

Action Guide for Coaches: Making Sport Welcoming for Coaches who are LGBTQ

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- Educate yourself and colleagues about LGBTQ issues in sport (read, attend workshops, talk with school counselors or community groups).
- Put a "Positive Space" sticker on the locker room door and your office door.
- Discourage slurs, jokes or other comments or actions that demean or attack lesbian, gay, bisexual, and transgender people.
- Use inclusive language that does not assume that all coaches or athletes are heterosexual.
- Schedule an educational program on LGBTQ issues in sport for your team.
- Use the words "lesbian," "gay," and "bisexual," "transgender", and queer in positive ways.
- Always assume that there are LGBTQ people on athletic teams, among the coaching and support staff even if they have chosen not to identify themselves.
- Monitor your own stereotyped beliefs about LGBTQ people and commit yourself to challenging them.
- Treat all athletes and coaches fairly and respectfully regardless of their sexual orientation or gender expression.
- Make clear your expectations for acceptance of diversity among all members of the team.
- If LGBTQ athletes or coaches identify themselves to you, respect their right to confidentiality and privacy.
- Expect the same standards of behavior from all athletes regardless of their sexual orientation or gender expression.
- Ask LGBTQ friends or colleagues how you can show support for them.
- Propose a non-discrimination policy that includes sexual orientation and gender expression.
- Know what groups or agencies provide resources or support for LGBTQ athletes and coaches.
- Make it clear to athletes and coaches that anti-gay actions will not be tolerated.
- Answer questions from athletes' parents about lesbian, gay, bisexual, or transgender people in ways that do not support or accept prejudice.
- Answer questions about LGBTQ people in sport from the media in ways that do not support or accept prejudice.
- When traveling internationally with teams, be aware that other countries may have strict laws about homosexuality.