

July 3, 2024

Tommy,

The date reflects the day in which I started writing my thoughts and response to your letter concerning our rule request. I have a lot going on right now so I'm not sure when I will actually be able to deliver this to you, but I will try my best.

When the topic of defining what we mean by Male and Female in our rules, I explained what necessitated the IBO to write a rule clarifying our stance that, until recently, has been "assumed" or accepted as common knowledge.

The IBO has been in existence for 40 years. We were the first organization to write a set of rules governing the sport of 3D archery. In those rules, we separate our classes by equipment, age, and sex. Until recently, everyone knew the definition of Male and Female and the IBO has always prohibited Males from competing in Female classes and Females from competing in Male classes, unless, there was not a comparable Female class, then the Females were allowed to compete in the Male classes. Examples of this would be Semi-Pro or Pro Hunter classes which are predominately Male but may contain Females because we do not offer Semi-Pro or Pro Hunter Female classes.

This common acceptance and recognition of our rules had gone on for 39 years, until last summer when one of our State Reps got a call from a friend at the NFAA Las Vegas tournament questioning him on the IBO's policy on Transgender competitors. Evidently, they had someone that was obviously Male, claiming to be a Female. I do not know the specifics as to what actually happened but the call and subsequent warning that "you guys need to put that in writing" compelled the IBO Board of Directors to insert language into our rules clarifying our long-held standards for Male/Female participation.

### **C. Class Eligibility According to Sex**

**1. Female archers are required to compete in Female classes and Male archers are required to compete in Male Classes; except, Female archers may compete in any Male class that does not have the same requirements as a Female only class. Examples would be, PHC, SPM, HF, etc. Male archers shall not compete in any Female only class.**

**2. Male and Female refers to the archer's sex assigned at birth. Understanding there are competitive differences between Males and Females, we will use science and physiology, not psychology, to determine Male/Female qualification for any and all IBO events.**

This rule was unanimously adopted by the IBO Board of Directors on 8/26/2023. The rule specifically states "any and all IBO events." There is a reason the rule specifies this and it is because the IBO wants to make sure there is uniformity across all IBO events and that there is no ambiguity as to where the IBO stands on this toxic issue. As a matter of brand purity and preservation, the IBO does not want to be aligned with, or in any way connected to, the Transgender agenda.

Shortly after our Board took action, I contacted you to let you know of our rule clarification so that we could add our language to the NASP®/IBO 3D Challenge events. You pushed back because of the late notice and the fact the rules had already been written for the coming year. I agreed to not press the

issue because of the late notice but I'm pretty sure you understood that I would be adding this to our NASP®/IBO 3D Challenge rules the following year. Little did I know that such a simple clarification, one that should be common sense, could create the situation we are in today.

The reason this rule needs to be enforced in all archery competitions, including NASP®, and NASP®/IBO, is because of two main reasons. The first is the 50-year history of title IX which protects women in sports. This protection guarantees women the right to compete, on a level playing field, against members of their own sex. This cannot be changed by executive order, no matter how hard the current administration tries to do so. His executive actions will be overturned by the Supreme Court. The enforcement mechanism in title IX has to do with federal funding for schools. If the schools don't comply with title IX, the federal government may withhold federal funding. Although they threaten to withhold funding, the Women's Sports Foundation finds that "80% – 90% of all educational institutions are not in compliance with title IX as it applies to athletics, such withdrawal of monies has never been initiated." I don't believe any rules we enact will affect schools that participate in our tournaments.

There is a difference between Males and Females. This is why the spirit behind title IX is so important and that is to protect our Women and Girls from those Men and Boys that may try to take their opportunity to participate, in any sport, away from them.

The second reason we need this rule is to protect the children that are being manipulated, exploited, and encouraged to participate in the Transgender lie. And it is a lie because it is an impossibility to change from Male to Female or vice versa. We cannot passively condone this lie because it is too detrimental to the children that are being exploited. Statistics from the National Institutes of Health show that "82% of Transgender individuals have considered killing themselves and 40% have attempted suicide, with suicidality highest among Transgender youth." Why would we passively condone such a devastating lie affecting our youth by not telling them it is not right and it is dangerous to their wellbeing. This is not imposing our personal beliefs; it is factual evidence compiled by the NIH. The way we show these children that Transgenderism is a lie, is by not playing the game. That is the game of accepting something that is simply not true. A Male cannot become a Female, and thus should never be allowed to claim he is one by participating in a Female only category. It's on us to make sure that does not happen. It isn't up to someone else to enforce our rules, it's on us. That's what leadership is, taking control and not passing the buck to someone else because it's easier, or convenient, or comes with less perceived risk or consequence.

