

# UNITED STATES JUDO FEDERATION, INC.

## Special Board Of Directors Meeting

Saturday, March 26, 2022 @ 0900 Hawaiian, Zoom Teleconference

### Meeting DRAFT

NOTE: Each Yudanshakai president is to certify to the USJF Secretary (c/o the National Office) the identity and address of each Yudanshakai Delegate and Alternate to the Board of Directors.

#### I. CALL TO ORDER, SEATING OF DELEGATES - 9:06 AM Hawaii // 12:06 PM Pacific

##### A. Attendance:

Yudanshakai	Delegates	
50th State	Robert Brink and Chris Sokugawa	<p>Chairperson: Mitchell Palacio Executive Director: Robert Fukuda</p> <p>Executive Committee:</p> <ul style="list-style-type: none"><li>• Jason Harai (ExCo Board Member)</li><li>• Josh Kindelberger (ExCo Board Member)</li><li>• Dr. Charles Medani (ExCo Board Member)</li><li>• Krista Tsutsui Steele (ExCo Secretary)</li></ul> <p>Observers:</p> <ul style="list-style-type: none"><li>• Dr. Eric Chen</li><li>• Mallory Kato</li><li>• Karen Nagai</li></ul>
Arizona	N/A	
Central Coast	Daniel Kikuchi and Cal Kitaura	
Chicago	N/A	
Chuka	N/A	
Daiheigen	N/A	
Florida	N/A	
Florida State	N/A	
Ganbaru	N/A	
Hawaii	Dr. Richard Nakatsu	
Hawaii State	N/A	
Hokka	N/A	
Hudson	N/A	
Intermountain	Rome Acopan and Josh Kindelberger	
Konan	Neil Simon and Tom Sheehan	
Makoto	N/A	
Nanka	Hayward Nishioka	
Niagara	N/A	
Northwest	Jason Harai, Julie Koyama, and Michael Purcell	

Pacific Southwest	N/A	
Rokushu	N/A	
San Joaquin	Dr. Larry Tsutsui	
Shinnanbu	N/A	
Shufu	Roy Englert and J. Miki Takemori	
Southern Pacific	N/A	

B. Welcome by the Chairperson

## **II. Moment Of Silence For Those Who Have Passed Since Our Last Meeting**

## **III. Adoption Of Agenda - Motion, Second, Pass (MSP)**

## **IV. Minutes For Review & Approval - Winter Special BOD Teleconference 2/6/22 - MSP**

## **V. Reports**

### **A. President & Officers**

- a. Meeting & Discussion with Intermountain YDK - Met with the leadership of different groups. Attended Ore-Ida Tournament.
- b. Attended the Taishi Tournament (Nanka YDK). Met with Gary Takemoto and Cheryl Harai, USJF Archivist who is working on the website history landing page.
- c. Met with referee subcommittee group
- d. Working on aligning Jr. Rank Requirements with SHAPE (PE) Standards
- e. Creation of Presidential Ad Hoc Committee to examine USJF Handbook revisions
- f. Zoom Webinar Package - Update with specific software Zoom Webinar Program
- g. USJF Website: Continuously updating with new pages and changes to home page including listing more events & news
- h. USJF Learning Management System - Referee development and kata development
- i. Marketing update - Dojo banner in development and landing page for members to upload information is in progress.
- j. Executive Committee appointed Brandon Kindelberger: Social Media Director and Ed Hanashiro to assist the Finance Committee
- k. National Office move - Looking into document archiving. Looking into a new building to move into this summer.
- l. National Office Personnel - Teri is still working full-time and will work remotely once she moves. Hopeful about the new hire.

B. 2022 USJF/USJA Summer Nationals - Happening in Fort Lauderdale, Florida July 21st-23rd. Paperwork is available online.

