

ATTN: Tim Buckley, NCAA Senior Vice President of External Affairs

National Collegiate Athletic Association
700 W. Washington Street
P.O. Box 7110
Indianapolis, IN
46204

September 3, 2025

Dear Mr. Buckley,

The undersigned are women's organizations and individual women who wish to express our concerns about the NCAA's practice of including men in women's sports.

"Gender identity" ideology and women's rights are logically incompatible. Either women and girls describe reproductive reality, or "woman" is no more than a bare claim. Either women's sports rely exclusively on reproductive biology as an eligibility requirement, or all sports will be mixed sex. If all sports are mixed sex, women will effectively be excluded from winning, and likely dissuaded from even participating.

The NCAA will need to choose between fair competition and an industry-driven ideology that aims to abolish the category of sex throughout society.

We urge the NCAA to completely eliminate the harmful lies of "gender identity" and "trans" from its policies. Instead, simply have eligibility standards for student-athletes based on sex, weight classes, and other criteria relevant to fair competition. How someone "identifies" is irrelevant to fair sports competition; and so is the concept of inclusivity where it undermines or destroys fairness.

As women's rights advocates, we were caught off guard by the incursion of males, thinking that with Title IX in 1972, women and girls had already won the right to their own sports a level playing field. However, we are rapidly regaining ground. In July of this year, following the Will Thomas scandal and the ensuing Title IX investigation, the University of Pennsylvania came to an agreement with the Department of Education: UPenn would restore to female athletes all swimming records and titles which had been stolen by male athletes, issue a public statement to the school's community indicating that they would now comply with Title IX, rescind any guidance which violated Title IX, and send a personalized letter of apology to all impacted female swimmers.

Additionally, the Supreme Court of the United States has agreed to hear *Little v. Hecox* and *West Virginia v. BPJ* – two cases that concern men and boys competing in sports designated for women and girls.

Our momentum is building. The NCAA should be ahead of the curve, not behind it. A New York Times/Ipsos [poll](#) from January of this year indicated that 79% of registered American voters, including 67% of Democrats, agree that men and boys should not compete in sports designated as being for women and girls.

Americans want fairness, and the polling shows that excluding males has been gaining in popularity. The NCAA does not have a future if they do not push back on “gender identity” ideology.

We want confirmation that the NCAA recognizes that their current practices are unjust and abusive to female athletes. Do not minimize the harm done to women when men are allowed to participate in the women’s category in sports and flash women in women’s locker rooms and showers. The NCAA has ethical, legal, and fiduciary duties to protect its female athletes.

Who within the NCAA will serve as an ally and liaison for women?

We urge you to screen for sex with reliable, accurate, noninvasive testing. The NCAA policy released in February of this year does not protect women because birth certificates and other legal documents can be falsified to include inaccurate information about an individual’s sex. The NCAA also can’t control how other countries or even states within the U.S. handle sex on legal documents.

Every NCAA athlete has to undergo a physical, where he or she is screened for genetic conditions that may impact performance. There is no reason not to verify and record an athlete’s sex at the same time. A genetic cheek swab test is the most reliable way to verify sex and is non-invasive.

We don’t have a problem with male practice players assisting women’s teams, at a coach’s discretion. However, coaches have an obligation to let their female athletes know which practice players are male and take that into consideration for purposes of safety. These male practice players should receive none of the benefits designated as being for women’s teams. They should not be allowed to compete for scholarships set aside for female players. They should not be allowed in women’s and girls’ bathrooms, locker rooms, and overnight accommodations. Male practice players should not factor into a team’s headcount of female players or take coaching time and attention from female athletes. They should be considered support staff if they need to be counted.

Male players who say they are women should not be offered coaching positions relevant to women’s teams. These are men in positions of authority and leadership over women. Women must never be subordinated to a man who is deceiving them or forcing them to ignore his sex, which is relevant to every aspect of coaching, competing, and sharing bathroom and showers.

Two examples serve to illustrate our point. At San Jose State University, male athlete Blaire Fleming was allowed to compete on the women’s volleyball team. The Independent Council on

Women's Sports (ICONS) has spoken to his former teammates, who were devastated to realize they had shared private spaces with a man pretending to be a woman; they cried as they recounted changing or showering in front of someone they'd thought was just an unusual-looking woman. This was a major breach of trust on the part of their university; deceiving their female students into undressing in front of a man amounts to sexual abuse.

At Roanoke College, an unnamed male student-athlete was allowed to join the women's swim team. Once the women on the team became vocal about not wanting a man to be on their team, the male student-athlete was offered an assistant coach position as a consolation prize, where he would then be in a position of power over them after threatening to commit suicide in order to get their support for joining the team. Following an investigation, the Virginia Attorney General concluded in August of this year that Roanoke's actions had violated the Virginia Human Rights Act (VHRA) and Title IX. The AG also said that the female swimmers were eligible to seek financial damages due to their school's violation of the VHRA.

Trainers and doctors should identify their sex prior to engagement with a female athlete and the athlete should be in a pressure-free environment that allows her to express not wanting to work with a man who identifies as a woman with respect to her body. It's fine for male sports staff to assist women (examinations, physical therapy, etc) but women need to know who is male and who is female, and have the right to consent or not. They should not be led to believe that they are working with a female physical therapist, for example, if the physical therapist is actually male. It comes down to consent; female athletes need to be able to decline to engage with male trainers and to have those wishes respected.

In policy statements use clear, reality-based language. Avoid saying "gender identity" and "transgender" altogether. Just say men or boys or male.

The consequences of applying gender identity ideology to sports have become increasingly clear. The image of a man punching a woman in the face during the 2024 Paris Olympics, and being cheered and celebrated by his countrymen, has finally turned the world's collective stomach. This August, World Boxing introduced mandatory sex testing to determine eligibility in the female sex category at the upcoming World Boxing Championships. "Woman" does not mean "she who must be humiliated and destroyed." The NCAA immediately needs to change its policies as we have requested; or it will soon find itself losing expensive lawsuits as it quickly becomes irrelevant.

Sincerely,

Elizabeth Chesak
President, Women's Declaration International USA

Kim Russell
Advocate, Athletes for Action

Kara Dansky
Founder, Democratic Women's Declaration

Jennifer Sey
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Nancy Hogshead, JD, OLY
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