



# PRIDE IN SPORT

Preventing and fighting homophobic violence and discriminations in sport

## GUIDANCE FOR FOOTBALL GOVERNING BODIES ON LGBT INCLUSION AND THE PREVENTION OF DISCRIMINATION AND VIOLENCE



# IMPRESSUM

Guidance for Football Governing Bodies  
on LGBT Inclusion and the Prevention of Discrimination and Violence

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# WELCOME

## WELCOME TO THIS GUIDANCE ON THE PREVENTION OF DISCRIMINATION AND VIOLENCE AGAINST LESBIAN, GAY, BISEXUAL AND TRANSGENDER PEOPLE IN FOOTBALL.

This guidance is intended for governing bodies and sports federations across Europe. It may also be of use for other bodies operating in both professional and amateur football such as clubs, administering bodies and unions. Finally, we encourage everyone in football – no matter who you are - to view this guidance to better understand what can be done to make football a sport for all.

The guidance is split into four sections. In the **first section** we seek to outline what we think are the main issues concerning lesbian, gay, bisexual and transgender involvement in football. In the **second** we seek to identify a range of actions that readers can take to help their organisation prevent discrimination and violence. In the **third** section we give some simple ways that your organisation can assess where it is and get started. Finally, in **section four**, we give some examples of good practice for you to reference.

Underlying this guidance is the belief that to truly eradicate and end discrimination and violence, football bodies need to not only address overt examples of inappropriate behaviour, but to take meaningful and proactive behaviour to make themselves and football as a whole inclusive of lesbian, gay, bisexual and transgender people. Accordingly, what this guide advocates is a mainstreaming approach – not treating issue of discrimination as an add on – but creating a culture where all decisions are taken bearing in mind the significant minority of lesbian, gay, bisexual and transgender people who love football.

We hope that this guide will help your organisation to make football inclusive, welcoming and safe for all.

Best wishes,

The EGLSF board



# WHAT ARE THE ISSUES

I have always loved sport, especially football and have never considered my sexual orientation a barrier to my taking part, but unfortunately others have not always seen this the same way. At university I was told by the LGBT group to “drop this ridiculous straight obsession” and later at my work team I was made unwelcome and uncomfortable by the other players when they found out I was gay. I found my home at Leftfooters FC, a team for LGBT people that plays in the Gay Football Supporters’ Network (GFSN) National League. It gave me a place in the game. I am now chair of the GFSN, actively involved in campaigning with the football authorities to address the issue of homophobia in football and recently had the honour of carrying the Olympic torch. The FA has the tag line, “Football for All”, a statement that there should be no barriers for anyone from any race, gender or sexual orientation taking part in the game. We need to work with them to create an atmosphere in football, at both professional and grass roots level, to ensure that LGBT football players and supporters have a place in the game.

Chris Basiurski

WHAT DO THE TERMS LESBIAN, GAY, BISTYUAL AND

## TRANS OR TRANSGENDER MEAN?

**Lesbian:** a woman who is attracted to other women.

**Gay:** a man or a woman who is attracted to people of the same gender.

**Bisexual:** someone who is attracted to people of the same and opposite gender.

**Trans** is an umbrella term used to describe people whose gender identity and/or expression differs from that they were assigned at birth, including – but not limited to – people who are transgender, transsexual, cross-dressers and transvestites.

Note: Homosexual is generally considered an overly clinical and old-fashioned term to use.

Sexual orientation is different from gender identity. Sexual orientation refers to who someone is attracted to. Gender identity refers to whether an individual feels comfortable in the gender they were assigned at birth.<sup>1</sup>

LGBT is an acronym commonly used to capture the community of **L**esbian, **G**ay, **B**isexual and **T**rans people.