We both know that our classes are separated by age or grade and by sex, Male and Female. We both know that a Male cannot be a Female so why on earth would we allow one to pretend to be one without doing something about it. These are our organizations and our rules.

There are five major archery organizations in the United States that hold archery tournaments and have rules that govern their competitions. Here are those organizations and their rules that pertain to this issue:

## **ASA**

*ASA reserves the right at any time to assign a registered shooter to a higher competition class based on knowledge of the competitor's prior archery experience, performance in other archery*

competitions, or the individual's established competition level in another organization. If, for example, someone shooting ASA for the first time feels that they are entitled to compete in the Known 40 class, but their previous archery experience, or competition status in another organization, confirms that they are not a novice, then ASA reserves the right to require that individual to compete in a higher class. All classes designated as Men's, or that don't have a specific designation are open to anyone. **Anyone participating in the Women's Classes will be eligible based on their designation as a female on their state issued identification.** All participants must comply with the equipment rules applicable to their chosen class to be eligible

## **NFAA**

2023: Transgender Policy: The NFAA Board of Directors voted on November 23, 2022 to approve the following Transgender Policy. The effective date for this policy will be February 1, 2023. **Eligibility to compete in gender-divided competitions. Gender Assigned At Birth. NFAA 2024/2025 90 In NFAA sanctioned gender-divided competitions, athletes shall only be eligible to compete in the gender division corresponding with the gender of the athlete appearing upon the athlete's original birth certificate issued by the legal jurisdiction of his or her birth. As a condition of participation in competition, the NFAA may request (and upon request the athlete shall provide) a certified copy of the athlete's original birth certificate reflecting the gender assigned to the athlete at the original date of issuance. The NFAA shall not accept any subsequently issued birth certificate reflecting a gender other than that assigned by such legal jurisdiction at the original date of issuance unless the subsequent amended birth certificate issuance was merely to correct a clerical error supported by a sworn affidavit admitting to the clerical error signed by an authorized individual on behalf the issuing jurisdictional authority. Procedures for proof of gender At any NFAA sanctioned competition, the NFAA may request (and upon request the athlete shall provide within fourteen (14) business days) a certified copy of the athlete's birth certificate reflecting the gender originally assigned to the athlete at the time of the athlete's birth. If the athlete was born in the United States, the certified copy must be issued by the State in which he or she was born. If the athlete was born in a nation other than the United States, the certified copy must be issued by that nation's official issuer of birth records. If the athlete in question is enrolled in competition set to begin before the NFAA requests proof of birth certificate the fourteen (14) day deadline has started the athlete shall be permitted to compete (and if the competition is set to complete before the fourteen (14) day deadline has run, the athlete shall be allowed to finish) in the gender division in which he or she registered. However, the athlete's failure to timely provide the certified birth certificate reflecting that the athlete's gender upon birth that corresponds with the athlete's gender of competition as required herein shall result in the athlete's score being eliminated and forfeiture of all registration fees, competition placement, and all awards.**

## **S3DA**

All classes have both male and female divisions and will shoot known distance only. \*\*\*Age is the determining factor for teams based on the age of the archer as of January 1st of the competition year. **Gender will be based on the birth certificate of the shooter, which will be provided upon request.**

## **IBO**

Previously stated

## **NASP®**

You say that coaches and/or schools are responsible for determining class qualifications but I can't find that anywhere in your rules.

World archery even has rules regulating Transgender competitors, but they are 15 pages long and nauseating to read. They are the typical international gobbledegook dealing with testosterone levels and post body mutilation and other liberal definitions excusing the mental illness affecting these competitors.

Do you see the problem here? Every major archery organization has addressed this issue...except for NASP®. You claim you are bound by the fact you are dealing with school children but every one of these organizations deal with children, with S3DA saying they are connected with schools through their after-school activities and associations with collegiate archery.

Three out of four list a requirement to show a birth certificate if there is a question about eligibility. The fourth lists driver's license as proof of eligibility, which is not surprising for ASA because their President is extremely liberal and probably wants to take a middle-of-the-road approach. The organization running their youth program is S3DA.

