

ITF GENDER ELIGIBILITY POLICY

1. INTRODUCTION

This policy, which comes into effect on 1 January 2025 and replaces the ITF Transgender Policy from that date, applies to the following ITF events and tours: Davis Cup, Billie Jean King Cup, ITF World Tennis Tour (Men's and Women's), ITF World Tennis Tour Juniors and ITF Junior Team Competitions, ITF Wheelchair Tennis Tour and World Team Cup, ITF World Tennis Masters Tour and ITF World Tennis Masters Tour Championships, ITF Beach Tennis World Tour, ITF Beach Tennis Juniors Tour, ITF Beach Tennis World Cup and Sand Series, Olympic Tennis Event and Paralympic Wheelchair Tennis Event (together "ITF Competitions").

- 1.1 This policy establishes the conditions enabling transgender and non-binary players and players with sex variations to participate in ITF Competitions, in a safe and supportive environment that is free from harassment and abuse, and in line with the ITF's objectives to oppose any form of abuse, harassment, discrimination, or violence against any person, regardless of race, colour, sex, sexual orientation, gender identity, disability, language, religion or belief, political or other opinion, national or social origin, property, birth or other status, while also seeking to maintain fair and meaningful competition conditions for all players participating in ITF Competitions. In the event an issue arises in the application of this policy that is not foreseen in this policy, it will be addressed by the ITF in a manner that protects and advances these imperatives.
- 1.2 This policy distinguishes between biological sex and gender identity, and between biological females, biological males and those with sex variations, solely to ensure that the policy is clear and has its intended effect. There is no intent to disrespect or question the gender identity or the dignity of any person.
- 1.3 Defined terms used in this policy (indicated by use of initial capital letters) have the meaning given to them in this policy or (if not defined in this policy) the meaning given to them elsewhere in the regulations of ITF Competitions or subsidiary documents (**ITF Regulations**). Unless otherwise indicated, references in this policy to clauses are to clauses of this policy.
- 1.4 This policy will be subject to periodic review to take account of relevant scientific and other developments.

2. Eligibility to compete in the women's category of ITF Competitions

- 2.1 The women's category of ITF Competitions, or girls' category where age eligibility applies, is open to all women tennis players. For the purposes of ITF Regulations, 'women' means:
 - 2.1.1 Biological females (i.e., individuals with ovaries), unless (a) they are undergoing male gender-affirming hormone treatment; or (b) they have undergone male gender-affirming hormone treatment at any time in the previous four years.
 - 2.1.2 Biological males (i.e., individuals who have or previously had testes) with a female gender identity or a non-binary gender identity who (a) have Complete Androgen Insensitivity Syndrome; or (b) have satisfied the Women's Eligibility Conditions set out at clause 3.

[Comment to clauses 2.1.1 and 2.1.2: Individuals with Partial Androgen Insensitivity Syndrome, or with chromosome mosaicism (e.g., Klinefelter's syndrome), or with ovotesticular dysgenesis, shall be deemed not to fall within clause 2.1.1 or clause 2.1.2, but may seek eligibility to compete in ITF Competitions pursuant to clause 2.2].

2.1.3 Any person who is granted eligibility to compete in ITF Competitions further to clause 2.2.

2.2 Any person who has a female or a non-binary gender identity but does not fall within clause 2.1.1 or clause 2.1.2 may apply to the ITF for eligibility to compete in the women's category of ITF Competitions. A panel of experts established by the ITF for the purposes of implementing this policy (the **ITF Medical Panel**) shall determine the process to be followed in such a case, including what information or evidence should be provided by the player and/or obtained from experts or other third parties, and whether the player should be required to satisfy the Women's Eligibility Conditions and/or other requirements. The ITF Medical Panel may decide, in its absolute discretion, (a) to grant the player eligibility to compete in the women's category of ITF Competitions without any conditions or restrictions; (b) to grant the player conditional eligibility to compete in the women's category of ITF Competitions (e.g., conditional on their maintaining the concentration of testosterone in their blood below 2.5 nmol/L for a specified period); or (c) not to grant the player eligibility to compete in the women's category of ITF Competitions.