## HOW MANY PEOPLE ARE LESBIAN, GAY, BISEXUAL OR TRANSGENDER (LGBT)?

There is no definitive consensus on the demographics of the LGBT population. Estimates range from around 3% - 10% of the population as being LGBT.<sup>2</sup>

There are many methodological problems that make attaining such information difficult.<sup>3</sup> Firstly, studies vary over how they define sexuality. Some people think sexuality is indicated by behaviour – those who have had same sex experiences count as lesbian, gay or bisexual – whilst others think that it is defined by the labels that people give to themselves. One point to note is that most studies rely on people self reporting their own sexuality. It is possible,

1 Definitions taken from the Lesbian and Gay Foundation's advice on sexual orientation monitoring: <http://www.lgf.org.uk/policy-research/SOM/>

2 See for example, the following: <http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/how-many-people-are-lesbian-gay-bisexual-and-transgender/>, <http://www.avert.org/gay-people.htm>, <http://www.guardian.co.uk/uk/2005/dec/11/gayrights.immigrationpolicy>

3 For an in depth discussion of these difficulties see 'Estimating the size and composition of the lesbian, gay, and bisexual population in Britain' by Peter J Aspinall, [http://www.equalityhumanrights.com/uploaded\\_files/research/research\\_\\_37\\_\\_estimatinglgbpop.pdf](http://www.equalityhumanrights.com/uploaded_files/research/research__37__estimatinglgbpop.pdf)

and in fact likely, that in this scenario many people may not be open about how they think of themselves, particularly in places where they may face negative responses to their sexual orientation.

## WHAT IS HOMOPHOBIA, LESBOPHOBIA, BIPHOBIA AND TRANSPHOBIA?

**Homophobia** can be characterised as a range of negative attitudes and feelings towards homosexuality and people who are identified as or perceived as being homosexual.

**Lesbophobia** can be described as a range of negative attitudes and feelings towards lesbianism and women who are identified as or perceived as being lesbian (a term used in a number of countries. it describes the intersection of sexism and homophobia).

**Biphobia** can be characterised as a range of negative attitudes and feelings towards bisexuality and people who are identified as or perceived as being bisexual.

**Transphobia** is a range of negative attitudes and feelings towards transsexualism and transsexual or transgender people, based on such a person expressing their internal gender identity.

Two other additional terms of interest are:

**Heteronormativity** - a world view that promotes heterosexuality as the normal or preferred sexual orientation.<sup>4</sup> A heteronormative view is often associated with homophobia and biphobia.

**Cisnormativity** – a world view that considers that an individual's self-perception and presentation of their gender should match the behaviours and roles considered appropriate in that society for the sex they had at birth. A cisnormative view is often associated with transphobia.



## HOW DOES DISCRIMINATION AFFECT LGBT PEOPLE AND THEIR PARTICIPATION IN SPORT?

Many academics and social commentators observe that sport co-exists with an environment where rigid definitions of masculinity and femininity persist. Masculinity is equated not only with a biological and physiological blue print of strength and stamina, but also with certain characteristics such as being tough.<sup>5</sup> Importantly, these commentators also observe that masculinity in this environment is routinely heteronormative.<sup>6</sup>

To be masculine is to be good at sport, and also to be heterosexual. The reverse is then true: those men who aren't good at sport are the opposite of masculine – they are feminine and/or must be homosexual. In the words of Marcus Urban, the promising young German football player who quit due to the conflict he felt between his sexuality and football 'I am a soccer player, so I can't be gay'.<sup>7</sup>

We see this stereotype played out in changing facilities, playgrounds and sports halls across Europe. Homophobic language in community sport is still common place, with terms such as 'faggot' and 'queer' (and their national equivalents) being regular terms of abuse for boys who don't achieve, whilst **kicking it, throwing it or running like a girl**<sup>8</sup> remain normalised ways of subjugating opponents and sometimes fellow team mates.

Meanwhile, for women in sport, the challenge becomes a complex juggling of conflicting gender roles – being the best you can be within your chosen sport, whilst remaining 'feminine' and therefore desirable to men. Girls who excel at sport and place value on physical strength, speed, stamina or competitiveness challenge cultural notions of what it means to be a woman, and often have their sexuality and femininity questioned or undermined.

