

Transgender and Non-Binary Report

1. Introduction

The Transgender Policy was approved at the May Mid-Year Meeting with a commencement date of 1 January 2025.

After the Mid-Year meeting, we received some additional feedback on the Policy. In particular, it was confusing in relation to Non-Binary persons. We agreed some clarifications were necessary and therefore drafted some amendments.

None of the proposed amendments change the principles of the policy. We are not proposing to re-open the debate about the policy, we are just proposing these minor amends to the Policy and that the policy is renamed Transgender and Non-Binary Policy.

The Constitution Committee, Medical Commission and the Senior Management Team have all had input into the now amended version. The amendments have been approved by the Board and will be before Council under matters for approval not by submission.

This is a new area for World Sailing. At its meeting in November the Medical Commission will be discussing the processes to implement the policy in 2025 and will also discuss further amendments for November 2025 in relation to Differences in Sex Development (DSD) (also referred to as Inter-Sex).

2. Timeline

- (a) November 2024 minor amends to Policy amendments approved.
- (b) 1 January 2025 policy comes into effect.
- (c) Jan 2025 – September 2025 - Revisit policy and amend to include provision for inter-sex/DSD.
- (d) November 2025 any amendments proposed to Council.

3. Implementation

The Medical Commission will need to appoint a Medical Manager and an Expert Panel to manage any matters which arise after 1 January 2025.

Initial recommendation from office was that Dr Nebojša Nikolic be appointed Medical Manager and that the remaining members of the new Medical Commission act as the Expert Panel. For discussion at the meeting.

Initial monitoring will be carried out by the WS office and any queries will be raised with the Medical Manager as and where required.

4. Further amendments will be required to the policy to make provision for those with Differences in Sex Development (DSD) (also referred to as Inter-Sex). You will recall the issues at Paris 2024 Olympics in relation to the Algerian Gold medal winner. World Sailing wants to be sure we have an appropriate policy in place for LA Olympics so as to ensure fairness to all athletes. For discussion and action.

5. Attachments

- (a) Amended Transgender and Non-Binary Policy 2024 Clean and Track Changes

6. Recommendation

- 6.1 The Medical Commission is requested to note the report and the work done to date.
- 6.2 The Medical Commission is requested to appoint the Medical Manager and Expert Panel
- 6.3 The Medical Commission is requested to give direction on next steps in relation to additional amendments for DSD (Inter-Sex) sailors.

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