



USA ULTIMATE EVENT GUIDANCE

Background: As requested by the board of directors at its 2024 Q4 meeting, USA Ultimate staff has created this document to provide guidance that will assist the organization with its national event selection process. This guidance is intended to replace USA Ultimate's expiring *Event Hosting and Transgender Sports Legislation Policy* that was adopted at its 2023 Q1 meeting. In developing this guidance, USA Ultimate consulted a variety of resources, including its LGBTQ+ Advisory Council, sports equity and inclusion advocacy groups and other national governing bodies of amateur sport, to better understand their experiences, learn more about best practices and identify concerns and opportunities.

The Guidance: The purpose of these guidelines is to underscore USA Ultimate's steadfast and unwavering commitment to inclusivity while reexamining the restrictions that prohibited some communities from hosting championship events. Whereas previous policy focused solely on state-level, anti-trans sports legislation, these guidelines represent a renewed focus on identifying and establishing partnerships with potential host communities through a more granular examination of opportunities with partners who will work in tandem with USA Ultimate to be inclusive of and welcoming to all participants.

In response to dialogue with, and feedback from, the LGBTQ+ Advisory Council, as well as information gathered from other resources, USA Ultimate is recommending improvements to its championship event bid process. The proposed changes include specific guidance in championship event bid documents that will lead to a more thorough evaluation of potential host communities and a better informed decision-making process. Enhancements to the bid documents for USA Ultimate's six championship events (Beach Championships, D-I & D-III College Championships, Masters Championships, U.S. Open and National Championships) will include the following (or similar) direction to applicants:

1. In support of its strong and continued commitment to diversity, equity and inclusion, USA Ultimate has developed several resources to assist in creating and maintaining an environment consistent with these values at championship events. Candidates should review the resources below and include any relevant information that aligns with, or otherwise reinforces, these values as part of its bid.

Resources:

- [Organizational Values](#)
 - [USA Ultimate Inclusion Statement](#)
 - [Gender Inclusion Policy](#)
 - [Code of Conduct](#)
2. Describe your plan for ensuring the availability of gender neutral restrooms (fixed or portable.)
 3. Outline any state or local laws that might be considered in conflict with USA Ultimate's values or policies on inclusion along with a written plan of action to accommodate potentially affected

participants and mitigate any negative impacts to ensure the comfort, protection and welfare of participants, staff and fans.

As part of its bid evaluation process, USA Ultimate staff will consider the requested information as one of several key data points when awarding bids to continue prioritizing the comfort and safety of a diverse ultimate community, including legally protected classes and marginalized identities. With that priority serving as an underlying principle, final decisions will be based on the organizational goals of USA Ultimate and take into consideration a variety of important factors that are necessary to produce high-quality championship events for USA Ultimate membership and the greater ultimate community. Those criteria include, in no particular order:

- **Safety** (identification of potential safety risks and comprehensive mitigation plan)
- **Inclusivity** (synergy with organizational values and policies, welcoming culture, etc.)
- **Facilities** (field quality, infrastructure, availability, etc.)
- **Location** (geographic accessibility and convenience, weather, etc.)
- **Community** (local disc organizations, including USA Ultimate affiliate organizations; volunteers; training/medical staff; municipal support; spectators, etc.)
- **Member experience and satisfaction** (participant preferences and feedback)
- **Finances** (event revenue & expenses, member cost of participation, local support, etc.)
- **Accommodations** (proximity, affordability, variety, etc.)
- **Other** (marketability, logistical, outreach/growth potential, etc.)

All bids will be evaluated with respect to safety and inclusivity by USA Ultimate leadership and competition staff with feedback from external or ad hoc groups as needed to ensure that diverse perspectives and experiences are being factored into the decision-making process.

Once these new guidelines have been established, USA Ultimate will continue to evaluate and refine them on an ongoing basis. USA Ultimate will also continue to leverage its resources and relationships with partners to identify and address ongoing legislation and opportunities to further expand and enhance its reach and impact.

Communication: Upon approval, and in conjunction with its implementation, USA Ultimate shall publicly communicate any new guidance with regards to its championship event selection process, along with the appropriate context. Additionally, prior to any championship event subject to these new guidelines, USA Ultimate will communicate to its event participants and attendees any laws, circumstances or concerns to be aware of at each location (if necessary), along with any steps that might be taken to foster a more inclusive and welcoming environment.