



## Anti-Discrimination Policy

1. Discrimination in violation of the Amateur Sports Act which requires that USA Swimming must provide an equal opportunity to athletes, coaches, trainers, managers, administrators, and officials to participate in the sport of swimming. Athletes must be allowed to participate and compete to the fullest extent allowed by the Rules and Regulations. Discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, gender identity, genetics, mental or physical disability, or any other status protected by federal, state or local law, where applicable, is prohibited (USA Swimming 304.3).

2. Transgender Athletes - A minor transgender athlete member of a swim club should be allowed to participate in accordance with his/her/their gender identity, irrespective of the sex listed on the athlete's birth certificate or other records and regardless of whether the athlete has undergone any medical procedure. This means an athlete who is biologically female but identifies as a boy/man should be allowed to participate in men's events and an athlete who is biologically male but identifies as a girl/woman should be allowed to participate in women's events.

### REPORTING INCIDENTS OF DISCRIMINATION BY STATES

#### Massachusetts:

Massachusetts Commission Against Discrimination

1 Ashburton Place, Suite 601, Boston, MA 02108

Main [\(617\) 994-6000](tel:(617)994-6000)

TTY [\(617\) 994-6196](tel:(617)994-6196)

Español, 中文, Kreyòl Ayisyen, русский, Português, etc. [\(617\) 994-6071](tel:(617)994-6071) EMAIL: [mcad@mass.gov](mailto:mcad@mass.gov)

#### Rhode Island:

RI Department of Human Services Civil Rights Office

5 Howard Avenue, Cranston, RI 02920

Telephone number 415-8500 (TDD 462-6239), 711 (or 1-800-745-6575 Voice)

#### New Hampshire:

NH Commission for Human Rights

2 Industrial Park Drive, Bldg. One

Concord, NH 03301

Telephone: (603) 271-2767

TDD ACCESS: Relay NH 1.800.735.2964)

Fax: (603) 271-6339 E-mail: [humanrights@nh.gov](mailto:humanrights@nh.gov)

#### Vermont:

VT Human Rights Commission

14-16 Baldwin Street

Montpelier, VT 05633-6301

e-mail: [human.rights@vermont.gov](mailto:human.rights@vermont.gov)

phone: 802-828-2480 or 800-416-2010 (in-state only)