



Eligibility rules for transgender athletes

Version 1.0 / 1 October 2023

Introduction

The purpose of this document is to establish the conditions enabling transgender athletes to compete in World Archery international competitions, in the category that is consistent with their gender identity.

The document is reviewed whenever the International Olympic Committee changes its regulations or guidelines about transgender athletes, there is a new scientific study relevant to archery published or upon justified request to the World Archery medical and sport sciences committee by stakeholders. In case amendments are made, the document will have new version numbering and World Archery will notify of changes and effectiveness date.

This policy comes into effect on 1 October 2023 and applies both to cases arising prior to that date and to cases arising after that date.

Version

This document is produced and periodically reviewed by the secretary general (in consultation with the medical and sports sciences committee) and checked by the communications department of World Archery. The document acts as a bylaw and therefore needs approval by the executive board. It was first published in 2023.

Version number	Date	Owner	Approved
1.0	1 October 2023	Tom Dielen	Executive board

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Introductory notes

As part of constitution approved by Congress, World Archery has the following objectives regarding transgender:

- To protect clean athletes and the integrity of sport, by substantially contributing to the fight against doping and by taking action against all forms of manipulation of competitions and related corruption.
- Not allow any form of discrimination in its actions or decisions, be it discrimination of any kind such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status. Anyone part of the World Archery Family commits themselves by their actions to behave in a non-discriminatory and ethical manner.
- To seek to ensure safe and harassment-free environment for all people involved at the events.
- To promote and support the International Olympic Committee Athletes Charter' rights and responsibilities.

World Archery wishes to be as inclusive as possible, to provide a clear path to participation in the sport for all. World Archery recognises that transgender athletes may wish to compete in archery in accordance with their gender identity. World Archery wishes to encourage and facilitate such participation, on conditions that go only so far as is necessary to protect the safety of all participants and to deliver on the promise of fair and meaningful competition offered by the division of the sport into male and female categories of competition.

The eligibility conditions established in this policy are driven solely by the desire to guarantee fairness and safety within the sport. In no way are they intended as any kind of judgement on or questioning of the gender identity or the dignity of any transgender athlete.

This policy is binding on and must be complied with by all athletes taking part of international competitions. In the context of this document, we refer to following events as international competitions:

- World ranking events and para world ranking events.
- All championships organised by World Archery and its continental associations.
- Olympic Games and Paralympic Games.
- Indoor World Series elite events.
- International multisport events in case there are no general rules in place by the major event organiser.

Breach of this policy may result in disciplinary action up to and including being declared non eligible.

National archery federations can choose to have their own eligibility rules in place or to adopt World Archery transgender policy also at national level as further described in article 2.6 below.

1. General

1.1. The term ‘transgender’ is used in this policy to refer to individuals whose gender identity (i.e., how they identify) is different from the sex assigned to them at birth, whether they are pre- or post-puberty, and whether or not they have undergone any form of medical intervention.

1.2. World Archery, as the international federation responsible for the global governance and regulation of the sport of archery, has adopted this policy to facilitate the participation of transgender athletes at the international level of the sport in the category of competition that is consistent with their gender identity, in accordance with the following imperatives:

1.2.1. World Archery needs to establish conditions for participation in the sport of archery, including eligibility categories, that (a) protect the health and safety of participants; and (b) guarantee fair and meaningful competition that displays and rewards the fundamental values and meaning of the sport:

1.2.1.1. World Archery wants its athletes to be incentivised to make the huge commitments required to excel in the sport, and so to inspire new generations to join the sport and aspire to the same excellence. It does not want to risk discouraging those aspirations by permitting competition that is not fair and meaningful.

1.2.1.2. Most relevantly for present purposes, because of the significant advantages in size, strength and power enjoyed (on average) by athletes assigned male at birth (AMAB) over athletes assigned female at birth (AFAB) from puberty onwards, due in large part to much higher levels of androgenic hormones and the impact that such advantages can have on sporting performance, it is necessary to have separate competition categories for males and females in order to preserve the safety, fairness and integrity of the sport, for the benefit of all of its participants and stakeholders.