3. **Women's Eligibility Conditions for biological males with a female or non-binary gender identity**

3.1 In cases falling within clause 2.1.2, to be eligible to compete in the women's category of ITF Competitions, a biological male with a female or non-binary gender identity must demonstrate to the satisfaction of the ITF Medical Panel that they meet each of the following requirements (together, the **Women's Eligibility Conditions**):

3.1.1 They must provide a written and signed declaration, in a form satisfactory to the ITF Medical Panel, that their gender identity is female or non-binary, and they must maintain a female or non-binary gender identity for so long as they wish to retain eligibility to compete in the women's category of ITF Competitions.

3.1.2 Before they compete in their first women's category of ITF Competition, the concentration of testosterone in their blood must have been below 2.5 nmol/L continuously for the previous twenty-four (24) months.

3.1.3 The concentration of testosterone in their blood must remain below 2.5 nmol/L at all times (i.e., whether they are in competition or out of competition) for as long as they wish to retain eligibility to compete in the women's category of ITF Competitions.

3.2 In cases falling within clause 2.1.3, the Women's Eligibility Conditions may be amended or added to by the ITF Medical Panel further to clause 2.2. In such cases, the references in this policy to the Women's Eligibility Conditions will be to the Women's Eligibility Conditions as amended or added to by the ITF Medical Panel further to clause 2.2.

3.3 For the avoidance of doubt:

3.3.1 It is the responsibility of the player to decide, in consultation with their own medical advisor(s), whether to undergo any medical assessment and/or treatment.

3.3.2 The following are not required in order to be eligible to compete in the women's category of ITF Competitions: (1) legal recognition of the player's female or non-binary gender identity; or (2) surgical anatomical changes.

3.4 The Women's Eligibility Conditions operate without prejudice to the other requirements in the ITF Regulations that are applicable to all players. In particular, but without limitation, nothing in this

policy permits, excuses or justifies non-compliance with any of the requirements of the Tennis Anti-Doping Programme, including the requirement to obtain a therapeutic use exemption before using testosterone-suppressing substances that are included on the WADA Prohibited List (such as spironolactone or GnRH agonists).

[Comment to clause 3.4: See further the WADA Transgender Athletes TUE Physician Guidelines, available at www.wada-ama.org.]

4. Assessing initial satisfaction of and ongoing compliance with the Women's Eligibility Conditions

4.1 A person falling within clause 2.1.2 or clause 2.1.3 who wishes to compete in an ITF Competition (referred to below as 'the applicant') must file the appropriate declaration with the ITF Medical Panel, along with their medical file (including details of any relevant medical treatment they have received) and such other evidence as is required to demonstrate their satisfaction of the Women's Eligibility Conditions, including competent evidence that during the twenty-four (24) month period referenced in clause 3.1.2 the applicant has provided the regular blood samples required by the ITF in accordance with clause 4.6 and that those samples have been analysed in accordance with clause 4.9 and found to have present in them a concentration of testosterone below 2.5 nmol/L. The applicant is responsible for ensuring that the information provided to the ITF Medical Panel is accurate and complete, and that nothing relevant to the ITF Medical Panel's assessment of the application is withheld. They must also provide the appropriate consents and waivers to enable their doctor(s) to disclose to the ITF Medical Panel any further information that the ITF Medical Panel requires in order to assess whether the applicant has satisfied the Women's Eligibility Conditions. All of the required information must be provided to the ITF Medical Panel at least ninety (90) days before the entry deadline for the first women's category of ITF Competition in which the applicant wishes to participate.

[Comment to clause 4.1: Where requested in good time by the applicant, the ITF Medical Panel may in its discretion organize some or all of the collection and analysis of blood samples referenced in clause 4.1, in accordance with its powers under this clause 4, and at the cost of the applicant.]

