

DIVERSITY AND INCLUSION POLICY

The Michigan Scholastic Cycling Association is committed to creating an inclusive environment in every facet of our operations. We value diversity, collaboration, and respect for all people and ideas that contribute to a healthy cycling community. We strive to promote equity through constructive dialogue, organizational reflection, and inclusive program offerings.

Cycling is truly a lifelong sport and we strive to create a fun environment where everyone can experience the joys of the outdoors, regardless of ability, age, cultural background, ethnicity, faith, gender, gender identity, ideology, income, national origin, race, or sexual orientation.

MiSCA will ensure open access to all those who wish to participate in any aspect of our programming and that they are treated fairly. MiSCA regards discrimination, harassment or victimization as serious misconduct and any employee, volunteer, or member who unlawfully discriminates against, harasses, or victimizes any other person will be liable to appropriate disciplinary action.

CATEGORY PLACEMENT FOR TRANSGENDER STUDENT-ATHLETES

MiSCA prohibits discrimination based on a student's actual or perceived sex and gender. Gender includes a person's actual or perceived sex as well as his or her gender identity and expression.

A student wishing to compete in a category consistent with their gender identity may so notify the Race Director. The student's school will be requested to determine the student's eligibility to participate in the category consistent with their gender identity.

If the student's school declines to determine such eligibility, then the Race Director shall confirm the gender identity asserted by the student through documentation from the parent, guardian, guidance counselor, or a doctor, psychologist, or another medical professional.

If a student has been deemed eligible to compete in a category consistent with their gender identity, that eligibility is granted for the duration of the student's participation in MiSCA.