1.2.2. World Archery wishes to be as inclusive as possible, to provide a clear path to participation in the sport for all:

1.2.2.1. World Archery recognises that transgender athletes may wish to compete in archery in accordance with their gender identity. World Archery wishes to encourage and facilitate such participation, on conditions that go only so far as is necessary to protect the safety of all participants and to deliver on the promise of fair and meaningful competition offered by the division of the sport into male and female categories of competition.

1.2.2.2. The eligibility conditions established in this policy are driven solely by the desire to guarantee fairness and safety within the sport. In no way are they intended as any kind of judgement on or questioning of the gender identity or the dignity of any transgender athlete.

1.3. The need to respect and preserve the dignity and privacy of transgender athletes, and to avoid improper discrimination and stigmatisation on grounds of gender identity, is paramount. All cases arising under this policy must be handled and resolved in a fair, consistent and confidential manner, recognizing the sensitive nature of such matters. This policy reflects a broad medical, scientific and

legal consensus as to the approach required to achieve the imperatives identified above, and are based on the principles of:

1.3.1. [The IOC Consensus Meeting on Sex Reassignment and Hyperandrogenism](#) (2015).

1.3.2. [IOC Framework on Fairness, Inclusion And Non Discrimination Based On Gender Identity and Sex Variations](#) (2021).

1.3.3. Integrating Transwomen and Female Athletes with Differences of Sex Development (DSD) into Elite Competition: the FIMS Consensus Statement Sport Medicine (2021).

1.3.4. Joint position statement of the International Federation of Sport Medicine (FIMS) and European Federation of Sport Medicine Association (EFSMA) on the IOC framework on fairness, inclusion and non-discrimination based on gender identity and sex variations BMJ Open Sp Ex Med 2022.

1.3.5. Integrating transwomen athletes into elite competition: the case of elite archery and shooting. European Journal of Sport Science 6/2021.

1.3.6. [The current knowledge on effects of gender-affirming treatment on markers of performance in transgender female cyclists](#). Xavier Bigard, June 2022. UCI documents.

1.3.7. [World Athletics Eligibility Regulations for Transgender athletes](#). October 2019.

1.3.8. [World Triathlon Eligibility Regulations for Transgender athletes](#). November 2022.

1.3.9. The subsequent discussions and exchanges between the World Archery executive board and medical experts, sports physicians, legal counsel, human rights experts and transgender representatives.

1.4. Since the policy is intended to operate globally, regulating the conditions for participation in international level events, this is to be interpreted and applied not by reference to national or local laws, but rather as an independent and autonomous text, and in a manner that protects and advances the imperatives identified above.

1.5. In the event an issue arises that is not foreseen in this policy, it will be addressed by World Archery in a manner that protects and promotes the imperatives identified above.

1.6. The words and phrases used in this policy that are defined terms shall have the meanings specified in the constitution, or (in respect of the following words and phrases) the following meanings:

‘Competition rules’ means the rules of competition of World Archery, as amended from time to time.

‘International competition’ means the competition in the World Archery calendar marked as:

- World ranking events and para world ranking events.
- All championships organised by World Archery and its continental associations.
- Olympic Games and Paralympic Games.
- Indoor World Series elite events.
- International multisport events in case there is no general rules in place by the major event organiser.

“Expert panel’ means a panel, within the World Archery medical and sport sciences committee, with appropriate knowledge and expertise, appointed by committee to perform the functions set out in this policy.

‘Medical manager’ means a person who is appointed by the World Archery medical and sport sciences committee to act on its behalf in matters arising under this policy.

‘Policy’ means this transgender policy, as amended from time to time.

‘Transgender’ has the meaning given to that term in article 1.1.

‘Transgender female eligibility conditions’ has the meaning given to that term in article 3.2.

2. Application

2.1. This policy establishes the conditions enabling transgender athletes to compete in international competitions, in the category that is consistent with their gender identity.

