



MCPS Athletics INCLUSION for ALL Gender Identity



Consistent with the R.A.I.S.E. core values, Montgomery County Public Schools (MCPS) Athletics believes participation in interscholastic athletics supports the overall mission of the school district to ensure that every student will have the academic, creative problem solving, and social-emotional skills to be successful in college and career. As such, MCPS Athletics prohibits discrimination, stigmatization, and bullying based on gender identity, as well as sex, gender, gender expression, and sexual orientation, and other personal characteristics.

In alignment with the R.A.I.S.E. core value of MCPS Athletics, coaches, student-athletes, managers, and fans, are charged with creating more inclusive environments while striving to:

RAISE the level of **Respect and Sportsmanship** by creating safe spaces for all coaches, student-athletes, and fans, in all environments including but not limited to the locker room, bleachers, buses, and all team activities.

RAISE the level of **Academic Excellence** by holding coaches, student-athletes, managers, and fans, accountable for non-inclusive language or actions, to increase understanding of active allyship.

RAISE the level in **Integrity and Character** by creating and ensuring team policies are inclusive of LGBTQ+ coaches, student-athletes, managers, and other stakeholders.

RAISE the level of **Safe, Spirited Competition** by modeling behaviors of respect, diversity, and inclusion into the team's culture and the realm of competition.

RAISE the level of **Equity and Access** by elevating education opportunities for coaches, student-athletes, managers, and parents/guardians, while ensuring that all feel safe and welcome in all aspects of the MCPS athletics program.

Montgomery County Public Schools Guidelines for Student Gender Identity Interscholastic Athletics

Transgender and gender nonconforming student participation in interscholastic athletics is determined in accordance with Maryland Public Secondary Schools Athletic Association (MPSSAA) policies and guidelines, available online [here](#).

Per MPSSAA guidance and to ensure competitive fairness, the integrity of women's sports, and equal opportunities to participate without discrimination, transgender and gender nonconforming students in MCPS shall be permitted to participate on the interscholastic athletics team of—

- the student's sex assigned at birth; or
- the gender to which the student has transitioned; or
- the student's asserted gender identity.

To ensure that all supports are in place, students are encouraged to meet with their counselor and submit [MCPS Form 560-80](#), Intake form, Supporting Student Gender Identity. More information regarding student welfare and compliance can be found [here](#).

Schools should refer any appeals regarding eligibility to participate in interscholastic athletics to the MCPS Athletics Unit.

Competition at other schools: Accommodations provided at the home school should be made available at other facilities with the consent of the student and as part of the student's plan. The coach or home school should notify the school to be visited about any necessary accommodations, keeping the identity of the student confidential.