For women in positions of authority such as coaching or administrating, being a 'lesbian' is still sometimes equated with grooming younger athletes to also be gay. The consequence of this for lesbian professionals is that their sexuality

4 <http://oxforddictionaries.com/definition/english/heteronormative>

5 See for example, work by Eric Anderson, and Messner and Sabo (1990)

6 An assumption heterosexuality is the only normal sexual orientation

7 [http://www.huffingtonpost.com/marcus-urban/gay-rights-euro-2012-\\_b\\_1610655.html](http://www.huffingtonpost.com/marcus-urban/gay-rights-euro-2012-_b_1610655.html)

8 Seitenwechsel: Coming-Out im Fußball, 2011, Tanja Walther-Ahrens


9 <http://www.insidehighered.com/news/2012/04/23/panel-says-things-are-better-not-perfect-lgbt-athletes>

becomes a risk. Professor Vikki Krane of Bowling Green State University in the US has spoken about the practice of 'negative recruiting' where it is made clear that lesbians will not be welcome on a team: female coaches are afraid to come out themselves for fear that parents won't send athletes to their institution or administrators will be hostile toward them. Accordingly, there is pressure to stay closeted: "If you can't recruit, you can't compete. You can't compete, you can't keep your job."<sup>9</sup>

Of course, the stereotypes are further compounded by the way in which sports themselves are attributed a 'gendered' identity. Take football, for example, definitely considered a male sport; and rugby, handball, cricket, snooker, angling and even golf! Meanwhile ice skating, gymnastics, synchronised swimming and lacrosse are all seen as female sports.

This result is that those daring to cross the gender divide of particular sports are inevitably subject to speculation about their sexuality. In this environment, male gymnasts and female rugby players are equally encouraged to prove their heterosexual masculinity/femininity.

These societal beliefs about who may or may not succeed in sport have led to the considerable invisibility of lesbian and gay athletes in elite sport. Many who have participated in these environments have gone to great lengths to hide their sexuality. Some have now started to come out, but many that do, do so in the twilight of their careers or after they have stopped competing.



Athletes today are progressing to unprecedented levels of skill and strength... But homophobia slowly poisons the process and prevents people from realising their dreams."

Martina Navratilova,  
[guardian.co.uk](http://guardian.co.uk)



I knew I would never be accepted as a gay man and still achieve what I wanted to achieve in the game...I became a master of disguise and could play the straight man down to a tee, sometimes over-compensating by getting into fights or being overly aggressive because I didn't want the real me to be found out. . . . But when you withdraw into yourself, you start to feel lonely, upset, ashamed. You create this inner world which is dark."

Gareth Thomas, LGBTQ.com

Justin Fashanu until recently remained the only male professional football player in Europe, and indeed the rest of the world, who attempted to play his career whilst being open about his sexuality. Tragically, he committed suicide 8 years after coming out. Whilst Justin was undoubtedly a complex character, his story does highlight the potential challenges that still exist for gay footballers today. Indeed, survey data still shows that many people have negative attitudes towards LGBT people in sport.<sup>10</sup>

Naturally, with this fear, some LGBT athletes, such as Marcus Urban and Norwegian Thomas Berling, either drop out of elite sports or find that their performance levels drop. **NSCAA/Adidas National High School Player of the Year and United States U-18** player Stephen Bickford has written an honest account of his own experiences, whilst closer to home, an anonymous interview with a Bundesliga player in the German magazine Fluter reveals at the very least the personal sacrifices and fear that closeted players live with.<sup>11</sup>

## HOW DOES DISCRIMINATION AGAINST LESBIAN, GAY, BISEXUAL AND TRANS PEOPLE SHOW UP IN FOOTBALL?

### DIRECT AND INDIRECT DISCRIMINATION

Homophobia, lesbophobia, biphobia and transphobia can be both direct and indirect. Direct discrimination is when a person is treated less well, in comparison with someone else, simply because of his or her sexual orientation

<sup>11</sup> <http://worldcrunch.com/culture-society/merkel-urges-top-gay-german-soccer-player-to-come-out-of-the-closet/homosexuality-bayern-bundesliga-athlete-closet/c3s9584/#.UG1TBjR6a8>

or gender identity. For example, if a player was purposely left out of a team just because she was gay, this would be an example of direct discrimination.

Indirect discrimination happens when an apparently neutral specification, criteria or practice disadvantages people on the grounds of their sexual orientation unless the practice can be objectively justified by a legitimate aim. For example, if a men's team held a 'Wives and Girlfriends' party at a club where female partners entered for free, this would indirectly discriminate against any players on the team who had male partners, as they would be forced to pay for their partner to enter.