2.2. A transgender athlete who wishes to participate in an international competition, agrees, as a condition to such participation:

2.2.1. To comply in full with this policy.

2.2.2. To cooperate promptly and in good faith with the medical manager and the expert panel in the discharge of their respective responsibilities under this policy, including providing them with all the information and evidence they request to assess his/her compliance and/or monitor his/her continuing compliance with the eligibility conditions referred to in this policy.

2.2.3. (To the fullest extent permitted and required under applicable data protection laws) to the collection, processing, disclosure, and use of information (including his/her sensitive personal information) as required to implement and apply this policy effectively and efficiently.

2.2.4. To follow exclusively the procedures set out in article 7 to challenge this policy and/or to appeal decisions made under this policy. To provide written confirmation of his/her agreement with articles 2.2.1 to 2.2.4 upon request by World Archery.

2.3. An athlete may revoke at any time, with or without giving reasons, the consent that he/she has granted in accordance with article 2.2. In that event, the athlete will be deemed to have withdrawn any claim to satisfy the eligibility conditions for transgender athletes set out in article 3.

2.4. Every person and entity under the jurisdiction of World Archery (including any person who brings him/herself within the jurisdiction of World Archery by providing information to World Archery pursuant to article 5.4 of this policy):

2.4.1. Is bound by and must comply in full with this policy, including in particular only providing accurate and complete information, and not providing any information in bad faith or for any improper purpose; and

2.4.2. Must cooperate promptly and in good faith with the medical manager and the expert panel in the discharge of their respective responsibilities under this policy.

2.5. Each member association must cooperate with and support World Archery in the application and enforcement of this policy and observe strictly the confidentiality obligations set out below. It is the obligation of member associations to inform all athletes who are registered to international events about the existence of this policy and transgender athletes to report to World Archery.

2.6. It is recommended that each member association adopts its own regulations to determine the eligibility of transgender athletes to compete in events taking place under its own jurisdiction. At the level of national championships (or similar), it is recommended that this policy be followed. At lower levels, however, less stringent eligibility requirements are encouraged to be imposed and fully inclusive categories allowed, where appropriate. For the avoidance of doubt, however, anything that the member association does, or does not do, at national level will not affect the eligibility of transgender athletes to compete in international competitions. That will instead be determined exclusively by reference to this policy.

3. Eligibility conditions for transgender athletes

3A Transgender male athletes (Transition from AFAB to male)

3.1. Those who transition from AFAB to male are eligible to compete in the male category under the following conditions:

3.1.1. The athlete must provide a written and signed declaration that his gender identity is Male and he wishes to participate in the male category of competition.

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

3.1.3. To ensure that certification is received in good time, the athlete should provide the declaration to the medical manager at least six weeks in advance of the first international competition in which he wishes to participate in the male category of competition.

3B Transgender female athletes (Transition from AFAB to female)

3.2. Those who transition from AMAB to female are eligible to compete in the female category under the following conditions:

3.2.1. The athlete must provide a written and signed declaration that her gender identity is female and she wishes to participate in the female category of competition.

3.2.2. The athlete must demonstrate that the concentration of testosterone in her serum has been less than 2.5 nmol/L continuously for a period of at least 24 months, considering this a sufficient length of time to minimize any advantage in women's competition. The athlete should send the relevant medical certificates as specified in this policy to the medical manager of World Archery at least six weeks in advance of the first international competition in which she wishes to participate in the female category of competition. The medical manager will review the information and provide the authorisation to enter any competition if the requirement is fulfilled and after referring to the expert panel for the

assessment. The decision of the medical manager and the expert panel would be appealable to the World Archery board of justice and ethics.

3.2.3. The athlete must provide a written and signed declaration that she has not competed within the last four (4) years in the male category of an official competition in archery or other sport at international level.

3.2.4. The athlete must keep her serum testosterone concentration below 2.5 nmol/L for so long as she continues to compete in the female category of competition.

3.2.5. Compliance with these conditions may be monitored by testing as set-out in paragraph 3. below. In the event of non-compliance, the athlete's eligibility for female competition will be suspended until such time as she demonstrates that she has maintained her serum testosterone concentration below 2.5 nmol/L for a new continuous period of at least 24 months.

