



# World Triathlon Transgender Policy: Implementation Guidance

## Contents & How to Use this Document

Triathlon Ireland has created this Implementation Guidance document to be read in conjunction with the World Triathlon Eligibility Regulations for Transgender Athletes (World Triathlon Transgender Policy). The Implementation Guidance is divided into nine different sections. Sections One - Four apply to everyone involved in triathlon and is relevant across the sport, it should be read by everyone. Sections Five, Six, Seven, and Eight then apply to different areas within the sport, with the guidance therein split into Required and Recommended elements.

Triathlon Ireland Clubs, Event Organisers, Coaches and Technical Officials should read this document in its entirety.

This document will be reviewed and updated periodically, to continue to offer best practice recommendations and requirements relating to the World Triathlon Transgender Policy.

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## 1. Welcome and Purpose

Aligning with the [World Triathlon Transgender Policy](#), Triathlon Ireland has developed this implementation guide. The policy will come into effect on 1st January 2026.

The purpose of this guidance document is to support the effective implementation of the policy and to ensure that triathlon in Ireland remains a welcoming, supportive, and inclusive environment for everyone.

This document outlines the key principles and considerations that apply across all disciplines - swim, bike, and run - and includes specific guidance for key stakeholders such as event organisers, clubs, coaches, and members of the wider triathlon community.

Triathlon Ireland is committed to ensuring that everyone involved in the sport continues to enjoy positive and meaningful experiences, regardless of sex or gender identity. Transgender individuals are, and will continue to be, welcomed at all levels of participation and competition across Ireland - including in events, clubs, coached sessions, community programmes, and both domestic and international competition.

Equality, diversity, and inclusion are core values of Triathlon Ireland. The organisation works proactively to promote inclusivity in every aspect of the sport. This guidance document forms a key part of that commitment and will be supported by ongoing engagement and practical measures to aid its implementation where required.

This guide sets out how Triathlon Ireland, its affiliated clubs, event organisers, coaches, and technical officials will implement the World Triathlon Transgender Policy for athletes aged 18 and over. It aims to ensure that triathlon in Ireland is inclusive, fair, and respectful, while meeting both Irish legal requirements and international sporting standards.

If you require any additional support in relation to this guidance document or in its implementation in any area of the sport, please get in touch with Triathlon Ireland using the contacts outlined in the table below.

Stakeholder	Where to Get Support
Events	<a href="mailto:events@triathlonireland.com">events@triathlonireland.com</a>
Safeguarding	<a href="mailto:safeguarding@triathlonireland.com">safeguarding@triathlonireland.com</a>
Concerns or Queries	<a href="mailto:concerns@triathlonireland.com">concerns@triathlonireland.com</a>

[Access the World Triathlon Transgender Policy here.](#)

## 2. Expectations of All Participants

Everyone who participates, trains or competes across swim, bike, run must do so in line with the Triathlon Ireland Code of Ethics. The Code of Ethics defines how Triathlon Ireland expects everyone to conduct themselves whenever they are involved in swimming, cycling, and running. In doing so a welcoming, safe, and inclusive environment for everyone can be enjoyed.

All individuals engaged in any activity within the Triathlon Ireland remit will at all times:

- Respect the rights, dignity and worth of every person, be they adult or child, treating everyone equally within the context of the sport.
- Respect the spirit of the sport adhering to the rules and laws on and off the field of play, incorporating the concept of friendship, allyship and respect for others.
- Promote the positive aspects of the sport and never condone the use of inappropriate or abusive language, inappropriate relationships, bullying, harassment, discrimination or physical violence, illegal gambling or conduct that may be construed as unethical.
- Accept responsibility for their own behaviour and encourage and guide all Triathlon Ireland members and parents/carers of junior members to accept responsibility for their own behaviour and conduct.
- Ensure all concerns of a safeguarding nature, in reference to children or vulnerable adults are referred to an appropriate authority in accordance with the [Triathlon Ireland Reporting Procedures Policy](#).
- Conduct themselves in a manner that takes all reasonable measures to protect their own safety and the safety of others.
- Conduct themselves in a manner that ensures not to disadvantage any individual by imposing any conditions or requirements that cannot be justified.
- Promote the reputation of the sport and never behave or encourage or condone others to behave in a manner that is liable to bring the sport or Triathlon Ireland into disrepute.
- Adhere to [Triathlon Ireland Child Safeguarding Statement, Safeguarding Policies and Codes of Conduct](#).
- Adhere to the [Irish Anti-Doping Rules](#).
- Adhere to the Triathlon Ireland and World Triathlon Competition Rules.
- Triathlon Ireland members should note that this is a general “umbrella” code and is supplemented by the other specific Triathlon Ireland Codes of Conduct, which can be found in the Safeguarding section of [www.triathlonireland.com](http://www.triathlonireland.com).