## **VI. Board Ratification Of Actions Of The Corporation Since Previous Meeting - MSP**

## **VII. Unfinished Business - None**

## **VIII. New Business**

### **A. Voting Structure for Spring 2022 BOD Meeting - Use membership counts as of 3/31/2020**

- i. In 2020, we had seven “large” yudanshakais with over 500 members and now only have three. Many yudanshakais decreased the number of votes (some lost voting power completely) due to a decrease in membership during the pandemic.
- ii. The rationale is that it would allow for greater representation and more votes.
- iii. Motion to accept 2020 voting structure for 2022 BOD and BOE meetings - MSP (1 nay,

2 abstain)

B. Information on upcoming USJF Policy & Eligibility Requirements for Transgender, Intersex, and Gender-Diverse Judo Athletes (see attached policy draft) - Dr. Eric Chen

C. Headwear Policy - Executive committee members are working on a policy to propose to the board (was a point of discussion at past BOD meeting on November 9, 2018)

#### **IX. Announcements**

A. Webinar Series: Jerry Hays – Sunday, March 27, 2022

**X. Adjournment** - 10:07 PM Hawaiian // 1:07 PM Pacific

#### **XI. Reminders**

A. All committee members and other interested USJF members are welcome to attend USJF committee and board meetings. USJF meetings are open. Committee Chairpersons and Yudanshakai Presidents should, as a matter of course, routinely communicate all USJF meeting schedules and related National Office information/notices to all dojos.



# UNITED STATES JUDO FEDERATION

## Medical Committee

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## USJF Policy and Eligibility Requirements for Transgender, Intersex, & Gender-Diverse Judo Athletes

### Introduction

The United States Judo Federation (USJF) has developed the Eligibility Requirements for Transgender, Intersex, and Gender-Diverse Judo Athletes to address participation and eligibility in USJF sanctioned participatory events of all types and levels within the United States. With this policy, the USJF seeks to balance the goals of equal opportunity, physical safety, and competitive equity for all persons who wish to participate in judo.

The policy of the USJF for the participation and eligibility of athletes on the basis of gender identity and variations of sex characteristics is based on the guidelines of the International Olympic Committee (IOC) and existing policy from other national bodies of sport as listed below, taking into consideration current scientific and medical knowledge of the physiology of children and adults. This policy will be subject to periodic review in light of medical and scientific developments, as well as any future changes in the IOC policy as research in this field is ever evolving.

This policy addresses the eligibility for participation in judo events that are separated into male and female (gender-defined) categories. Each case will be addressed on a case-by-case by USJF.

### Definitions

*Terms and definitions in this area change frequently. The following definitions are intended to provide clarity to this policy, but people may use other terms to describe their experiences.*

- Gender/sex assigned at birth: gender/sex assigned at birth and listed on the original birth certificate
- Gender identity: innate sense of one's own gender
- Gender expression: external appearance, characteristics, or behaviors commonly associated with a specific gender
- Transgender or gender incongruent: umbrella term describing gender identity that differs from gender assigned at birth.
- Transgender female: person with female gender identity who was assigned male at birth
- Transgender male: person with male gender identity who was assigned female at birth
- Nonbinary: gender identity that is not exclusively male or female
- Differences of sex development (DSDs): group of medical conditions defined by variations in hormones, chromosomes, genitals or other sex characteristics. "Intersex" is a commonly used adjective to describe individuals with DSDs.
- Gender-affirming care: medical care for gender incongruent individuals intended to better align the body with gender identity. This may include various hormone medications or surgeries.

## **Guiding Principles**

- All judo athletes should be afforded equal opportunity to participate in sports without prejudice
- The integrity of training and competition should be preserved, and no athlete should gain an unfair and disproportionate competitive advantage
- The design, implementation, and evaluation of policies should be based on sound medical knowledge and scientific research; policies should be periodically re-evaluated to ensure the most up-to-date information
- The implementation of policies should be carried out equitably and without bias to ensure the safety of all participants
- There should be an avenue for civil open dialogue and communication from all members regarding existing policy

## **Best Practices to Promote Access and Respect**

- Any member who is found to have violated the policies outlined herein by threatening or harassing another athlete on the basis of gender identity or expression may be subject to disciplinary action.
- Retaliation against anyone with complaints about discrimination on the basis of gender identity or expression is forbidden and may be subject to disciplinary action.
- These policies do not supersede state and federal laws though every effort should be made to protect athletes from discrimination on the basis of sex, disability, gender identity, and gender expression.
- The privacy of athletes should be respected and preserved.

## **Participation Principles**

### **Declaration and Certification of Gender**

When gender incongruence may lead an athlete to participate in a gender-defined category different than their assigned gender at birth, the judoka (or a minor's parent/guardian) must notify the USJF's Medical Committee in writing that the judoka is an athlete with gender incongruence, having consistent gender identity different than the gender assigned at birth.

