

## Non-binary Guidance for Race Organisers (mass participation)

This guidance is a resource for Race Organisers who want to ensure they are inclusive of non-binary participants. Since June 2017, Scottish Athletics have licensed several events with a non-binary category and we fully support and encourage any Race Organiser who wish to include a third gender category.

### What do we mean by non-binary?

Some people feel that their gender identity cannot be simply defined by the expected binary terms of 'man' or 'woman'. Instead, they experience their gender in another way. Typically, we refer to this group of people as being 'non-binary'. The term non-binary refers to a person:

**Identifying as either having a gender which is in-between or beyond the two categories 'man' and 'woman', as fluctuating between 'man' and 'woman', or as having no gender, either permanently or some of the time** ([www.scottishtrans.org/non-binary](http://www.scottishtrans.org/non-binary))

### Organising an event with a non-binary category

It is up to the Race Organiser to determine what name that additional category will be given, but we are happy to assist you further with this, if necessary, and support any decision you make. But '**non-binary**' is the umbrella term which covers all outside the 'male' and 'female' categories.

Anyone competing under this additional category will not be able to have their performance counted towards rankings, so suggest maybe the following in the fine print: "Only Male and Female categories will be captured in results for ranking purposes".

You can award prizes in this additional category if you wish, but those competing in this category can only receive a prize in this category.

Timing companies can contact us directly if there are any issues.

Consider a statement on your events page so people know in advance that your races are non-binary friendly. Organisers for the Jedburgh Running Festival have the following on their page:

"We are LGBT friendly. We are non-binary friendly. You can enter our race as female, male or non-binary. All event portaloos and showers are gender neutral".

## **Gender Neutral Facilities**

Wherever possible, consider gender neutral facilities. Possible solutions will depend on the facilities and where the event is being held. If you have a race which includes a non-binary category, think about options in advance. Portaloo cubicles can be gender neutral. Some people may choose to use the accessible or disabled facilities and in these cases, it may be appropriate to rename the facilities 'gender neutral accessible toilets', or 'toilet and changing facility', or simply 'toilet'. The use of these is of course less than ideal and best practice shows that having gender neutral toilets is the most equal and inclusive solution.

If changing rooms are locked, private cubicles, then consider making them all gender neutral.

If there are no options for gender neutral facilities, a note on your Events page stating this prior to the event would be beneficial.

## **Forms / language**

If your event requires people to fill in forms other than the online licence (which now includes a non-binary option), consider adding a third gender box if your only options are 'male' and 'female'. Best practice guidance on equalities monitoring can be found at: <https://www.scottishtrans.org/trans-rights/practice/equality-monitoring/>

Where possible, you should allow people to opt out of selecting a title (including in online forms) and also provide a gender-neutral option. The most popular gender-neutral title is Mx.

It is also a good idea to check through your race information that will be sent out by email to people to ensure that you are using inclusive language. Rather than "Dear Sir/Madam", replace this with "Dear Runner".

## **Further queries?**

If you have any further queries, then please contact either Francesca Snitjer ([francesca.snitjer@scottishathletics.org.uk](mailto:francesca.snitjer@scottishathletics.org.uk)) or Alasdhair Love ([Alasdhair.love@scottishathletics.org.uk](mailto:Alasdhair.love@scottishathletics.org.uk))

This guidance has been produced with the assistance of Scottish Trans Alliance, Equality Network and Leap Sports Scotland.

<https://www.equality-network.org/>

<https://www.scottishtrans.org/non-binary/>

<https://leapsports.org>

A useful guide can be found here:

<https://www.scottishtrans.org/wp-content/uploads/2016/11/Non-binary-guidance.pdf>

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