Triathlon Ireland Members are reminded that those in breach of the above Code of Ethics may be subject to Triathlon Ireland Disciplinary Procedures.

The Triathlon Ireland Code of Ethics sets out the standards of conduct and behaviour expected of all athletes, participants, volunteers, coaches, officials, and others engaged in swim, bike, run. While breaches of these standards are rare, it is important that Triathlon Ireland and its affiliated clubs, event organisers, and officials address any misconduct in a fair, consistent, and timely manner.

Triathlon Ireland encourages anyone involved in the sport who has experienced, witnessed, or observed homophobia, biphobia, transphobia, harassment, or discrimination of any kind to report it immediately.

Any complaint regarding behaviour in relation to the Triathlon Ireland Code of Ethics, including matters related to the Transgender Policy, should be submitted to [concerns@triathlonireland.com](mailto:concerns@triathlonireland.com).

Concerns specifically relating to suspected non-compliance with the Transgender Policy **should not be raised** at an event, club, competition, coaching session, or in any informal setting. **These concerns should be reported directly to [concerns@triathlonireland.com](mailto:concerns@triathlonireland.com).**

Triathlon Ireland reminds all participants to avoid making assumptions about someone's eligibility to participate based on appearance. Questions regarding gender should be approached sensitively, and all related information must be treated with the highest level of confidentiality.

### **3. Creating a Welcoming and Inclusive Environment for Transgender Participants**

Triathlon Ireland is committed to ensuring that all participants, including transgender individuals, feel welcomed, supported, and safe in every aspect of the sport. Taking positive, proactive steps to create an inclusive environment enables everyone to enjoy swim, bike, and run in a respectful, non-judgmental space. The following eleven recommendations provide practical guidance for clubs, coaches, event organisers, and other stakeholders to ensure transgender participants can fully engage in the sport.

**i) Use Gender-Neutral Language:** You cannot always determine someone's gender based on appearance or voice. Until a participant indicates how they wish to be addressed, use gender-neutral terms. For example, say, "There is someone on the pool-deck who would like to chat with you," instead of assigning a gender.

**ii) Avoid Assumptions:** Do not assume a participant's gender, sexual orientation, or medical history based on appearance, name, or title. Take cues only from information the individual voluntarily provides.

**iii) Respect Titles and Pronouns:** Many transgender people prefer pronouns such as 'they/them' or the title "Mx" (pronounced Mix or Mux). Always refer to individuals using the pronouns and titles they provide.

**iv) Respect Confidentiality:** Never ask about a participant's gender history, medical history, or private life. Treat all participants as members of their self-identified gender and share information only with consent.

**v) Agree on Information Sharing:** If it is necessary to share information (for example, a name or title change), agree with the participant what can be shared and ensure this is handled respectfully and without prejudice.

**vi) Apologise and Move On if You Make a Mistake:** If you misgender someone or make an error, apologise briefly, correct yourself, and continue. Making a big issue of the mistake can cause unnecessary discomfort.

**vii) Challenge and Report Discrimination:** Adopt a zero-tolerance approach to transphobic language or behaviour. Even jokes or comments made when a transgender person is not present create a hostile environment and must be addressed. Any incidents of sexism, homophobia, biphobia, transphobia, harassment, or discrimination should be reported immediately to [concerns@triathlonireland.com](mailto:concerns@triathlonireland.com).

**viii) Ask How to Provide Support:** If a participant transitions while involved with your club or organisation, consult with them on how best to support them and plan any changes collaboratively.

**ix) Promote Learning Opportunities:** Encourage awareness training on transgender inclusion for everyone involved in the sport, especially those in leadership or supervisory roles.

**x) Avoid Unnecessary Data Collection:** Only collect gender-related information if it is necessary. Clearly communicate why the information is required, and respect each participant's right to self-define their gender and maintain confidentiality.

**xi) Ensure Safe and Comfortable Facilities:** All participants should feel safe using toilets and changing facilities. Liaise with facility operators in advance to identify and address any potential issues.