## LANGUAGE

Homophobia, lesbophobia, biphobia and transphobia is often expressed in the language people use. Some examples of offensive language could include (alongside national equivalents):

'POOF' 'DYKE' 'GAY BOY' 'BATTY BOY' 'LEZZER' 'YOU'RE SO GAY' 'QUEER' 'FAGGOT' 'QUEEN'

Discriminatory language may be used both intentionally and casually. Given the lack of out LGBT athletes, more often than not it is used casually and incidentally, as opposed to being explicitly targeted at LGBT individuals. Amongst young people in particular, terms referring to homosexuality are often used casually as an insult e.g. 'those trainers are so gay'. Amongst adults, terms are often used in a disparaging or 'macho' way e.g. 'get up off the floor you poof'. Regardless of whether the 'victim' is actually gay or not, what this kind of language does it to create an environment that is hostile to LGBT people, to those people who are perceived to be LGBT, and even, to those just not perceived to be good enough at sport.

## ANTI-LGBT SIGNAGE

FARE (Football Against Racism in Europe) has published a useful booklet titled 'Monitoring Offensive and discriminatory signs in European Football'. Banners displayed at football grounds that have offensive language or signs are another way that LGBT people experience hostility in football.

## PHYSICAL ABUSE

Unfortunately, LGB&T people do still sometimes face or fear physical violence within football. Not all countries in the European Union have specific anti-LGBT violence laws. ILGA (International Lesbian, Gay, Bisexual and Intersex Association) publish details comparing the legal statutes of countries across Europe, see below, for example:<sup>12</sup>

**ICELAND**  
Section 233 of the Criminal Code: states "Anyone who in a ridiculing, slanderous, insulting, threatening or any other manner publicly assaults a person or a group of people on the basis of their nationality, skin colour, race, religion or sexual orientation, shall be fined or jailed for up to 2 years." (The word "assault" in this context does not refer to physical violence, only to expressions of hatred.)

**SCOTLAND**  
Article 2 of the Sentencing of Offences Aggravated by Prejudice Act: recognises bias on the grounds of sexual orientation and transgender identity as an aggravating factor to be taken into account during sentencing.

**IRELAND**  
The Prohibition of Incitement to Hatred Act: makes it an offence to incite hatred against a group of persons in the State or elsewhere on account of their race, colour, nationality, religion, ethnic or national origins, membership of the Traveller Community or sexual orientation. Homophobic motivation is recognised as aggravating factor when sentencing for common offences.

**UK**  
The Criminal Justice and Immigration Bill punishes stirring up hatred against persons, and covers hatred on the grounds of sexual orientation. Section 146 of the Criminal Justice Act also includes hate-crime statutory aggravations. In Northern Ireland, Art 2 of the Criminal Justice No. 2 (Northern Ireland) Order 2004 amended the Public Order (NI) Order 1987 to similar effect.

**THE NETHERLANDS**  
Article 137d of the Criminal Code: punishes public incitement of hatred, discrimination or violent action against persons on the grounds of his/her hetero- or homosexual orientation. In that scope, homophobic motivation is recognised as aggravating factor in sentencing, accordingly Public Prosecution Service has to increase a sentence by 25% in the case of an offence with a discriminatory aspect.

**PORTUGAL**  
Article 240 of the Criminal Code: classifies homophobic hate speech as a crime. Assault motivated by the victim's sexual orientation can be punished with enhanced penalties (Article 145).

**SPAIN**  
Article 510, Criminal Code punishes promotion of discrimination, hatred or violence against groups or associations, for reasons related to among others sexual orientation, and those who, knowing it to be false or in reckless disregard of the truth, spread injurious information on groups or associations for similar reasons. Article 22(4), Penal Code recognises homophobia as aggravating circumstance.

**ANDORRA**  
Article 30.6 of the Criminal Code: establishes aggravating circumstances to crimes when committed for racist and xenophobic motives or reasons related to ideology, religion, nationality, ethnic origin, sexual orientation, disease or physical or psychic disability of the victim.

**FRANCE**  
Articles 225-1 & 225-2 of the Criminal Code: criminalises discrimination on the grounds of sexual orientation. Article 132-77 makes discrimination on the grounds of sexual orientation as aggravating factor. Article 222-18-1 allows specific incrimination for a threat based upon real or supposed sexual orientation.