4.2 The ITF Medical Panel will assess the information submitted by or on behalf of the applicant to determine whether the Women's Eligibility Conditions have been met. If it has any concerns about the adequacy of the information provided on any particular point, it must give the applicant a fair opportunity to try to address those concerns before it comes to a final decision. The ITF Medical Panel may also seek additional information (including expert opinions) from other sources if it considers it necessary or appropriate to do so.

4.3 The ITF Medical Panel will complete its assessment of the application as soon as is reasonably practicable. However, in no circumstance will the ITF or the ITF Medical Panel be liable for any detriment allegedly suffered by the applicant or anyone else as a result of the time taken by the ITF Medical Panel to complete the assessment.

4.4 The ITF Medical Panel will send the decision in writing to the applicant.

4.4.1 If the ITF Medical Panel decides that the Women's Eligibility Conditions have not (yet) been met, it will explain in writing the reasons for that decision, and what else the applicant needs to do in order to satisfy those conditions.

4.4.2 If the ITF Medical Panel decides that the Women's Eligibility Conditions have been met, it will confirm the applicant's eligibility under this policy to compete in the women's

category of ITF Competitions. That eligibility will be subject in every case to the applicant's continuing satisfaction of the Women's Eligibility Conditions, including the requirement to have a female or non-binary gender identity and the requirement to maintain the concentration of testosterone in their blood at below 2.5 nmol/L for as long as they wish to maintain that eligibility.

- 4.5 Following a grant of eligibility in accordance with clause 4.4.2, the ITF Medical Panel shall use such means as it sees fit to monitor the player's continuing compliance with the Women's Eligibility Conditions, including (without limitation) by collection and analysis of samples of the player's blood to determine the concentration of testosterone circulating in their system.
- 4.6 The ITF Medical Panel will decide in its absolute discretion both how much testing is required to demonstrate initial compliance with the Women's Eligibility Conditions pursuant to clause 4.1, and how much testing is required to demonstrate continuing compliance with the Women's Eligibility Conditions pursuant to clause 4.5, depending in particular on the method used by the player in question to reduce the concentration of testosterone in their blood to below 2.5 nmol/L. For example, the ITF Medical Panel may decide that an orchiectomised player only requires a limited amount of testing; it may decide that players using daily estrogen medications that have short-term suppressive effects require more frequent testing; it may decide that players using estradiol cypionate implants require less frequent testing (due to the longer duration of action of those implants); and it may decide that players using daily oral spironolactone (e.g. Aldactone) or cyproterone acetate (e.g. Androcur) in the form of oral daily capsules need to be tested more frequently than athletes using depot gonadotropin-releasing hormone (GnRH) agonists (e.g. Trelstar) administered every one to three months.
- 4.7 The player agrees (a) to provide whereabouts information and/or blood samples for use in assessing their initial satisfaction of and/or their continuing compliance with the Women's Eligibility Conditions; (b) that any samples or whereabouts information that they provide under the Tennis Anti-Doping Programme or equivalent rules, and/or the results of analysis of such samples and/or any other anti-doping data relating to them, may also be used further to this policy to assess their initial satisfaction of and/or their continuing compliance with the Women's Eligibility Conditions; and (c) to provide any other evidence required by the ITF Medical Panel to assess their initial satisfaction of and/or their continuing compliance with the Women's Eligibility Conditions.
- 4.8 Where a player fails to maintain the concentration of testosterone in their blood below 2.5 nmol/L, either before or after they have been granted eligibility in accordance with clause 4.4.2:
- 4.8.1 the player may not compete in the women's category of any ITF Competitions unless and until they satisfy the ITF Medical Panel that they have maintained the concentration of testosterone in their blood below 2.5 nmol/L for a new continuous period of twenty-four (24) months, unless the player is able to demonstrate to the satisfaction of the ITF Medical Panel that the failure to maintain that concentration below 2.5 nmol/L was brief and inadvertent; and
- 4.8.2 (where the failure occurs after eligibility has been granted) the ITF shall disqualify the individual results obtained by the player at any women's category of ITF Competition(s) impacted by that failure subsequent to the discovery of the failure, with all resulting consequences, including forfeiture of any ranking points, titles

and/or other rewards awarded to the player based on those results, unless the ITF determines (in its absolute discretion) that fairness requires otherwise.

