

Action Guide for Sport Organizations: *Making Sport Organizations more welcoming for LGBTQ people*

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Policy Guidelines for Ensuring Fair Treatment for LGBTQ People

- Avoid treating LGBTQ athletes and the issues raised by their participation in sport as a "special" situation. Integrate policy applying to LGBTQ athletes into overall team or department policy.
- Rather than responding to individual situations case by case, identify overall policy to apply in individual situations.
- Be proactive. Anticipate issues that might arise and plan sound policy before a problem arises.
- Make policy based on ethical principles and fairness, not prejudice and fear.
- Ensure your organizations media strategy includes all your athletes and coaches, not just the heterosexual ones.

Legislate: *Develop Institutional Policies and Procedures Protecting LGBTQ People*

- Include sexual orientation and gender identity in non-discrimination policies and if your province has an inclusive non-discrimination policy, expect all staff and volunteers to abide by that policy.
- Develop anti-harassment policies that address harassment based on perceived or actual sexual orientation and gender identity, as well as sex, race, or religion. If your organization has an inclusive anti-harassment policy, expect all staff and volunteers to abide by that policy.
- Develop policies that address the use of lesbian baiting to intimidate women who challenge gender inequity in sport.
- Develop same-sex partnership policies for athletes and athletic department personnel.
- Develop ethics policies that address sexual relationships between coaches and athletes, between athletes, or between coaches without regard to the gender or sexual orientation of the people involved.
- Encourage coaching associations and other sport governing bodies to develop similar policies.

Educate: *Provide Educational Programming and Material about Policies and Expectations*

- Provide orientation programs for new staff and volunteers about non-discrimination, anti-harassment and coaching ethics policies and procedures.
- Provide information about non-discrimination and anti-harassment policies to parents of athletes.

- Schedule regular workshops or seminars about homophobia or discrimination against LGBTQ people for athletes, coaches, and other personnel.
- Provide a way for coaches to discuss issues related to homophobia and discrimination.
- Encourage coaches' associations and other sport governing bodies to provide educational programs and materials.
- Share the CAAWS position paper with your Board, staff, volunteers, coaches and athletes and encourage discussion about your organization's experiences with homophobia.

Locate: *Identify Local and National Resources for LGBTQ People*

- Identify campus and community resources for athletes, coaches, or parents of athletes seeking LGBTQ affirmative counseling or support services.
- Identify sport advocacy or sport governing organizations that can provide resources and support for addressing homophobia in sport.
- Identify resources for athletes, coaches, or other personnel who engage in anti-gay harassment or discrimination.
- Identify print, video, and Internet resources for addressing homophobia in sport.
- Identify workshop or seminar leaders and consultants who can address homophobia or other issues related to LGBTQ people in sport.
- Encourage coaches' associations and other sport governing bodies to develop resource materials or collect resource lists for coaches, athletic directors, parents, and athletes.