#### **4. Transgender Participation**

Triathlon Ireland supports and encourages everyone to take part in swim, bike, run activity and strives for this to be a great experience. Whilst the Transgender Policy clearly sets out the measures to be adhered to within competitive activity for those persons aged 18 and over, it also sets out and defines recreational activity. Here, there are key differences in terms of transgender participation. Specifically, transgender participants are able to enjoy Swim, Bike, Run through:

**"Recreational Activity"** - is defined here as "Any activity run under the auspices of Triathlon Ireland which is not competitive. A non-exhaustive list of examples would include club activity, coached sessions, events that do not have timing, results or prizes". Here, participation should be serviced in the gender for which transgender people identify.

“Competitive Activity” - is defined here as “Any Swim, Bike, Run activity run under the auspices of Triathlon Ireland involving any or all of official timing/results, qualification, or rankings and involving participants of 18 years of age or greater”. Here, competition will be required to be serviced in alignment with the applicable category set out in the policy. Competitive Activity from 1st January 2026 will provide a Female category, open to athletes who are the female sex at birth, and an Open category which will be open to all other athletes.

This means that transgender women are eligible to compete in the Open Category. Transgender men, including those undergoing or having undergone hormone therapy, may compete in the open category - provided they hold a valid Therapeutic Usage Exemption (TUE) for their hormone treatment. These individuals are not eligible to participate in competitive activities within the Female category.

All participants who identify as transgender have the right to be treated with dignity and respect. Triathlon Ireland operates a zero-tolerance policy on homophobia, biphobia, transphobia, harassment, or discrimination of any kind. Any behaviour of this nature will be treated as serious misconduct and managed in accordance with Triathlon Ireland’s disciplinary procedures.

## **5. International Racing**

The policy applies to elite (including paratriathlon), multisport, plus age-group athletes competing, or seeking to compete, in domestic events and represent Ireland in international competitions.

It is important to note that different eligibility rules may apply to races organised or sanctioned by other governing bodies or event organisers (e.g. British Triathlon, Challenge, Ironman, PTO, or Super League Triathlon). The following guidance outlines which policies apply in each context.

### **5.1 Elite (including Paratriathlon) Athletes**

World Triathlon's transgender policy for elite athletes (including paratriathlon) outlines specific eligibility criteria to ensure fair competition while respecting gender identity.

#### **Elite Female Athletes:**

- Testosterone Levels: Must maintain serum testosterone levels below 2.5 nmol/L for at least 24 months prior to competition.
- Transition Period: At least 48 months must have elapsed since competing in male categories.
- Competition Pathway: Required to compete in the Age-Group Open category for the first three years, followed by one year in the Elite Female category before full eligibility is granted.

### **Elite Male Athletes:**

- Testosterone Levels: No specific testosterone requirements.
- Transition Documentation: Must submit a signed declaration of male identity to compete in the Elite Male category.

### **Paratriathlon:**

- Transgender Female Athletes: Must compete in the Para Triathlon Male category for the first three years of the eligibility process, as there is no Age-Group Open Para Triathlon category.

All athletes must adhere to World Triathlon's Anti-Doping rules during competition

## **5.2 International Age-Group Athletes**

All Triathlon Ireland Age-Group athletes must comply with the relevant Triathlon Ireland Age-Group qualification criteria. From 2026 onwards, all age-group policies will reflect the introduction of the Female and Open categories and require athletes to adhere to the policy.

Any domestic qualification event will operate under these same principles, meaning that only those who are female at birth are eligible to compete in the Female category. Transgender men who were the female sex at birth, and who have transitioned or are transitioning through the use of hormone therapy, will be eligible to compete in the Open category, provided they hold a valid Therapeutic Use Exemption (TUE) for the prescribed treatment.

## **5.3 Ironman**

Information can be found: [Ironman Transgender Policy March 2023](#)

## **5.4 British Triathlon**

Information can be found at: [British Triathlon Transgender Policy April 2025](#)

## **5.5 Challenge Family**

Challenge Family triathlon affiliate with [World Triathlon Transgender Policy 2025](#)

## **5.6 T100**

T100 affiliate with [World Triathlon Transgender Policy 2025](#)

## **5.7 Super League Triathlon**

Super League Triathlon affiliate with [World Triathlon Transgender Policy 2025](#)



## **5.8 Professional Triathletes Organisation (PTO)**

Professional Triathletes Organisation (PTO) affiliate with [World Triathlon Transgender Policy 2025](#)

## **6. Guidance for Event Organisers**

### **6.1 Where This Guidance Applies; Competitive Activity**

This section provides specific guidance for event organisers delivering activities classified as “Competitive Activity”. As outlined in Section 4 of this guidance document and the full policy, “Competitive Activity” is defined as any swim, bike, or run activity conducted under the auspices of Triathlon Ireland, involving official timing, results, qualification, or rankings, and open to participants aged 18 years and over.