- 4.9 Measurements of blood testosterone levels may only be relied upon under this policy (including to determine initial satisfaction of and/or ongoing compliance with the Women's Eligibility Conditions) if they are conducted by means of liquid chromatography coupled with mass spectrometry (e.g. LC-MS/MS or LC-HRMS). The method used must be validated by the laboratory carrying out the test, must also be accredited to the ISO/IEC-17025 or 15189 international standards by a recognised accreditation body that is a full member of the International Laboratory Accreditation Cooperation, and must comply with assay performance criteria, including a measurement uncertainty of not more than 20% (estimated during method validation at testosterone concentration levels close to 2.5 nmol/L). The performance of the method must be monitored through participation of the performing laboratory in appropriate proficiency testing and/or external quality assessment scheme rounds.

5. Eligibility to compete in the men's category of ITF Competitions

- 5.1 The men's category of ITF Competitions, or boys' category where age eligibility applies, is open to all men tennis players. For the purposes of the ITF Regulations, 'men' means:
- 5.1.1 Biological males (i.e., individuals who have or previously had testes) with a male gender identity or a non-binary gender identity, or
 - 5.1.2 Biological females (i.e., individuals with ovaries) with a male gender identity or non-binary gender identity who have satisfied the Men's Eligibility Conditions set out at clause 5.2.
- 5.2 In cases falling within clause 5.1.2, to be eligible to compete in the men's category of ITF Competitions, a biological female with male or non-binary gender identity must provide a written and signed declaration, in a form satisfactory to the ITF, that their gender identity is male or non-binary (the **Men's Eligibility Conditions**). As soon as reasonably practicable following receipt of such declaration, the ITF Medical Panel will issue a written certification of that player's eligibility to compete in the men's category of competition in ITF Competitions.
- 5.3 For the avoidance of doubt, a biological female with male or non-binary gender identity will not be eligible to participate in the women's category of competition at an ITF Competition if they have commenced gender-affirming hormone treatment.

6. Eligibility to compete in Mixed Doubles

- 6.1 Transgender and non-binary players, and players with sex variations, are entitled to compete in any mixed doubles competition in accordance with their eligibility to compete in either the men's or women's category of ITF Competitions pursuant to this Policy.

7. Investigations

- 7.1 In addition to the general power to assess a player's initial satisfaction of and/or continuing compliance with the Women's Eligibility Conditions further to clause 4, or the Men's Eligibility Conditions further to clause 5, the ITF Medical Panel may investigate, at any time:
- 7.1.1 whether a player who has not filed a declaration under this policy needs to establish their eligibility to compete in ITF Competitions in accordance with this policy;

7.1.2 whether (because of a subsequent change in circumstances, subsequent learning or experience, or otherwise) it is necessary to require a player who has previously been determined to satisfy the Women's Eligibility Conditions to undergo further assessment to determine whether they did satisfy and/or continue to satisfy those conditions; and/or

7.1.3 any circumstances that indicate potential violation of or non-compliance by a player with this policy;

and in such cases the player in question must cooperate fully and in good faith with that investigation, including by providing blood samples upon request.

7.2 Only the ITF Medical Panel may initiate an investigation further to clause 7.1, and it may only do so in good faith and on reasonable grounds based on information derived from reliable sources, such as (for example) the affected player, the player's national association, results from a routine pre-participation health examination, or data as to blood testosterone levels and/or other data obtained from analysis of samples collected for anti-doping purposes.

