

## HARDROCK HUNDRED MILE ENDURANCE RUN

### Transgender and non-binary athlete inclusion policy

**Objective:** To welcome, encourage and facilitate the participation of transgender and nonbinary athletes at the Hardrock Hundred Endurance Run through clear guidance, inclusive practices, and fair policies that protects the privacy and dignity of such athletes while preserving the integrity of the lottery process.

**Lottery process:** The Hardrock Hundred lottery is divided into male and female categories, which we acknowledge does not adequately incorporate all forms of gender identity. For the purposes of the lottery, registrants will need to enter either the male lottery or the female lottery; however, for those who identify as non-binary, they will have the opportunity to run the event in the non-binary category if they so choose. Hardrock respects every runner's self-declared gender during the lottery and event registration processes without the need for supporting documentation, unless there is a legitimate challenge made in accordance with this policy.

A transgender woman can register for the lottery in the female division provided she has/they have undergone continuous, medically supervised gender-affirming hormone treatment for gender transition for at least one year prior to the event. A transgender man can register for the lottery in the male division with no restrictions. Athletes who identify as non-binary should register for the lottery in the division that aligns with their biological sex (unless they also identify as transgender and meet the above qualifications), noting that this is only for purposes of the lottery process, which is currently divided into just male and female categories.

**The event:** While the lottery is divided into male and female categories, there are three divisions for runners who secure a place in the event: male, female, and non-binary. For those who identify as non-binary, they may choose to participate in the non-binary division instead of the male or female division under which they entered the lottery, otherwise they are required to compete in the division in which they entered the lottery. The winner of the non-binary division will be granted automatic selection to the following year's event, in line with Hardrock's tradition of granting automatic selection to winners of the male and female divisions. Runners will be asked for their preferred pronouns before the event.

There shall be no basis for, or tolerance of, any challenge to a runner's self-declared gender except under the following conditions:

- Challenges are permitted only when the top three positions are at stake.
- Challenges may only be made by entrants in that year's Hardrock Hundred.
- Challenges may only be made in person or in writing to the Run Director, and with the utmost discretion and respect for the privacy of all parties involved.
- Challenges must be made *before* the awards ceremony; individuals subject to a legitimate challenge made in accordance with this policy will have ten days to respond, including to provide supporting documentation if required.

## FINAL

In the event of a challenge, the Run Director in their sole discretion will determine whether there is a legitimate basis. The Run Director may request supporting documentation from a runner, which will be kept strictly confidential. The Run Director, with input from the Medical Director, will review the necessary materials and make a final decision, which will be treated with care. If a runner is deemed to be not in compliance with this policy, they will retain their official finish but lose any placing. This means that the runner will be eligible for a finisher's lottery ticket, but not for an automatic entry into the next year's event, normally given to first place finishers.

### **Feedback and Policy Review**

This policy is built on trust: trust that athletes will register honestly, and trust that the Hardrock community will engage with it in the spirit it was intended, which is to make this event more welcoming without creating new burdens for people who already carry enough of them. We ask everyone - runners, crew, volunteers and spectators - to approach this policy with the same integrity and mutual respect that defines Hardrock at its best.

We recognize that this policy reflects our current thinking, and we also recognize that our best current thinking may be imperfect. We will review this policy on a regular basis, and more promptly if circumstances warrant, to ensure it remains responsive to evolving best practices, legal standards and community needs. If something in this policy is unclear or doesn't work for your situation, please reach out to us directly. Your feedback will be treated with complete confidentiality.