It is accepted and acknowledged that there will be swim, bike, run events run by event organisers which will not fall under the definition of ‘Competitive Activity’. This might include events run in other settings and operational environments, such as those in affiliated clubs or communities.

For clarity, any event that uses official timing provided by, or on behalf of, the event organiser and results in the publication of results or rankings is considered “Competitive Activity” and is therefore subject to this policy.

For the avoidance of doubt, club events where participants time themselves such as a Time Trial, is provided but the organiser does not issue official results are not considered Competitive Activity and are therefore not covered by this guidance.

### **6.2 Children's Events**

This policy applies only to athletes aged 18 and over. Events and activities specifically designed for children and young people under the age of 18 are not covered by this policy. Triathlon Ireland has separate safeguarding policies in place to ensure that all junior participants are supported, protected, and included in a safe and age-appropriate environment. The only instance in which the World Triathlon Transgender Policy applies to under-18s is when taking part in the Junior National Series (16-19 years) or when competing in sprint or standard distance age group events. In these cases, male athletes under the age of 18 will be allocated to the 'Open' category.

### **6.3 Relay Events**

Where a relay team is required to compete in a specific race category, such as Female or Open, each individual team member must meet the eligibility criteria for that category.

For mixed team relays, two members of the team must meet the criteria for the Female category, and two members must meet the criteria for the Open category.

Where event organisers offer a relay option, in which the swim, bike, and run segments are completed by multiple participants, it is at the organiser's discretion whether to specify team composition requirements.

## 6.4 Required and Recommended Measures

This guidance outlines the measures that event organisers are required to follow, as well as additional recommended measures that can help make events more welcoming and inclusive for all participants. It sets out the principles for delivering events across all levels of triathlon, from local pool-based events to large-scale mass participation races. Event organisers are responsible for applying these principles to their events and ensuring a safe, welcoming, and inclusive environment for all participants in swim, bike, and run activities.

The guidance is structured across three stages: pre-event, during the event, and post-event, with each stage divided into required and recommended measures.

**Required Measures** - these are the minimum standards that event organisers must implement to comply with the policy.

**Recommended Measures** - these are additional actions that organisers may implement as good practice to foster inclusivity and a positive experience for all participants.

## 6.5 Pre-Event

Required for Competitive Activity

Required	Recommended
<p><b>Race Categories:</b></p> <ul style="list-style-type: none"><li>• Races must have Female and Open categories for competitors aged 18 and over (excluding under-18s is when taking part in the Junior National Series (16-19 years) or when competing in sprint or standard distance age group events. In these cases, male athletes under the age of 18 will be allocated to the 'Open' category.</li><li>• Under 18 events must have Female and Male race categories.</li></ul>	<ul style="list-style-type: none"><li>• Offer guidance to participants who have questions about race category eligibility.</li><li>• Update forms and documents to reflect race categories.</li><li>• Train event staff and volunteers on inclusive language and the policy.</li><li>• Promote a zero-tolerance approach to transphobic behaviour in pre-race communications.</li></ul>