7.3 Where necessary to safeguard the fairness of ITF Competitions, the ITF may provisionally suspend a player from competing in ITF Competitions pending completion of the investigation and resolution of the matter. In such cases all reasonable endeavours shall be used to complete the investigation as expeditiously as possible. Any such provisional suspension may be appealed by the player in accordance with clause 10.2.2.

8. General obligations

8.1 All players competing or seeking to compete in an ITF Competition agree, as a condition to such participation:

8.1.1 to comply in full with this policy;

8.1.2 to cooperate promptly and in good faith with the ITF Medical Panel in the discharge of the ITF Medical Panel's responsibilities under this policy, including providing the ITF Medical Panel with all of the information it requests to assess/monitor the player's compliance with this policy;

8.1.3 (to the fullest extent permitted and required under applicable laws) to the ITF collecting, processing, disclosing and using that information (including their sensitive personal information or special categories of personal data) as required to implement and apply this policy effectively;

8.1.4 to follow exclusively the procedures set out in clause 10 to challenge this policy and/or to appeal decisions made under this policy, and not to bring any proceedings in any court or other forum that are inconsistent with that clause; and

8.1.5 to provide written confirmation of their agreement with clauses 8.1.1 to 8.1.4 upon request by the ITF.

8.2 A player may revoke the agreement that they have previously given in accordance with clause 8.1 at any time, with or without giving reasons, in which case they will no longer be eligible to compete in ITF Competitions.

8.3 Each Competition Support Personnel, Player Support Team Member (as those terms are defined in the ITF Regulations) and other accredited person, and every other person who brings

themselves under the authority of the ITF by providing information to the ITF for consideration under this policy:

- 8.3.1 is bound by and must comply in full with this policy;
- 8.3.2 must cooperate promptly and in good faith with the ITF Medical Panel in the discharge of its responsibilities under this policy;
- 8.3.3 must ensure that any information they provide to the ITF Medical Panel for consideration under this policy is accurate and complete; and
- 8.3.4 must not provide any information in bad faith, to harass, stigmatize or otherwise injure another person, or for any other improper purpose.

8.4 The dignity of all players must be respected at all times. No stigmatisation or improper discrimination on grounds of gender identity will be tolerated. In particular (but without limitation), persecution or campaigns against players 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, which is without prejudice to any action the ITF may take under any applicable regulations, Code of Conduct and/or Welfare Policy.

9. Disciplinary action

9.1 The ITF may take disciplinary action in accordance with the applicable Code of Conduct and/or Welfare Policy (or any replacement or successor rules) against:

- 9.1.1 a player falling within clauses 2.1.2, 2.1.3, 5.1.1 or 5.1.2 who competes in an ITF Competition without first satisfying the Women's Eligibility Conditions or Men's Eligibility Conditions (as applicable);
- 9.1.2 a player falling within clause 2.1.2, 2.1.3, 5.1.1 or 5.1.2 who fails to cooperate fully and in good faith with the efforts of the ITF Medical Panel to assess and/or monitor their compliance with the Women's Eligibility Conditions or Men's Eligibility Conditions (as applicable); and
- 9.1.3 anyone else who is bound by this policy who violates this policy themselves or who is complicit in a violation of, or non-compliance with, this policy by another.

9.2 In such proceedings,

- 9.2.1 the validity, legality or enforceability of this policy or of any decision made under this policy may not be challenged. Instead, such challenge may only be brought by way of challenge or appeal in accordance with clause 9.
- 9.2.2 The consequences that may be imposed, depending on all the circumstances in the case include (without limitation):
 - 9.2.2.1 a caution, reprimand and/or warning as to future conduct;
 - 9.2.2.2 (where applicable) disqualification of individual results obtained by the player at ITF Competitions, with all resulting consequences, including

forfeiture of any ranking points, titles and/or other rewards awarded to the player based on those results;

9.2.2.3 a specified period of ineligibility to participate in ITF Competitions; and/or

9.2.2.4 a fine.