An athlete with gender incongruence who plans to participate in gender-defined shiai and/or kata tournaments in a gender-defined category different from their assigned gender at birth should submit a request for certification to the USJF's Medical Committee at the time of annual registration or when the decision to undergo gender-affirming medical interventions is made. The request should include a letter from the judo athlete's physician documenting the judo athlete's gender identity, and intention to undergo gender-affirming medical treatment if applicable or status of such treatment if the process has already been initiated. If undergoing treatment, this letter should identify the assigned sex at birth, the pubertal status for children and teens, the prescribed hormonal treatment, and documentation of the athlete's testosterone levels.

Upon receipt and review of the documentation provided, The USJF Medical Committee shall render a timely decision concerning the judoka's eligibility to participate in gender-defined shiai and kata tournaments and shall provide the judoka (and/or their parent/guardian) of such decision in writing. The USJF shall list the judoka's gender in which the judoka intends to participate, if the judoka meets all eligibility requirements, in the official registration records of the USJF, and will inform the judoka's Yudanshakai of this determination.

If the USJF Medical Committee approves participation, the judoka may not return to the gender assigned at birth for competition purposes for at least four years unless another assessment is undertaken by the USJF Medical Committee and revised due to a change in circumstances.

If the USJF Medical Committee denies or revokes participation, the judoka's eligibility to participate shall be determined by their birth gender and limited by the four-year duration of the athlete's declaration of gender unless another assessment is undertaken by the USJF Medical Committee and revised due to a change in circumstances.

### **Gender Transition Before Puberty**

Athletes assigned male at birth petitioning to compete as females before the onset of puberty shall be regarded as girls for the purpose of competitive eligibility, as long as the child remains in Tanner Stage 1 with documentation from the appropriate healthcare professional on at least an annual basis.

Athletes assigned female at birth petitioning to compete as males before the onset of puberty shall be regarded as boys for the purpose of competitive eligibility, as long as the child remains in Tanner Stage 1, with documentation from the appropriate healthcare professional on at least an annual basis.

If and when puberty begins (i.e., the child has reached Tanner Stage 2), the rules for eligibility will default to the rules governing eligibility for those individuals transitioning after the onset of puberty (see below).

### **Gender Transition After Onset of Puberty**

#### **Athletes assigned male at birth**

Individuals assigned male at birth are eligible to compete in the female category under the following conditions:

- The athlete has declared that gender identity is female. The declaration cannot be changed, for competition purposes, for a minimum of four years unless another assessment is undertaken by the USJF Medical Committee and revised due to a change in circumstances.
- Certification to the USJF Medical Committee by a medical specialist who has significant knowledge of endocrinology and gender-incongruent patients that the athlete's total testosterone level in serum has been below 5 nmol/L for at least 12 consecutive months prior to the first competition.
- The athlete's certified total testosterone level in serum, determined at least bi-annually, must remain below 5 nmol/L throughout the period of desired eligibility to compete in the female category.

Compliance with these conditions may be monitored by testing, with results and interpretation from the healthcare professional monitoring the gender-affirming care provided to the USJF Medical Committee. In the event of non-compliance with the testing schedule or failure to maintain the required testosterone level, the athlete's eligibility for female competition will be suspended for 12 months. To return to eligibility the athlete must adhere to eligibility requirements noted above.

## **Individuals assigned female at birth**

Individuals assigned female at birth are eligible to compete in the male category under the following conditions:

- The athlete has declared that gender identity is male. The declaration cannot be changed, for competition purposes, for a minimum of four years unless another assessment is undertaken by the USJF Medical Committee and revised due to a change in circumstances.
- Testosterone levels must be within normal range for males and consistent with the World Anti-Doping Agency (WADA) antidoping rules.
- Individuals who have received, or who are receiving, testosterone therapy must compete as a male athlete. Reversal of this decision, if such situation arises, will be evaluated on a case-by-case basis with documentation and request submitted for review with the USJF Medical Committee.
- Standard tournament rules regarding female undergarments (e.g., T-shirt) apply for the athlete who has had breast development and has not undergone a mastectomy or “top surgery.”