<p><b>Allocating Participants:</b></p> <ul style="list-style-type: none"> <li>• Race category allocation must be based on the participant's declared race category, not assumed from gender.</li> <li>• Event organisers using online entry systems must capture race category information and use this to allocate competitors correctly.</li> <li>• Participants aged under 18 are not covered by this policy, and junior race categories follow separate safeguarding and inclusion guidance.</li> <li>• Event organisers using the <b>Triathlon Ireland online entry system</b> must allocate competitors using the race category field. <u>Event organisers using the Triathlon Ireland online entry system</u> will see that competitors aged 18 and below will still be allocated into either Female or Open race categories. These category names should be substituted for Female and Male race categories, or where applicable a single race category. This excludes under 18s competing in Junior Series (16-19) and Sprint &amp; Standard distance events.</li> <li>• Event organisers using a <b>third-party online entry system</b> must use the following question and supporting text for races with competitors aged 18 and above: <ul style="list-style-type: none"> <li>○ Please select the race category being entered: <ul style="list-style-type: none"> <li>■ Female category</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Consider non-competitive participation options where race categories are not applied.</li> <li>• Publicise steps taken to make the event safe and welcoming.</li> </ul>
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<p style="text-align: center;">■ Open category</p> <p>Only people who are female sex at birth are eligible to compete in the 'Female' category. All individuals, including transgender people, are eligible to compete in the 'Open' category. Responses to this question will enable event organisers to allocate competitors into race categories, as required under the World Triathlon Transgender Policy effective in Ireland from the 1st of January, 2026. This can be read <a href="#">here</a> and provides more information regarding race categories and eligibility.</p> <p><b>Other Pre-Event Requirements for all Event Organisers:</b></p> <ul style="list-style-type: none"> <li>• Work with timing providers to ensure results and live timing reflect Female and Open categories.</li> <li>• Do not assume participants have selected the wrong category based on name or appearance.</li> <li>• Ensure language in promotional materials and event communications aligns with policy.</li> <li>• Respect requests from participants to amend race category entries or to withhold their name from start lists.</li> <li>• Concerns about race category allocation must be handled sensitively and reported to <a href="mailto:concerns@triathlonireland.com">concerns@triathlonireland.com</a>, with participants allowed to race in their category pending any investigation.</li> </ul>	
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## 6.6 During the Event

Required for Competitive Activity

Required	Recommended
<ul style="list-style-type: none"> <li>• Ensure signage and labels reflect Female and Open categories.</li> <li>• Use correct language during race briefings.</li> <li>• Concerns about race category allocation must be handled sensitively and reported to <a href="mailto:concerns@triathlonireland.com">concerns@triathlonireland.com</a>.</li> <li>• Enforce zero-tolerance of transphobic behaviour and maintain a safe, welcoming environment for all participants.</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure commentators and volunteers understand inclusive terminology.</li> <li>• Provide clear information on changing and toilet facilities.</li> <li>• Offer a private space for participants to raise concerns about race category allocation.</li> <li>• If providing toilet and changing facilities, where possible, have a gender-neutral option for changing and toilet facilities - and make participants aware of their availability.</li> </ul>

## 6.7 Post-Event

Required for Competitive Activity

Required	Recommended
<ul style="list-style-type: none"> <li>• Prizes and prize money must be provided equally for Female and Open categories.</li> <li>• Ensure race categories are correctly reflected in medal ceremonies and results.</li> <li>• Respect participants' requests to withhold names from result lists.</li> </ul>	

<ul style="list-style-type: none"> <li>• Concerns regarding race category allocation must be reported to <a href="mailto:concerns@triathlonireland.com">concerns@triathlonireland.com</a>, and results considered provisional pending any investigation.</li> <li>• Event organisers may postpone prize or medal ceremonies until final results are confirmed.</li> <li>• Update post-race communications (e.g., results, race reports) to reflect race categories and gender identities.</li> </ul>	
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## 7. Guidance for Clubs

### 7.1 Where This Guidance Applies; Competitive and Non-Competitive Activity

Affiliated Triathlon Ireland clubs play a vital role in promoting a culture of inclusion and belonging within our sport. Clubs are expected to foster an environment where every member feels welcome, respected, and able to participate fully - free from discrimination, harassment, or prejudice of any kind. Regardless of background, gender identity, or ability, all members should be supported to enjoy the sport of triathlon, including swim, bike, run, and the social aspects of club life.

Clubs have a duty of care to ensure that all activities they organise are delivered in a safe, respectful, and non-discriminatory manner. To support this, the following guidance outlines how Triathlon Ireland clubs should approach both Recreational Activity and Competitive Activity in line with the policy.

#### 7.1 Recreational Activity

Recreational Activity refers to any club or training activity that is not competitive in nature.

This includes, but is not limited to:

- Club training sessions and coached sessions;
- Group or social training sessions (e.g., group cycles, runs, or swims);

- Non-timed, non-ranked events or challenges; and
- Club-organised social or participation-based events without official timing, results, or prizes.

In these activities, the emphasis should always be on inclusion, participation, and enjoyment. Clubs should ensure that all members, including transgender members, are fully included and respected, and that they are able to participate in alignment with their gender identity.

Clubs are encouraged to:

- Promote a culture of respect, equality, and inclusion across all activities;
- Use inclusive language and communications in club materials and correspondence;
- Ensure all members, coaches, and volunteers are aware of and uphold Triathlon Ireland's zero-tolerance stance on discrimination, harassment, or transphobic behaviour; and
- Provide information or signposting to Triathlon Ireland's policies and resources to help foster awareness and understanding.