10. Dispute resolution

10.1 This policy is governed by the laws of England and Wales. Decisions made under this policy may only be appealed to the Independent Tribunal pursuant to clause 10.2.

10.2 The following decisions (and only the following decisions) made under this policy may be appealed to the Independent Tribunal by the person specified, in accordance with this clause 10:

10.2.1 a decision that a player is not eligible under this policy to compete in ITF Competitions may be appealed by that player;

10.2.2 a decision pursuant to clause 2.2 placing conditions other than those set out in clause 3.1 on a player's eligibility to compete in ITF Competitions may be appealed by that player;

10.2.3 a decision by the ITF to exercise its powers under clause 4.8 may be appealed by the player affected;

10.2.4 a decision to suspend a player provisionally from competition pursuant to clause 7.3 may be appealed by that player; and

10.2.5 a decision to impose consequences on a person pursuant to clause 9 may be appealed by that person.

10.3 The Independent Tribunal will hear and determine an appeal permitted under this policy in accordance with the Independent Tribunal Procedural Rules under its Appellate jurisdiction. Any such appeal will be conducted in the English language. In the case of any conflict between the ITF Regulations and the Independent Tribunal Procedural Rules currently in force, the ITF Regulations will take precedence.

10.4 The decision of the Independent Tribunal will be final and binding on all parties, and no right of appeal or other challenge will lie from that decision on any ground.

10.5 Save as provided in clauses 10.1-10.4 above, the validity, legality and/or enforceability of this policy may only be challenged by way of Ordinary proceedings filed before the Court of Arbitration for Sport (**CAS**). The CAS will hear and determine such challenge in accordance with the CAS Code of Sports-Related Arbitration. Any such challenge will be conducted in the English language and will be governed by the applicable ITF Regulations, with the laws of England and Wales applying subsidiarily. In the case of any conflict between the ITF Regulations and the CAS Code of Sports-Related Arbitration currently in force, the ITF Regulations will take precedence.

10.6 The decision of the CAS 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 Chapter 12 of the Swiss Federal Code on Private International Law.

10.7 For the avoidance of doubt, no other player or person may appeal or otherwise challenge (a) a decision by the ITF Medical Panel that a player is eligible (conditionally or otherwise) or ineligible

under this policy to compete in ITF Competitions; or (b) a decision by the ITF or ITF Medical Panel (as applicable) to exercise or not to exercise its powers against a player under clause 4.8, or clause 7.3, or clause 9.1.

- 10.8 Pending final determination of any appeal or challenge as set out above, the provisions of the policy and/or the decision under appeal or challenge will remain in full force and effect unless the Independent Tribunal or the CAS (as applicable) orders otherwise.

11. Confidentiality

- 11.1 All cases arising under this policy, and in particular all player information provided to the ITF under this policy, and all results of examinations and assessments conducted under this policy, will be maintained in strict confidence at all times. All medical information and data relating to a player will be treated as sensitive personal information (or special categories of personal data) and the ITF will 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 applicable law.
- 11.2 The ITF will not comment publicly on a pending case except in response to public comments attributed to the player or the player's representatives. Once a case has been decided, the ITF reserves the right to communicate publicly about the player's eligibility status, but will not do so without consulting with the player or the player's representatives.

12. Support

- 11.1 Any player seeking to understand and comply with the requirements of this policy applicable to them may seek assistance from the ITF (email: medical.confidential@itftennis.com).

13. Costs

- 13.1 Unless otherwise stated, the costs incurred by the ITF in assessing and monitoring compliance with this policy will be borne by the ITF. All other costs, including the costs of any medical assessment, examination, treatment, reporting, any legal or other costs arising from any appeal or challenge pursuant to clause 10, and any other costs involved in complying with this policy, will be borne by the player in question.

14. Limitation of liability

- 14.1 In no circumstances will the ITF or any of the ITF's directors, officers, employees, agents, representatives, or 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.