## **Athletes with Differences in Sex Development**

There are many different DSDs that lead to variations in sex characteristics. Athletes with DSDs must nonetheless comply with standards for gender-defined competition. Similar to athletes with gender incongruence, intersex athletes must notify the USJF’s Medical Committee in writing that the judoka has a DSD. Written verification from an appropriate health care professional (i.e., licensed physician) of the judoka’s consistent gender identification and any related medical considerations should be included. Upon receipt and review of the documentation provided, The USJF Medical Committee shall render a timely decision concerning the judoka’s eligibility to participate in gender-defined shiai and kata tournaments and shall provide the judoka (and/or their parent/guardian) of such decision in writing. Each case will be considered fairly and equally on a case-by-case basis.

## **Nonbinary Athletes**

For the purposes of gender-defined competition, nonbinary athletes must elect the gender category of “male” or “female” in which they want to compete. As such, nonbinary athletes who are receiving gender-affirming medical care, or want to compete in a gender category different from the assigned sex at birth will be subject to the same rules and regulations outlined above for gender-incongruent individuals. The athlete will need to submit the same written documentation as outlined above to USJF with a declaration of gender identity. The declaration cannot be changed, for competition purposes, for a minimum of four years unless another assessment is undertaken by the USJF Medical Committee and revised due to a change in circumstances. The USJF Medical Committee shall render a timely decision concerning the judoka’s eligibility to participate in gender-defined shiai and kata tournaments and shall provide the judoka (and/or their parent/guardian) of such decision in writing. Each case will be considered fairly and equally on a case-by-case basis.

## **Anti-Doping**

Nothing in this policy exonerates an athlete from anti-doping controls, the need for therapeutic exemptions requirements, and gender testing specified by national, foreign or international sports governing bodies as a condition or registration to their events or activities, modes of selections or qualifications.

## **Reference Policies**

- International Olympic Committee. Framework on fairness, inclusion and non-discrimination on the basis of gender identity and sex variations, 2021. Available at: <https://stillmed.olympics.com/media/Documents/News/2021/11/IOC-Framework-Fairness-Inclusion-Nondiscrimination-2021.pdf>
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- USA Wrestling. USA Wrestling Transgender Guidelines. Accessed Feb 6, 2022. Available at: <https://content.themat.com/forms/USAWrestling-Transgender-Policy.pdf>
- British Taekwondo. Transgender Inclusion Policy. January 2021. Available at: <https://www.britishtaekwondo.org.uk/wp-content/uploads/2016/03/BT-Trans-Inclusion-Policy-January-2021.pdf>
- World Professional Association for Transgender Health. Standards of Care for the Health of Transsexual, Transgender, and Gender-Nonconforming People. Version 7. Available at: <https://www.wpath.org/publications/soc#:~:text=The%20overall%20goal%20of%20the,health%2C%20psychological%20well%2Dbeing%2C>
- World Anti-Doping Agency. Guidelines for the International Standard for Therapeutic Use Exemptions. Version 9. Dec 2020. Available at: <https://www.wada-ama.org/en/resources/world-anti-doping-program/guidelines-2021-international-standard-therapeutic-use>
- Patel, N, Sterling, J, Catanese, AJ. Chapter 23: The Trans Athlete. In Catanese, AJ *The Medical Care of the Judoka: A Guide for Athletes, Coaches and Referees to Common Medical Problems in Judo*. 2<sup>nd</sup> ed. Wheatmark; 2021.
- Hembree, WC, et al. Endocrine Treatment of Gender-Dysphoric/Gender-Incongruent Persons: An Endocrine Society Clinical Practice Guideline. J Clin Endocrinol Metab. 2017, 102(11):3869-3903.

## **Acknowledgments**

This document was created by the USJF Medical Committee: Dr. Eric Chen, Dr. Jeffrey Fujimoto, Dr. Steven Isono, and Dr. Ricardo Joseph.

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Dr. Amy Weimer, MD, for her insight into patient care and review of language for inclusivity and appropriate terminology.

Dr. Anthony Catanese, MD, and Dr. Charles Medani, MD, for their contribution and support of this important policy.

There may be other people from our judo community that may have contributed valuable input and expertise into this work. We offer our sincere apologies to anyone who we may have missed.