3C Provisions applicable to all transgender athletes

3.3. For the avoidance of doubt, no athlete will be forced to undergo any medical assessment and/or treatment. It is the athlete's responsibility, in close consultation with his/her medical team, to decide on the advisability of proceeding with any assessment and/or treatment.

3.4. For the further avoidance of doubt, the following are not required for a transgender athlete to compete at an international competition, in the category of competition that is consistent with his/her gender identity (because such requirements are not relevant to the imperatives identified above):

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

3.4.2 Surgical anatomical changes.

3.5. Once a transgender athlete has satisfied the relevant eligibility requirements and has started participating in international competitions in the category of competition consistent with his/her gender identity, he/she may not then switch back to participating in the other gender category in international competitions unless and until

3.5.1. At least two years have passed since the last international competition in which the athlete participated in the category of competition consistent with the athlete's gender identity; and

3.4.2. He/she satisfies all the conditions for eligibility to compete in the other gender category.

3.6. For the avoidance of doubt, the eligibility conditions for transgender athletes set out in this article 3 operate without prejudice to the other eligibility requirements that are applicable to all athletes (transgender or otherwise) under the rules of World Archery, which must also be satisfied at all relevant times. In particular, nothing in this policy is intended to undermine or affect in any way any of the requirements of the World Anti-Doping Code, of the WADA International Standards (including the International Standard for Therapeutic Use Exemptions), or of the World Archery clean sport rules. Nothing in this policy permits, excuses or justifies non-compliance with any of those requirements, including any requirement for an athlete to obtain a Therapeutic Use

Exemption for the use of substances on the WADA Prohibited List, such as testosterone, spironolactone, or GnRH agonists* . **

** For purposes of this policy, all measurements of serum testosterone must be conducted by means of liquid chromatography coupled with mass spectrometry. The level of testosterone circulating in ciswomen for the 95% confidence interval is 0,12-1,79 nmol/L (Handelsman et al, *Circulating Testosterone as the Hormonal Basis of Sex Differences in Athletic Performance*, *Endocrine Reviews* 2018, October 1;39 (5): 803-829; Bermon et al, *Serum androgen level in elite female athletes*, *J Clin Endocrin Metab*, 2014,99 (11): 4328-4335). Considering the 99,99% confidence interval the highest value of serum testosterone is 2.44 nmol/L, therefore the maximum serum testosterone concentration required is 2,5 nmol/L. The decision limit also takes into consideration that, for clinical purposes, the *Endocrine Society Clinical Practice Guideline for Endocrine Treatment of Gender-Dysphoric/Gender Incongruent Persons* recommends that transgender females should have serum testosterone levels of less than 50 ng/dL (i.e. approximately 1.7 nmol/L) (Hembree et al, *Endocrine Treatment of Gender-Dysphoric/Gender- Incongruent Persons: An Endocrine Society Clinical Practice Guideline*, *J Clin Endocrinol Metab*, November 2017, 102(11):1–35. doi: 10.1210/jc.2017-01658).*

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

4. Assessment by the expert panel

4.1. A transgender female athlete who wishes to compete in the female category of competition at an international competition must file the appropriate declaration with the medical manager, along with a comprehensive medical history and such other evidence as is required to demonstrate her satisfaction of the transgender female eligibility conditions, including evidence addressing any of the factors set out at article 4.4 that are applicable to her case. The athlete is responsible for ensuring that the information provided is accurate and complete, and that nothing relevant to the expert panel's assessment of the case is withheld. The athlete must also provide the appropriate consents and waivers (in a form satisfactory to the medical manager) to enable her physician(s) to disclose to the medical manager and the expert panel any information that the expert panel deems necessary to its assessment.

4.2. Subject always to article 4.6 of this policy, to ensure that certification is received in good time, the athlete should (assuming that the 24-month period has already been complied with) provide the declaration to the medical manager at least six weeks in advance of the first international competition in which she wishes to participate in the female category of competition.

