



## Mission:

- To provide transparency to the community and offer objective, accurate explanations for decisions made by HQ.
- To restore trust between the community and HQ and to serve as a conduit for accurate and timely communication between the community and HQ.
- To give ALL affiliates and athletes a voice and to be available for feedback both the HQ and to our efficacy within the CAC.

## *Items to address:*

Below are several items that we received feedback on from the community through public surveys. Some of these items were in response to specific questions asked and some of these items were submitted through long form text and open ended feedback submissions.

## **C.A.C. statement on the new CrossFit Transgender athlete policy:**

We are addressing the new transgender athlete rule to foster more clarity and understanding within the community on CrossFit's decision. First, this rule does NOT ban any athlete from competing solely on the basis of their gender identity, nor was there any intent to ban any group of persons on the basis of their chosen identity. This policy simply restricts all human beings to competing within the division that matches their biological sex at birth. The reason for this decision and rule is to protect competitive athletes from losing qualifying positions due to unfair advantages that certain transgender individuals have over their selected divisions due to biological and genetic factors. Furthermore, athletes that have used banned substances or specific exogenous hormones to transition will be held to the same drug policy standards as all other athletes. In a sport based on physical work capacity, this creates a truly equal and level physical playing field for all. We understand that many transgender athletes simply want to compete in the division of their self identification with no intent to advance to the next stage of competition, however, as the sport arm

of the methodology we have to prioritize effective rules to prevent individuals from using this as a loophole to gain a competitive advantage over the field they compete against. Neither us, nor HQ claim to be the arbiters of what is or is not right, but have simply come to a consensus on what we believe to be the best decision for a fair competition. As such, the C.A.C. will not be requesting a change to the current rule/policy on transgender athletes. We recognize that any policy around this subject is likely imperfect for everyone, but it is our best attempt at protecting the fairness of competition.

### **C.A.C. statement on the demand to fire Dave Castro:**

We have received similar requests, such as those made by the PFAA, from individuals who are urging us to seek the removal of Dave Castro as director of the CrossFit Games. First and foremost, the evidence found does not support a request for Dave's removal as director. Therefore, we will not be pursuing this course of action, nor do we believe it would address any of the challenges we face as a community.

Instead, we are committed to working alongside Dave and the Games team to serve as a conduit for effective and timely communication between the community, the athletes and HQ. We will not shy away from valid criticisms, constructive feedback, or difficult conversations, and we will remain transparent about the outcomes, or lack thereof, moving forward.

In conclusion, while we are an independent entity that works for the community, we firmly believe that Dave is the right person for the job. We are committed to collaborating with him to restore trust in the sport arm of CrossFit and the broader CrossFit community.

### **C.A.C. statement on the third party investigation of Lazar Dukic's death and CrossFit's response:**

Since the tragedy at the 2024 CrossFit Games, CrossFit conducted a third party investigation. CrossFit submitted a [statement](#) at the conclusion of this investigation explaining that due to "legal and privacy considerations" they can not release the full report.

Since the tragedy at the 2024 CrossFit games, CrossFit has taken the following tangible actions in making the CrossFit games safer and to prevent catastrophic events from occurring in the future. We hope athletes desiring change will at minimum acknowledge these positive steps CrossFit has taken.

- Suspending open water swimming indefinitely at the games.
- Forming a [CrossFit Games safety advisory board](#) composed of experts in sport safety.
- Forming the [CrossFit Athlete Council](#) composed of individuals voted on and selected by the community, NOT CrossFit HQ.
- Creating a position "Head of Safety - Sport" to work alongside the current games team to increase the efficacy of safety protocols going forward.

These are tangible actions CrossFit HQ has taken to address the tragedy at the 2024 CrossFit games and to ensure nothing like it happens in the future. For those who seek deeper action, we encourage you

to reach out to the C.A.C. via the @crossfitathletecouncil instagram page so we can discuss your proposed solutions for continuing to drive positive change going forward. For those who wanted additional information on the results of the investigation, we asked HQ for additional details and they told us that they could not release specific details of the investigation out of commitments to privacy they made to individuals interviewed who requested anonymity and privacy. HQ stated that they will continue to follow the direction of their legal council on this particular subject matter.

### **C.A.C. statement on athletes protesting the games season:**

Recently, some athletes have decided to announce their decision to sit the 2025 CrossFit games season out. This is their right and prerogative. Moving forward, we hope that these athletes will be inclined to work with the C.A.C.. Our goal is to take feedback and solutions to the problems they face to HQ so that we can continue working to bring the community together, in order to get back to doing what we love, together.

### **C.A.C. statement on the community desiring more forward facing leadership from HQ:**

We have discussed with HQ the community's desire for forward facing leadership and transparency. Their formation of the C.A.C. is a direct effort to become more transparent and to offer a channel for direct feedback to HQ. We hope that the community and athletes will utilize the C.A.C. in this capacity to continue to drive positive change.

### **C.A.C. statement on the community's desire to fix inconsistency in season format:**

The C.A.C. took this feedback directly to HQ and communicated the need to adhere to a particular season structure for 3-5 seasons before proposing changes. This feedback was received but no further discussion or commitments to this feedback were made at this time.

### **C.A.C. statement on the community cup:**

We received split feedback on the communities desire to participate in the community cup and we discussed this feedback with HQ. We offered ideas for affiliate incentives to encourage participation and discussed the need for more effective and transparent communication on the what, why, when of the community cup.

## **HQ statement on the request for a detailed list of equipment, movements and standards required for each stage of competition:**

“CrossFit does not plan to publish a detailed seasonal list of movement standards or required equipment this year. Each stage of the season will have detailed documents, including movement standards and required equipment (referred to as the scorecard documents). During the Open, the scorecard documents will be released simultaneously with the weekly workout release on Thursdays. During Semifinals the scorecard documents will be released on the Monday prior to the competition starting on Thursday. During the Community Cup, the scorecard documents will be released 1 week before the competition starts.

HQ will discuss competition documents with CAC as 2026 season plans are made.”

## **HQ statement on the requests for detailed and shared plans for emergency situations on all events, including those off site:**

“As promised in [our safety and procedural changes](#) update, CrossFit is committed to ensuring athletes have a clear understanding of emergency resources and protocols at the Games. Currently, the new CrossFit Games Safety Advisory Board is reviewing safety documents, including Games Emergency Action Plans. HQ looks forward to working with the CAC to determine the best way to ensure participating athletes have visibility into safety procedures. This will include, but may not be limited to, enhanced pre-event briefings for athletes and written materials.”