## **7.2 Competitive Activity**

Clubs that organise events, whether intra-club, inter-club, or public, must determine whether these activities fall under the definition of Competitive Activity.

Competitive Activity is defined by Triathlon Ireland as any swim, bike, or run activity that includes official timing, results, rankings, or qualification opportunities and involves participants aged 18 years or older.

Where an event meets this definition, clubs must:

- Follow the requirements of the policy.
- Use the two recognised race categories: Female and Open.
- Apply the policy consistently to ensure fairness and compliance across all competitive events.

For intra-club or inter-club events that are participation-based and do not include official timing or results, these are considered Recreational Activity and therefore non-competitive. In such cases, individuals may take part in alignment with their gender identity.

Clubs are also encouraged to:

- Review their club constitutions and codes of conduct to ensure alignment with inclusion policies.
- Provide equality, diversity, and inclusion awareness training for committee members, coaches, and volunteers.
- Ensure that any concerns or complaints related to discrimination or category allocation are handled sensitively, confidentially, and in line with Triathlon Ireland's safeguarding and complaints procedures.
- Proactively communicate their commitment to inclusion through club websites, social media, and events.

### **7.3 Creating a Welcoming Environment**

Triathlon Ireland recognises the important role that clubs play in shaping the culture of the sport. Every club should actively work to create an environment where:

- All members feel valued and respected;
- Transgender and non-binary individuals are supported to participate comfortably and confidently;
- Harassment, bullying, or discrimination of any kind is not tolerated; and
- Positive behaviours, allyship, and inclusivity are celebrated and embedded in club practice.

## **8. Guidance for Coaches and Technical Officials**

### **8.1 Where This Guidance Applies; Competitive and Non-Competitive Activity**

Qualified Coaches and Technical Officials play an essential role in creating a positive, safe, and inclusive culture across all areas of triathlon in Ireland. These individuals set the tone for respect, fairness, and equality, ensuring that everyone - regardless of gender identity or background - feels a sense of belonging and can enjoy swim, bike, and run in a supportive environment.

Coaches and Technical Officials have a duty of care to uphold the values of respect, dignity, and inclusion at all times. They must operate in line with the policy, Codes of Conduct, and Safeguarding Policies to ensure that all participants are treated fairly and that discrimination, harassment, or prejudice of any kind is not tolerated.

This guidance applies to all coached or led activity that is considered Recreational Activity, which is defined as any swim, bike, or run activity organised under the auspices of Triathlon Ireland that is not competitive in nature. Examples include club training sessions, coached sessions, or social and participation-based activities without official timing, results, or prizes.



Coaches and Technical Officials may also support participants preparing for or taking part in Competitive Activity, defined as *any swim, bike, or run activity that includes official timing, results, rankings, or qualification opportunities and involves participants aged 18 years or older*. In such cases, Coaches and Technical Officials must understand and apply the eligibility principles outlined in the policy, including the use of Female and Open race categories.

## 8.2 Required and Recommended Measures

This guidance outlines the measures that Triathlon Ireland Qualified Coaches and Technical Officials are required to follow, along with further considerations to help make their sessions and activities more inclusive. It sets out the operational principles that apply across all coach led, and social activities organised under the auspices of Triathlon Ireland - from coached pool and open-water swims to group rides, runs, and club events.

It is the responsibility of each Coach and Technical Official to apply these principles to their own sessions or events and to uphold their duty of care by providing a welcoming, safe, and respectful environment for everyone participating in swim, bike, run, and triathlon.

The guidance is structured into required and recommended measures.

**Required Measures** – these are the minimum standards that event organisers must implement to comply with the policy.

**Recommended Measures** – these are additional actions that organisers may implement as good practice to foster inclusivity and a positive experience for all participants.