4.3. The medical manager will review the submission and, after communicating with the athlete and/or the athlete's physician to address any queries, will refer the file (in anonymised form) to the expert panel for assessment in accordance with the following provisions of this article 4.

4.4. The expert panel will assess cases referred to it by the medical manager to determine whether the transgender female eligibility conditions have been met (or, if not, then what else the athlete must do to satisfy those conditions). It may make such enquiries or investigations as it considers necessary to carry out the required assessment effectively, including requesting further information from the athlete or the athlete's physician(s) and/or obtaining additional expert opinion(s).

4.5. In making its assessment, the expert panel will take into consider all relevant and reliable evidence, including:

4.5.1. Any reassignment surgeries the athlete has undertaken, including the date(s) of any such procedures and whether they took place before or after puberty.

4.5.2. Any other relevant treatment the athlete has received (including any pre- or post-gender affirming treatment), including the dosage and frequency of such treatment.

4.5.3. The levels of testosterone in the athlete's serum during the relevant 24-month period, as well as the current level of testosterone in the athlete's serum; and

The minimum number of tests is 10 tests, minimum six (6) weeks apart.

4.5.4. The results of any pre- or post-gender affirming monitoring.

4.6. If the expert panel has any concerns about the adequacy of the evidence provided by the athlete on any particular point, it must give the athlete a fair opportunity to try to address those concerns before it comes to its final decision.

4.7. The expert panel will complete its assessment as soon as is reasonably practicable in all the circumstances of the case. However, in no circumstance will World Archery or any member of the expert panel be liable for any detriment allegedly suffered by the athlete or anyone else as a result of the length of time taken by the expert panel to complete its assessment.

4.8. Once it has completed its assessment, the expert panel will send its decision in writing to the medical manager.

4.8.1. If the expert panel decides that the transgender female eligibility conditions have not (yet) been met, it must explain in writing the reasons for its decision. Where applicable, it should also specify what else the athlete may do to satisfy those conditions (including, for example, maintaining the concentration of testosterone in her serum at less than 2.5 nmol/L for a longer period; monitoring; reporting; and further reviews).

4.8.2. If the expert panel decides that the transgender female eligibility conditions have been met, the medical manager will issue a written certification of that athlete's eligibility to compete in the female category of competition in international competition. That eligibility will be subject in every case to the athlete's continuing satisfaction of the transgender female eligibility conditions, including continuously maintaining her serum testosterone at a concentration of less than 2.5 nmol/L. The expert panel may specify particular means of demonstrating such continuing compliance. In any event, the athlete must produce, on request, evidence satisfactory to the medical manager of such continuing compliance.

4.9. The expert panel's decision will be final and binding on all parties. It may only be challenged by way of appeal in accordance with article 7.

5. Monitoring and investigating compliance

5.1. The medical manager may monitor an athlete's compliance with the transgender female eligibility conditions at any time, with or without notice, whether by random or targeted testing of the athlete's serum testosterone levels (and the athlete agrees to provide whereabouts information and blood samples for this purpose, and also agrees that any samples or whereabouts information

that she provides for antidoping purposes and/or any antidoping data relating to her may also be used for this purpose) or by any other appropriate means.

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

5.2.1. Whether an athlete who has not filed a declaration under this policy is a transgender athlete who needs to establish his/her eligibility to compete in a particular competition category in accordance with this policy.

5.2.2. Whether (because of a subsequent change in circumstances, subsequent learning or experience, or otherwise) it is necessary to require a transgender athlete who has previously been determined to satisfy the transgender female eligibility conditions to undergo further assessment by the expert panel to determine whether she still satisfies those conditions; and/or

5.2.3. Any circumstances that indicate potential non-compliance with this policy.

And in such cases, the athlete in question must cooperate fully and in good faith with that investigation, including by providing blood samples upon request. Where necessary to safeguard the fairness and/or integrity of competition and/or the safety of the competitors, the medical manager (acting on behalf of World Archery) may provisionally suspend the athlete from competing in international competition pending resolution of the matter, provided that in such cases all reasonable endeavours should be used to complete the investigation as expeditiously as possible. Any such provisional suspension may be appealed in accordance with article 7.2.1.