**BELGIUM**  
Article 22 of the Anti-discrimination Act: makes it crime to publicly incite to discrimination, hatred or violence against a person on the ground of sexual orientation & prohibits incitement to discrimination, hatred, violence or segregation against a group. The federal legislation recognises 'discriminatory' motives as aggravating circumstances.

**NORWAY**  
Section 77(i) of the Criminal Code: provides that aggravating circumstances occur when a person is victimised because of 'religion, national or ethnic origin, homosexual orientation, reduced physical or psychological ability or other circumstance related to groups of people requiring a special level of protection.

**SWEDEN**  
Section 2(7) of chapter 29 of the Criminal Code: expressly enables homophobic motives of the offender to be taken into account by the courts as an aggravating circumstance when sentencing and is applicable to all crimes.

**ESTONIA**  
Section 151 of the Criminal Code: criminalises 'activities which publicly incite to hatred, violence or orientation...if this results in danger to the life, health or property of a person'.

**LITHUANIA**  
Article 170 of the Criminal Code: prohibits incitement against a group of residents or against a specific person, on account of his or her sex, sexual orientation, race, nationality, language, ethnicity, social status, faith, religion or beliefs. Such incitement shall be punished with a fine, detention or imprisonment.

**DENMARK**  
Section 266 b of the Criminal Code: any person who, publicly or with the intention of wider discrimination, makes a statement or imparts other information by which a group of people are threatened, scorned or degraded on account of their race, colour, national or ethnic origin, religion, or sexual orientation shall be liable to a fine or to imprisonment. Section 81 no. 6 of the Criminal Code recognises homophobic motive as aggravating circumstance.

**ROMANIA**  
Articles 751 & 751 of the Criminal Code: recognise homophobic motive as aggravating factor in the commission of a criminal offence.

**CROATIA**  
Article 89 of the Criminal Code: punishes any criminal act according to the Criminal Code, committed by reasons of hatred towards a person on the basis of his/her sexual orientation, among other grounds. Criminal offences include violent behavior, threats, criminal offences against honor and reputation, destruction and damage to property, criminal offences against life and body, and discrimination as such.

**GREECE**  
Article 23 of law 3719/2008, which states that the commission of a crime, due to ethnic, racial, or religious hate or hate because of a different sexual orientation must be considered as an aggravating factor in sentencing.

## Laws against homophobic hate crime and hate speech in Europe

www.ilga-europe.org



December 2009



Where countries do not have clear anti-LGBT violence laws, LGBT people may be at greater risk of violence within football. This may be compounded in countries where football hooligans are known for anti-LGBT sentiment. In 2011, the European Consortium for Political Research noted that 'members of ultra-right-wing gangs of football hooligans' constituted one of the three main perpetrators of anti-LGBT violence in a number of Eastern European countries.<sup>13</sup>

## EXAMPLES OF HOW KEY STAKEHOLDERS IN FOOTBALL CAN DISCRIMINATE

### Authorities

The stance of governing bodies has a real influence on the incidence of homophobia, lesbophobia, biphobia and transphobia in football. Decisions,


for example, about where to hold matches and competitions have an impact on LGBT people in football. If competitions are held in countries where LGBT people are persecuted or at risk, governing bodies may be indirectly discriminating against LGBT people as it will make it very hard for them to participate.

It is not possible to be neutral to homophobia. Either you speak out very clearly that homophobia will not be tolerated, or in reality you communicate to your surroundings that you accept it – regardless of whether you do or not.

Norwegian sports shall not be value neutral. We must take a stand; for diversity, for an open and inclusive sport, against any harassment or degradation. "With sports" should also mean "against homophobia".

I want everyone reading this not to doubt. Sport in Norway shall be open and inclusive for all – gays, lesbians, heterosexuals, bisexual, and transgender persons. We should and must take responsibility. Sports against homophobia!"

