

File: JBA

Fairness and Safety in Interscholastic Athletics

Board Findings

The Board of Education finds that:

Participation in interscholastic activities, athletics, and other school sponsored programs is an important component of the District's educational program and provides students with opportunities to develop leadership, teamwork, discipline, physical fitness, character, and good sportsmanship.

The District has a responsibility to provide a safe, respectful, and orderly educational environment for all students.

Preserving fairness in interscholastic activities and athletic competition, protecting student safety, and maintaining equitable opportunities for male and female students are legitimate and important educational objectives of the District.

There are enduring physical differences between biological males and females, which include, among other things, height, weight, strength, speed, endurance, and jumping ability.

Because of such physical differences, allowing biological males to play with or against biological females on sports teams can put biological females at significant risk of injuries.

Allowing biological males to play with or against biological females on sports teams can undermine competitive fairness for participants.

Allowing biological males to play on sports teams for females can deprive biological females of athletic opportunities, including roster placement, starting positions, playing time, awards, and other such opportunities.

It is the intent of the Board that District sponsored athletics be administered in a manner that preserves fairness, protects student safety, promotes equitable opportunities, and complies with applicable law.

Providing separate athletic opportunities based on sex is intended to ensure that students of each biological sex have safe, equitable opportunities to participate, compete, and achieve success in interscholastic activities and athletics.

Restricting participation in boys' sports to biological males and participation in girls' sports to biological females has a bona fide relationship to the privileges afforded by such sports, including promoting the safety and competitive fairness concerns stated above and protecting athletic opportunities for female students.

Definitions

For purposes of this policy:

Biological Sex means an individual's biological classification as male or female, determined at birth based on reproductive anatomy and physiology.

Athletic Team Designation and Participation

The District shall designate interscholastic activity and athletic teams and competitions as one of the following:

1. Boys;
2. Girls; or
3. Coeducational, open or mixed.

The District shall determine whether District sponsored interscholastic athletic teams and competitions are designated as boys, girls, or coeducational (open or mixed), as appropriate and consistent with federal law.

Athletic teams and sports designated for girls, females, or women, are reserved for students of the female biological sex.

Athletic teams and sports designated for boys, males, or men, are reserved for students of the male biological sex.

Students may participate on coeducational or mixed athletic teams and in coeducational or mixed competitions in accordance with District procedures.

If a student's biological sex, as defined by this policy, is reasonably disputed, the District may request documentation reasonably necessary to verify the student's eligibility under this policy, consistent with applicable federal law.

Administration

The Superintendent or designee shall develop and implement administrative procedures necessary to carry out this policy in a manner consistent with applicable federal law.

The administrative procedures shall address:

1. Athletic and activity eligibility determinations;
2. Documentation and verification procedures;
3. Confidentiality of student records and information;
4. Reasonable student accommodations;
5. Staff responsibilities for implementation and enforcement.

When necessary to determine eligibility under this policy, the Superintendent or designee may review student records or request other reliable documentation reasonably necessary to determine a student's sex, consistent with applicable federal law. The District shall not require invasive examinations or unnecessary disclosure of medical information.

The Superintendent or designee may revise the administrative procedures as necessary to maintain continued legal compliance with law.

Nothing in this policy shall be construed to prohibit the District from providing reasonable accommodations or from taking actions required by applicable law.

Legal References

U.S. Const. amend. XIV

Title IX of the Education Amendments of 1972, 20 U.S.C. § 1681 et seq.

C.R.S. § 22-32-109(1)(b)

C.R.S. § 24-34-601(3)

West Virginia v. B.P.J., No. 24-43 (U.S. June 30, 2026)