5.3. Only the medical manager may initiate an investigation under article 5.1, and he/she should only do so in good faith and on reasonable grounds based on information derived from reliable sources, such as (for example) information from the affected athlete himself/herself, the national federation to which the affected athlete is affiliated, results from a routine pre-participation health examination, or data as to serum testosterone levels and/or other data obtained from analysis of samples collected for antidoping purposes.

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

5.4.1. Any person or entity (including, without limitation, any other athlete, official or national federation) that provides information to the medical manager for consideration under this policy is under a strict obligation:

5.4.1.1. To ensure that the information is accurate and complete; and

5.4.1.2. Not to provide any information in bad faith, to harass, stigmatise or otherwise injure an athlete, or for any other improper purpose.

5.4.2. No stigmatisation or improper discrimination on grounds of gender identity will be tolerated. In particular (but without limitation), persecution or campaigns against athletes simply on the basis that their appearance does not conform to gender stereotypes are unacceptable. Any such conduct will be considered a serious breach of this policy.

5.5. Where the medical manager or the expert panel determines that a transgender female athlete who has previously been declared eligible to compete in the female category of competition in

International competition has failed to maintain her serum testosterone level at a concentration of less than 2.5 nmol/L, she may not compete in the female category of competition in International competition (and in the female category in a competition that is not an International competition) until such time as she demonstrates to the satisfaction of the expert panel that she has maintained her serum testosterone below 2.5 nmol/L for a new continuous period of at least 24 months.

5.6. If it is determined at any time that a transgender female athlete has competed in the female category of competition at an International competition while having serum testosterone levels of 2.5 nmol/L or more, then (without prejudice to any other action that may be taken, but subject to article 5.6) the medical manager, as per the World Archery competition rules, may in its absolute discretion disqualify the individual results obtained by the athlete at that competition, with all resulting consequences, including forfeiture of any medals, ranking points, prize money, or other rewards awarded to the athlete based on those results.

5.7. In cases arising under article 5.4 or article 5.5, the athlete will be given an opportunity to provide any explanations or comments she sees fit before any action is taken. If the medical manager (following consultation with the chair of the expert panel, if necessary) is satisfied that the athlete's failure to maintain her circulating levels of blood testosterone below 2.5 nmol/L was temporary and inadvertent, the medical manager will not impose any period of ineligibility pursuant to article 5.5 or disqualify any results pursuant to article 5.6.

6. Disciplinary proceedings

6.1. Where:

6.1.1. An athlete competes in an international competition in a category of competition for which he/she has not satisfied the eligibility conditions set out in this policy.

6.1.2. A transgender athlete who has been determined to be eligible to compete in the female category of competition in an international competition, and has not renounced that eligibility, fails to cooperate fully and in good faith with the efforts of the medical manager to determine her continuing compliance with the transgender female eligibility conditions.

6.1.3. A person failed to declare that he/she is transgender and there is proof that he/she changed gender and is subject to this policy.

6.1.4 A coach, trainer, agent or other person or entity has been complicit in a breach of or non-compliance with this policy by an athlete.

6.1.5. A person or entity breaches article 5.3; and/or

6.1.6 There has been any other breach of or non-compliance with this policy.

World Archery may take disciplinary action against such person/entity in accordance with this policy and the Code of Ethics and Conduct. The case will be referred to the board of justice and ethics.

6.2. In such disciplinary proceedings, the sanctions that may be imposed, depending on all the circumstances of the case, will include (without limitation):

6.2.1. A caution, reprimand and/or warning as to future conduct.

6.2.2. The disqualification of individual results obtained by the athlete at international competition, with all resulting consequences, including forfeiture of any medals, ranking points, prize money, or other rewards awarded to the athlete based on those results.

6.2.3. A specified period of ineligibility to participate in international competition.

6.2.4. A fine; and/or

6.2.5. If the breach involves more than two members of a national representative team of a member federation, or if there are multiple breaches involving such a team, appropriate sanctions on the team and/or the member association (e.g., disqualification of team results; imposition of a period of future ineligibility to participate in international competition; a fine).

