



March 12, 2017

Dear President Emmert & NCAA Governance:

On behalf of the undersigned, the Human Rights Campaign and Athlete Ally strongly encourage the NCAA to reaffirm its commitment to operating championships and events that are safe, healthy, and free from discrimination; and are held in sites where the dignity of everyone involved -- from athletes and coaches, to students and workers -- is assured.

The NCAA has already demonstrated its commitment to ensuring safe and inclusive events. In response to state legislatures passing laws targeting LGBTQ people, the NCAA required that bidders seeking to host tournaments or events demonstrate how they will ensure the safety of all participants and spectators, and protect them from discrimination. Based on the new guidelines, the NCAA relocated events scheduled to be held in North Carolina due to the state's discriminatory HB2 law.

We commend these previous actions. With the next round of site selections underway, we urge the NCAA to reaffirm these previous commitments to nondiscrimination and inclusion by avoiding venues that are inherently unwelcoming and unsafe for LGBTQ people.

Such locations include:

- **Venues in cities or states with laws that sanction discrimination against LGBTQ people in goods, services and/or public accommodations;**
- **Venues in cities and/or states that prevent transgender people from using the bathroom and/or locker room consistent with their gender identity;¹**
- **Venues at schools that request Title IX exemptions to discriminate against students based on their sexual orientation and/or gender identity; and**
- **Venues in states that preempt or override local nondiscrimination protections for LGBTQ people.**

The presence of even one of these factors would irreparably undermine the NCAA's ability to ensure the health, safety and dignity of event participants. The discriminatory impact of these factors cannot be managed or overcome. Consequently, such venues should be avoided.²

¹ This practice is also inconsistent to the NCAA's best practices on transgender inclusion.

² For similar reasons, the NCAA already prohibits championships events with predetermined sites in

² For similar reasons, the NCAA already prohibits championships events with predetermined sites in states where governments display the Confederate battle flag, and prohibits NCAA members from hosting



The best way to ensure that LGBTQ people associated with an NCAA event are treated with dignity and respect -- whether they are working, playing or cheering -- is to prioritize venues in locations with LGBTQ protections, and avoid those that explicitly discriminate against people based on their sexual orientation and/or gender identity.

We urge the NCAA to reaffirm during its selection process its proven commitments to inclusion and equality. And we encourage the NCAA to explore additional steps to continue to create welcoming championship environments.³

Please feel free to reach out to us with any questions. We stand ready to support the work ahead to assure NCAA championships and events are safe and inclusive for all.

Sincerely,

American Civil Liberties Union
Athlete Ally
Bradbury-Sullivan LGBT Community Center
CampusPride
The CARE Center
CenterLink
The Central Adirondack Partnership
Citizen Action of NY, Hudson Valley
Civicorps
Equality Alabama
Equality California
Equality Federation
Equality Florida
Equality Michigan
Equality NC
Equality New York
Equality Texas
Freedom Center for Social Justice
Freestate Justice
The Gay and Lesbian Center of Southern Nevada
Gender Equality New York
Genders & Sexualities Alliance Network (GSA Network)
Georgia Equality

championships events if their school nicknames use Native American imagery that is considered abusive and offensive.

³ See for LGBTQ-inclusive Recommendations Letter for the NCAA bidding process, May 25, 2016 (e.g. inclusive community outreach, inclusive vendors, inclusive fan codes of conduct).



Georgia Unites Against Discrimination
GLBTQ Legal Advocates & Defenders
GLAD Alliance
GLAAD
The GLBT Community Center of Central Florida
The GLO Center in Springfield, Missouri
GLSEN
Greater Boston PFLAG
Greater Palm Springs Pride
Hetrick-Martin Institute
Horizons Foundation
Hudson Valley Feminists
Human Rights Campaign
LA LGBT Center
Lambda Legal
Latino Equality Alliance
The LGBT Community Center
LGBTQ Center of Durham
LGBT Center of Central PA
The LGBT Community Center of Greater Cleveland
LGBT Center of Raleigh
LGBT Detroit
The Long Island LGBTQ+ Visibility Coalition
The Long Island Transgender Advocacy Coalition
Long Island Pride Sports Association
Lost n Found Youth
MassEquality
Mazzoni Center
Milwaukee LGBT Community Center
National Black Justice Coalition
National Center for Transgender Equality
National LGBTQ Task Force
National Center for Lesbian Rights
NYC Pride
Odyssey Youth Movement
One Million Kids For Equality
One n Ten
Our Family Coalition
Pace University LGBTQ+ & Social Justice Center
Phoenix Pride
Picture The Homeless



PFLAG National
PFund Foundation
Positive Images
Pride Center of Western New York
Pridelines
Pride for Youth
RAD Remedy
Reaching Out MBA
Religious Institute
Resource Center
Rockland County Pride Center
San Diego LGBT Community Center
SF LGBT Center
The Social Action Committee of the Unitarian Universalist Fellowship at Stony Brook
SoulForce
SpeakOUT Boston
Spectrum Transgender Support Group of WNY
Stonewall Community Foundation
Stonewall National Museum & Archives
TransAthlete.com
Transcend Legal
Transgender Law Center

Human Rights Campaign
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