## **Enforcement**

You have mischaracterized the enforcement aspect of our rule. If you look at other organizations that require a birth certificate to prove eligibility, you will see that the NFAA spells it out the best. This is probably because their rule was written by an attorney and not a redneck hillbilly like yours truly. But the process is the same. We have never required someone to carry around a birth certificate and we have asked for proof of age by birth certificate whenever a protest has been filed. This is not something new, we have been using a birth certificate to determine age for years. It is only encompassing sex because of the new liberal phenomenon called Transgenderism.

When I talked to you on the phone, you told me you had no process for filing a protest and that your lane officials handle all things on the range. There is a process for filing a protest and it is spelled out in rule paragraph #9 and referenced in the NASP®/IBO rules. This protest procedure would deal with any protest that may come about as a result of our rule. We will not be the ones inspecting archers to determine their sex. We will be stating that our rules prohibit eligibility if someone is a member of the opposite sex when competing in a specific category. The rules spell out Male and Female, all we are doing is making sure they know what the qualifications are for each of those classes. And that is

determined by science and cannot be changed, and if they are confused, it is found on their original birth certificate.

If someone tries to claim they are a Female when they are really a Male, it is considered cheating and will be addressed the same as an archer that has altered their scorecard. You are concerned that enforcing a rule dealing with sex eligibility would place an archer struggling with any/all self-esteem issues in an uncomfortable position due to on-the-spot scrutiny. You do this when confronting any archer that breaks a rule. Why would this situation be any different? Cheaters that alter their scorecards obviously suffer from self-esteem issues but are not allowed to cheat because it affects other competitors just as a Male competing as a Female would affect Female competitors.

You try to explain away the advantages Males have over Females by comparing average scores, but the consequences are far greater than just score. Herein lies the importance of title IX. The ability For Females to compete against Females and have those opportunities without competition from Males is at the heart of title IX. No Female should have to take a back seat to a confused Male whether it is at the top or at the bottom of their designated class. This is such a simple concept that I can't believe I have to spend hours trying to explain or justify this argument.

When the IBO office was in Vermilion, I would pass a church while driving. This church was covered with rainbow flags, signs against gun ownership, and yard signs that read "no immigrant is illegal." On their sign board is written "We are welcoming and affirming!" I just shake my head and ask myself, "How can a house of God be so blind?" Well, I find myself asking a similar question in this situation. Put aside all of the peripheral issues concerning how you will be looked at by liberal schools, or how this might affect participation, or this might make us a target for overzealous prosecution. Boil this down to what is right and what is wrong because that is all that matters. We cannot control the rest. All we can do is the right thing and there is absolutely no doubt that protecting Females and keeping young Males and Females from being exploited and manipulated by the Transgender movement, is the right thing to do. These poor kids are being pushed toward a cliff and we need to be the ones taking a stand by not allowing the lie to be propagated.

## **Conclusion**

The IBO is the same organization, harboring the same values for the past 40 years. Our rules concerning Male/Female participation are the same as they were when NASP® approached me in 2013 and asked me to consider a partnership that brings 3D archery to the schools. This is indisputable by the historical text and enforcement of those rules. Any thought that the IBO is in breach of contract due to a major change in the design or implementation of the 3D Challenge is simply not true. The change is in the political environment surrounding our sport, not in the program itself. It is certainly not a change initiated by, or the fault of, the IBO. The IBO has never allowed Males to compete in Female only classes and the Board has made it clear that they will never allow it to happen in the future. I think it is important to note that neither the IBO nor the coach or school system are the ones that determine sex. That was determined by God, at conception. Our responsibility is to enforce our rules and to show clarity for those rules when needed. Letting participants know that one's sex is on their birth certificate is not a radical concept and certainly not a major change in the design or implementation of our program.

Unless I have swayed your opinion on this, I think you will need to have a discussion with your Board to determine a way forward. My Board has spoken, I believe the next step is to hear from yours. We will have to have further discussions after we know where we stand. I would appreciate you sharing my thoughts in their entirety with your Board members so they get an accurate view of our position.

I'm very sorry that we don't see eye-to-eye on this because it doesn't appear to me to be an issue that could be so divisive for two organization that are committed to the best interests of these children.

Sincerely,

Bryan J. Marcum  
IBO President/CEO