



How to make your team LGBT friendly

- Actively encourage a respect for diversity within the team.
- Inform yourself about LGBT issues. Find out why LGBT people may be discouraged from participating in sport.
- Find out about any relevant initiatives, policies or campaigns that your national governing body may have running.
- Make a visual demonstration or representation that you and your team are LGBT friendly. You could do this using a simple poster or rainbow sticker in your facility. Such visual representations will serve as a reminder to team members and will also help to encourage participation from the LGBT community.
- Do not allow your team to use jokes, phrases or language which degrades LGBT people. This includes the use of the word gay in any manner intended to cause offence to an individual or object. You should challenge such language and not just excuse it as “banter” (see “dealing with incidents of homophobia”)
- Avoid heterosexism by assuming that not everyone on your team and coaching staff is heterosexual. This can be done by using inclusive language.
- Discuss LGBT issues openly with your team, highlighting why it is important to be inclusive and what you expect from them to achieve an LGBT friendly environment.
- Ensure that you treat all players equally. Do not exclude individuals based on their sexuality for reasons of team cohesion, if players are not happy to have an LGBT person playing alongside them then that is their problem to deal with, never remove an LGBT player to resolve such an issue.
- Discuss your intentions to create a team culture respectful of diversity and inclusivity with player’s parents (if a junior team) and supporters of the team outlining that you expect their support in achieving this.
- Develop a clear consistent procedure allowing homophobia to be reported and dealt with.