7. Dispute resolution

7.1. The validity of this policy may only be challenged by way of ordinary proceedings filed before the World Archery board of justice and ethics whose decision can be appealed to the Court of Arbitration of Sport (CAS) and/or as part of an appeal to the CAS made pursuant to article 7.1.

7.2. The following decisions (and only the following decisions) made under this policy may be appealed to the World Archery board of justice and ethics, in accordance with this article 7:

7.2.1. A decision by the medical manager to suspend an athlete provisionally from competition pursuant to article 5.1 may be appealed by the athlete, in which case World Archery will be the respondent to the appeal.

7.2.2. A decision by the medical manager or the expert panel that the athlete may not compete in the category of competition in international competition that is consistent with his/her gender identity may be appealed by the athlete, in which case World Archery will be the respondent to the appeal; and

7.2.3. A decision by the expert panel that the athlete may compete in the category of competition in international competition that is consistent with his/her gender identity may be appealed by World Archery or by any national federation with direct interest on it, in which case the athlete will be the respondent to the appeal.

7.3. The decision of the World Archery board of justice and ethics made under this policy may be appealed to the Court of Arbitration of Sport, within 21 days from the decision of the World Archery board of justice and ethics.

7.4. Any such challenge or appeal will be conducted in the English language and will be governed by the World Archery Constitution, rules and regulations (in particular this policy), with the laws of Switzerland applying subsidiarity, and in the case of any conflict between any of the above instruments and the CAS Code of Sports-Related Arbitration currently in force, the above instruments will take precedence.

7.5. The decision of the Court of Arbitration of Sport will be final and binding on all parties, and no right of appeal or other challenge will lie from that decision on any ground, except as set out in Swiss Federal Code on Private International Law.

8. Confidentiality

8.1. All cases arising under this policy, and in particular all athlete information provided to World Archery under this policy, and all results of examinations and assessments conducted under this policy, will be always dealt with in strict confidence. All medical information and data relating to an athlete will be treated as sensitive personal information and the medical manager will always ensure that it is processed as such in accordance with applicable data protection and privacy laws. Such information will not be used for any purpose not contemplated in this policy and will not be disclosed to any third party save (a) as is strictly necessary for the effective application and enforcement of this policy; or (b) as is required by law.

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

8.3. Each member of the expert panel must sign an appropriate conflict of interest declaration and confidentiality undertaking in relation to his/her work as a member of the panel.

9. Costs

9.1. The costs of any medical assessment, examination, treatment, monitoring, reporting, and any other costs involved in complying with the regulations will be borne by the relevant athlete. The standing costs of the expert panel will be borne by World Archery.

10. Mutual recognition

World Archery may elect to recognise and give effect to the eligibility decision of the international federation of the other sport with respect to that athlete, provided that it is consistent with the principles set out in this policy, and subject to ongoing compliance by the athlete with the requirements of this policy.

11. Limitation of liability

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

12. Transitional procedure after this policy comes into effect

Due to the fact that transgender athletes might have competed internationally and might not have the necessary number of tests conducted in two (2) years prior 1 October 2023, the expert panel has the right to review the submitted documents and make reasonable accommodations about the number of tests, but not to the maximum hormone level based on the available previous test results and submitted information.

Transgender athletes who have previously competed at international events and want to compete in the future, have the obligation to contact World Archery medical manager as soon as possible, but no later than 31 December 2023. From 1 January 2024, no transitional procedure will apply, if not reported before.

Reasonable accommodations are also allowed for transgender athletes who have not previously competed internationally but had a valid entry for an international event on 30 September 2023.

For any other transgender athlete who is not described above in this article, the transitional procedure does not apply, and they will need to comply with the eligibility rules as described in the articles 1-11 of this document.

13. Contacts

- **Martin Bauer**, medical and sport sciences committee chair
- **Tom Dielen**, secretary general
- **Siret Luik**, deputy secretary general, medical and sport sciences committee liaison