

EPSB Transgender Policy

The English Partnership for Snooker and Billiards (“EPSB”) is the National Governing Body for Snooker and Billiards in England. The EPSB promotes, administers, encourages and popularises the development of, and inclusive participation in, the sports in England; it organises, runs and coordinates snooker and billiards events in England; it provides support and coordination for snooker clubs in England and seeks to improve playing facilities; it provides training and development for referees; and it acts as the body through which any public funding from Sport England (or any successor body) is received and spent on projects for the development of the sports in England.

The Board of the EPSB, its staff and all affiliate members are committed to creating a culture in which equality of opportunity is promoted actively and in which unlawful discrimination is not tolerated. We strive to build and maintain an inclusive environment which supports and values the diversity of its members, staff, partners, and the wider community. We have an attitude that is professional, ethical, friendly, and inclusive, a collegial environment of equality and mutual respect across the United Kingdom.

As part of our EPSB Equality, Diversity, and Inclusion Policy we will provide equality of opportunity and will not tolerate discrimination on grounds of gender and gender identity.

Under the Equality Act 2010 - Gender reassignment refers to anyone who is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. The law protects players, officials and coaches from discrimination and clubs should support anyone taking steps to ‘reassign their sex’ (or transition), whether those steps are ‘social’ (e.g., changing their name and pronoun, the way they look or dress) or ‘medical’ (e.g., hormone treatment, surgery).

EPSB operates a self-identification policy in respect of gender and reserves the right to test hormone/testosterone levels in line with current IOC guidance.

Current IOC guidance at date of policy publication is as follows:

- 1. Those who transition from female to male are eligible to compete in the male category without restriction.*
- 2. Those who transition from male to female are eligible to compete in the female category under the following conditions:*
 - 2.1. The athlete has declared that her gender identity is female. The declaration cannot be changed, for sporting purposes, for a minimum of four years.*
 - 2.2. The athlete must demonstrate that her total testosterone level in serum has been below 10 nmol/L for at least 12 months prior to her first competition (with the requirement for any longer period to be based on a confidential case-by-case evaluation, considering whether or not 12 months is a sufficient length of time to minimize any advantage in women’s competition)*
 - 2.3. The athlete’s total testosterone level in serum must remain below 10 nmol/L throughout the period of desired eligibility to compete in the female category.*
 - 2.4. Compliance with these conditions may be monitored by testing. In the event of non-compliance, the athlete’s eligibility for female competition will be suspended for 12 months.*