Sent: Wednesday, November 13, 2024 6:22 PM
To: William Bock, III <wbock@kgrlaw.com>; May, Dustin <dmay@calstate.edu>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

Bill-

I wanted to circle back with you and let you know that we are in the process of reviewing your requests and we will have a response to you tomorrow. Thank you.

Best,

Cheryl

From: William Bock, III <wbock@kgrlaw.com>
Sent: Tuesday, November 12, 2024 6:05 PM
To: Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; May, Dustin <dmay@calstate.edu>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

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Understood. Please feel free to call me Bill.

Kind regards,

Bill

William Bock, III | Partner

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ATTORNEYS

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Indianapolis, Indiana 46204
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From: Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>
Sent: Tuesday, November 12, 2024 8:34 PM
To: William Bock, III <wbock@kgrlaw.com>; May, Dustin <dmay@calstate.edu>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

Mr. Bock-

Thank you for your e-mail, I will review it and get back to you. Please note that all state agencies were closed yesterday in honor of Veteran's day so your voicemail was received this morning.

Best,

Cheryl

Cheryl L. Feiner
Senior Assistant Attorney General
Health, Education & Welfare Section
Office of the Attorney General
455 Golden Gate Avenue, Suite 11000 | San Francisco, CA 94102-7004
Direct Dial: 415-510-3450
cheryl.feiner@doj.ca.gov

From: William Bock, III <wbock@kgrlaw.com>
Sent: Tuesday, November 12, 2024 4:45 PM
To: May, Dustin <dmay@calstate.edu>; Cheryl Feiner <Cheryl.Feiner@doj.ca.gov>; Justin R. Olson <JOlson@kgrlaw.com>
Subject: RE: San Jose State University Volleyball Matter - URGENT

EXTERNAL EMAIL: This message was sent from outside DOJ. Please do not click links or open attachments that appear suspicious.

Dear Feiner,

This email follows up on the phone call that I and Justin Olson placed on the afternoon of November 11, 2024, to Chief of Staff Whalen and follows up on the voicemail we left for Mr. Whalen requesting a return call and the opportunity to meet and confer.

We represent several women's volleyball student-athletes in the Mountain West Conference (MWC). Our clients believe Appendix J of the MWC Handbook entitled "Mountain West Transgender Participation Policy" (MWC TPP) is invalid. The MWC TPP is invalid for several reasons including that by adopting it the MWC and its members have engaged in prohibited viewpoint discrimination by adopting a policy targeted at punishing expressive conduct based on the viewpoint expressed in violation of the First Amendment. Additionally, San Jose State University (SJSU) policies and practices, including the SJSU's adoption and implementation of the NCAA Transgender Eligibility Policies (NCAA TEP) violate Title IX and the Equal Protection Clause of the Fourteenth Amendment to

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Bill Bock

William Bock, III | Partner

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Counsel,

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Thank you.

Dustin May | University Counsel
The California State University
GENERAL COUNSEL
401 Golden Shore, 4th Floor | Long Beach, CA 90802-4210
Direct: 562-951-4471 | Main: 562-951-4500 | Fax: 562-951-4956
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Subject: San Jose State University Volleyball Matter - URGENT
To: sjsupres@sjsu.edu <sjsupres@sjsu.edu>, Shawn Whalen <shawn.whalen@sjsu.edu>, Jeff Konya <jeff.konya@sjsu.edu>
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Sincerely,

Bill Bock

William Bock, III | Partner

KGR KROGER GARDIS & REGAS, LLP ATTORNEYS

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