Required	Recommended
<ul style="list-style-type: none"><li>Coaches are required to review and agree to the Triathlon Ireland Coaches Code of Conduct each year as part of their revalidation. In doing so, they commit to upholding the highest standards of professionalism and to treating all individuals fairly and with respect, regardless of any protected characteristics.</li><li>Any breach of the Triathlon Ireland Coaches Code of Practice may result in disciplinary action in line with Triathlon Ireland's disciplinary procedures and, where relevant, may also be subject to legal or statutory proceedings should a criminal</li></ul>	<ul style="list-style-type: none"><li>Coaches are encouraged to engage with the Triathlon Ireland Coaching Community to share ideas, good practice, and learning, as well as to connect and network with other coaches across the sport. Participation in such communities supports continuous development and promotes consistent, inclusive coaching practice.</li><li>When delivering coaching sessions, Coaches should ensure that appropriate consideration has been given to facility provisions, including the availability of gender-neutral toilets, changing areas, and shower</li></ul>

<p>offence be identified.</p> <ul style="list-style-type: none"> <li>• Technical Officials are required to review and agree to the Triathlon Ireland Technical Officials Code of Conduct annually. By doing so, they commit to treating all individuals fairly and with respect, regardless of any protected characteristics, and to upholding the values and standards expected within Triathlon Ireland.</li> <li>• Any breach of the Triathlon Ireland Technical Officials Code of Practice may result in disciplinary action in accordance with Triathlon Ireland's disciplinary procedures and, where applicable, may also be subject to legal or statutory proceedings should a criminal offence be identified.</li> <li>• Technical Officials are not responsible for determining whether an individual is competing in the correct race category. However, they must ensure that the appropriate process is followed where any concerns regarding a participant's race category are raised.</li> <li>• All such concerns must be handled with sensitivity, dignity, and respect. If a concern arises during an event, the Event Organiser is responsible for managing the process in accordance with Triathlon Ireland procedures.</li> <li>• Outside of event settings, any concerns relating to race category compliance must be reported to <b>Triathlon Ireland</b> at the earliest opportunity by emailing <a href="mailto:concerns@triathlonireland.ie">concerns@triathlonireland.ie</a>,</li> </ul>	<p>facilities. Coaches should familiarise themselves with the facilities in advance and communicate clearly with participants about what is available, for example noting where unisex changing areas are in use at swimming sessions.</p> <ul style="list-style-type: none"> <li>• Coaches should also take time to communicate privately and respectfully with participants to understand their preferred language and terminology. (See Section 9 for further guidance on inclusive language and terminology.)</li> <li>• Coaches and Technical Officials should familiarise themselves with the policy, including the Female and Open race categories, to ensure clarity and understanding when supporting or advising participants.</li> </ul>
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including as much relevant detail as possible.	
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## **9. Language and Terminology**

### **Asexual**

A person who does not experience sexual attraction. Some asexual people experience romantic attraction, while others do not. Asexual people who experience romantic attraction might also use terms such as gay, bi, lesbian, straight and queer in conjunction with asexual to describe the direction of their romantic attraction.

### **Ally**

A (typically) straight and/or cis person who supports members of the LGBTQ+ community.

### **Bi**

Bi is an umbrella term used to describe a romantic and/or sexual orientation towards more than one gender. Bi people may describe themselves using one or more of a wide variety of terms, including, but not limited to, bisexual, pan, queer, and some other non-monosexual and non-monoromantic identities.

### **Biphobia**

The fear or dislike of someone who identifies as bi based on prejudice or negative attitudes, beliefs or views about bi people. Biphobic bullying may be targeted at people who are, or who are perceived to be, bi.

### **Cisgender or Cis**

Someone whose gender identity is the same as the sex they were assigned at birth. Non transgender is also used by some people.

### **Coming out**

When a person first tells someone/others about their orientation and/or gender identity.

### **Deadnaming**

Calling someone by their birth name after they have changed their name. This term is often associated with transgender people who have changed their name as part of their transition.

### **Discrimination**

Means treating someone unjustly or in a prejudiced way because of a protected characteristic.

## **Gay**

Refers to a man who has a romantic and/or sexual orientation towards men. Also a generic term for lesbian and gay sexuality - some women define themselves as gay rather than lesbian. Some non-binary people may also identify with this term.

## **Gender**

Gender refers to the socially constructed roles, behaviours, expressions and identities of girls, women, boys, men and gender diverse people. Gender is not confined to a binary, male or female, response option.

Gender may refer to the gender of a person or the gender which a person expresses as the person's preferred gender or with which the person identifies and includes transgender and a gender other than those of male and female. This includes individuals who see themselves as having no gender.

The gender which a person identifies with may not match their sex recorded at birth. Gender may be a personal perception of oneself. In contrast, sex at birth is biologically determined.

## **Gender dysphoria**

Used to describe when a person experiences discomfort or distress because there is a mismatch between their sex assigned at birth and their gender identity. This is also the clinical diagnosis for someone who doesn't feel comfortable with the sex they were assigned at birth.

