

# Non-binary Guidance for Road Race Organisers



## Introduction

UK Athletics (UKA) is committed to the creation and enhancement of an inclusive climate which enables elite success, individual achievement, and a vibrant, attractive and sustainable sport that can captivate both existing and new audiences.



UK Athletics is committed to ‘spreading the message far and wide that there is no room for homophobia, transphobia and biphobia in sport’ by signing up to the Sports Charter.

UK Athletics follow the [Rules and Regulations](#) of the International Association of Athletics Federation (IAAF), however a non-binary race category does not alter or interfere with the right of trans people to continue to compete in their affirmed gender. **NOTE: The UKA Transgender guidance and policy is currently under review and will be published by the end of the year.**

The new UKA Rules for Competition include: **Appendix 4. Additional Gender Categories (Road Races): A statement has been added to the effect that Competition Providers promoting road races may offer a third non-binary gender option within their events. Such an approach will be piloted from 2018. For ranking purposes, only Male and Female gender categories will be recognised.** The reason for this is that as a National Governing Body, we must adhere to the International Association of Athletics Federation (IAAF) [Rules and Regulations](#).

UKA support and want to encourage any Race Organiser who wish to include a third gender category. This guidance is a resource for Race Organisers who want to ensure they are inclusive of non-binary participants and is not mandatory.

## This guidance document will cover:

- **What is non-binary?**
- **Checklist when organising an event with a non-binary category:**
  - Category name
  - Event correspondence
  - Events page and publicity
  - Facilities and Signage
  - Prizes
  - Results and rankings
- **Useful contacts and other resources**

## What is non-binary?

Some people, including some trans people identify as either male or female. For example, some people may not identify as either male or female, or may identify as both. Some people don't identify with any gender and some people's gender changes over time. This is called 'fluid'. Refer to [Stonewall Glossary of Terms](#)

*'People whose gender is not male or female use many different terms to describe themselves, with **non-binary** being one of the most common. Other terms include **genderqueer**, **agender**, **bigender**, and more. None of these terms mean exactly the same thing – but all speak to an experience of gender that is not simply male or female.'* **Source:** [National Centre for Transgender Equality](#)

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## Checklist when organising an event with a non-binary category

### Category name

It is the responsibility for the Race Organiser to determine what name the additional category will be given- '*non-binary*' is the umbrella term which covers all outside the 'male' and 'female' categories.

### Event correspondence

If your event requires people to complete entry forms (both paper and online), consider adding a third gender box if your only options are 'male' and 'female'. A gender-neutral title should be added as an option – **Mx** is a gender-neutral title.

**IMPORTANT:** To comply with the Data Protection legislation, race organisers should refer to Item 37 of the UKA Licence Standards for Road and Multi-terrain events for the wording to be included on race entry forms.

When sending race information to runners, ensure that inclusive language is used; for example, use "Dear Runner" or "Dear Athlete" rather than "Dear Sir/Madam".

**NOTE:** Race organisers should ask their online entry providers to have the non-binary option on the entry form.

### Events page and publicity

A notification statement informing people that your races are non-binary friendly should be posted on your events page in advance. Example from [priderun10k.org](http://priderun10k.org):

*"We are proudly inclusive of all members of the LGBT+ community and we welcome entrants as female, male or non-binary."*

### Facilities and Signage

Gender neutral toilets is the most equal and inclusive solution, therefore wherever possible, consider gender neutral facilities. Possible solutions will depend on the facilities and where the event is being held. For races which include a non-binary category, ensure gender neutral facilities are included in your planning. Portable toilets can be gender neutral.

Consider adapting your signage for the facilities; for example - 'gender neutral accessible toilets', or 'accessible toilet', or 'toilet and changing facility', or simply 'toilet'.

If changing rooms are locked, private cubicles, then consider making them all gender neutral. If there are no options for gender neutral facilities, you should add this information to your events page prior to the event.

### Prizes

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. **Please refer to the runbritain Race Directors Handbook** (available to download from the runbritain Race Directors Club – register at [www.runbritain.com](http://www.runbritain.com)).

### Results and rankings

Those competing under this additional category will not be able to have their performance counted towards rankings, we therefore suggest the following sentence be included in all race publications and

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events page: “Only Male and Female categories will be captured in results for ranking purposes”; however please note that all non-binary times are captured in the overall race results. The reason for this is that as a National Governing Body, we must adhere to the International Association of Athletics Federation (IAAF) [Rules and Regulations](#).

## Useful contacts and Resources

For further support, please contact:

- Gavin Lightwood, runbritain Manager; [glightwood@uka.org.uk](mailto:glightwood@uka.org.uk)
- David Brown, UKA Welfare Officer; [dbrown@uka.org.uk](mailto:dbrown@uka.org.uk)
- UK Athletics Equality, Diversity & Inclusion team; [EqualityDiversityInc@uka.org.uk](mailto:EqualityDiversityInc@uka.org.uk)

## Resources:

- [Equality Act 2010](#)
- [Stonewall Glossary of Terms](#)
- [Transsexual People & Competitive Sport](#)
- [UKA Licence Standards for Road and Multi-terrain Events](#)

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