## **Gender identity**

A person's innate sense of their own gender, whether male, female or something else (see non-binary below), which may or may not correspond to the sex assigned at birth.

## **Gender reassignment**

Gender reassignment, also known as gender transition, is the process of changing one's outward presentation and/or physical characteristics to align with their internal gender identity, rather than the sex they were assigned at birth. This can involve social, legal, and medical steps such as hormone therapy, surgery, changing one's name, and social presentation.

The Gender Recognition Act 2015 is the primary legislation in Ireland for the legal recognition of a person's preferred gender.

## **Gender Recognition Certificate (GRC)**

The Gender Recognition Act 2015 provides that a person can apply for a Gender Recognition Certificate (GRC) in order to have their preferred gender recognised by the State. Once a Gender Recognition Certificate is issued, the gender of the person named on the certificate becomes for all purposes the preferred gender from that date forward. Accordingly, if the

preferred gender is the male gender the person's sex becomes that of a man, and if it is the female gender the person's sex becomes that of a woman.

### **Harassment**

Is unwanted conduct which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

### **Heterosexual/straight**

Refers to a man who has a romantic and/or sexual orientation towards women or to a woman who has a romantic and/or sexual orientation towards men.

### **Homosexual**

This might be considered a more medical term used to describe someone who has a romantic and/or sexual orientation towards someone of the same gender.

### **Homophobia**

The fear or dislike of someone, based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Homophobic bullying may be targeted at people who are, or who are perceived to be, lesbian, gay or bi.

### **Intersex**

A term used to describe a person who may have the biological attributes of both sexes or whose biological attributes do not fit with societal assumptions about what constitutes male or female. Intersex people may identify as male, female or non-binary.

### **Lesbian**

Refers to a woman who has a romantic and/or sexual orientation towards women. Some non-binary people may also identify with this term.

### **Non-binary**

Non-binary (an umbrella term that includes genderfluid, genderqueer and other labels): not fitting neatly or exclusively into one of the binary gender categories. A non-binary person may have: a single fixed gender position other than male or female, no gender, a combination of male and female or other genders, or move between male, female and other genders – or they might not identify or agree with the concept of gender entirely.

## **Outed**

When a lesbian, gay, bi or transgender person's sexual orientation or gender identity is disclosed to someone else without their consent.

## **Pan**

Refers to a person whose romantic and/or sexual attraction towards others is not limited by sex or gender.

## **Passing**

If someone is regarded, at a glance, to be a cisgender man or cisgender woman.

## **Pronoun**

Words we use to refer to people's gender in conversation - for example, 'he' or 'she'. Some people may prefer others to refer to them in gender neutral language and use pronouns such as they/their and ze/zir.

## **Queer**

Queer is a term used by those wanting to reject specific labels of romantic orientation, sexual orientation and/or gender identity. It can also be a way of rejecting the perceived norms of the LGBTQ+ community (racism, sizeism, ableism etc). Although some LGBTQ+ people view the word as a slur, it was reclaimed in the late 80s by the queer community who have embraced it.

## **Questioning**

The process of exploring your own sexual orientation and/or gender identity.

## **Sex**

Sex refers to the biological and physiological characteristics that define a person as male or female, as recorded on birth certificates

## **Sexual orientation**

A person's sexual attraction to other people, or lack thereof. Along with romantic orientation, this forms a person's orientation identity

## **Transgender**

In Ireland, a transgender (or trans) person is someone whose gender identity or gender expression is different from the sex they were assigned at birth. This includes trans men, trans women, and non-binary people, who may identify outside the male/female binary. Transgender is an umbrella term for a diverse range of identities and experiences, and not all trans people wish to undergo medical transition.

### **Transgender man**

A term used to describe someone who is assigned female at birth but identifies and lives as a man.

### **Transgender woman**

A term used to describe someone who is assigned male at birth but identifies and lives as a woman.

### **Transitioning**

The steps a transgender person may take to live in the gender with which they identify. Each person's transition will involve different things. For some this involves medical intervention, such as hormone therapy and surgeries, but not all transgender people want or are able to have this. Transitioning also might involve things such as telling friends and family, dressing differently and changing official documents.

### **Transphobia**

The fear or dislike of someone based on the fact they are transgender, including denying their gender identity or refusing to accept it. Transphobia may be targeted at people who are, or who are perceived to be, transgender.

### **Transsexual**

This was used in the past as a more medical term (similarly to homosexual) to refer to someone whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Many people prefer the term trans or transgender.