Tove Paule  
President (2007-2011)

 **ACTION – Think about both the direct and indirect impact of all decisions you make on LGBT people**

A lack of action on behalf of governing bodies also allows discrimination to thrive. If a governing body does not take a stand against homophobic, biphobic or transphobic words or actions then it opens the door for other people in football to display

<sup>13</sup> <http://www.ecprnet.eu/MyECPR/proposals/reykjavik/uploads/papers/1169.pdf>

these attitudes without constraint.

Because of the history of exclusion and discrimination, in the absence of strong and positive messaging, LGBT people can face high levels of discrimination, violence and exclusion.

For an example of a positive message, check out the video by the Ligue de Football Professionnel<sup>14</sup> or the film by the Dutch FA released in 2012.<sup>15</sup>



### **ACTION – Saying nothing equates to being homophobic**

Governance structures are also important. As with any minority, if it is not represented in the corridors of power, it is less likely that the interests of that minority will be adequately represented in the structure and process of the institution.

The internal openness and inclusivity of the organisation is a key indicator of how the organisation will relate externally to LGBT people



### **ACTION – Review your recruitment and employee policy to ensure it is inclusive, fair and open for all**

## **Leaders**

Leaders in football are role models: what they say matters in creating environments that are inclusive or exclusive, safe or unsafe, and what they say influences the opinions of those who look up to them. Unfortunately, some high profile leaders such as Croatia's Vlatko Markovic have been guilty of making homophobic remarks, stating:

**“As long as I'm president [of the football federation] there will be no gay players. Thank goodness only healthy people play football.”<sup>16</sup>**

14 <http://www.youtube.com/watch?v=db9NSufaTAc>. Note that we have some concerns about this video due to the language of Louis Nicollin.

15 <http://uk.eurosport.yahoo.com/video/01112012/58/dutch-fa-clever-anti-homophobia-ad.html>

16 <http://www.guardian.co.uk/football/2010/nov/14/gay-backlash-croatia-football-chief>



**ACTION – Ensure that your organisation has clear guidelines about acceptable language and messaging**

## Fans

Prejudice displayed by fans usually takes the form of direct and explicit statements or signs against LGBT people and other minorities. In 2012, fans at a Borussia Dortmund game in Germany, for example, displayed an anti-LGBT banner<sup>17</sup> whilst fans in Marseille in 2011 did the same<sup>18</sup>. In the UK, several individuals have now been prosecuted for anti gay chanting at matches.



**ACTION – Ensure stewards are trained to identify homophobic images and report and deal with fans shouting abusive language**

## Other players

The conduct of players on the pitch is also important. Discriminatory language against gay people such as 'poof' and 'faggot' has been used within football, both at an amateur and professional level, for a long time without sanction. This creates a negative climate for LGBT people, and is damaging for young people who look up to players as role models.

Players' conduct off the pitch, and specifically on social media, has become an increasingly important area of concern in football over recent years. A number of players in the UK have been fined for posting homophobic content.



**ACTION – Ensure that your organisation and football clubs develop a code of conduct that includes behaviour on social media**

## Coaching

Coaches also shape the environment and atmosphere of a team environment, especially in youth football. Homophobic language can again create an environment that makes LGBT people afraid of being open.



**ACTION – Provide training for coaches so that they are aware of how to be LGBT inclusive and non discriminatory**

17 <http://www.pinknews.co.uk/2012/04/03/german-football-club-bans-fans-for-anti-gay-sign/>

18 <http://gaygames.org/wp/blog/2011/02/06/homophobic-banner-at-marseilles-football-match/>




## Young players

The average age of coming out in many countries across Europe has dramatically decreased. In Holland it is around 16<sup>19</sup>, whilst studies in the UK show that the average age of coming out for under 18's has now dropped to 15 years of age.<sup>20</sup> Evidence suggests that young people who are trans may know this at an even earlier age.

Accordingly, it is likely that some young people involved in youth football may be questioning their sexuality or gender identity, or already know that they are lesbian, gay, bisexual or transgender.

Homophobic language is often used incidentally by young people; 'that's so gay' being a frequent term of disparagement. Likewise, bullying based on gender identity or sexual orientation is not unusual amongst young people who can be very aware of their own and/or others' differences. Young people who use homophobic language may of course themselves be struggling with their sexuality and can sometimes be aggressive as a means of hiding their own identity.

 **ACTION - It must be made clear in all settings where young people engage with football that language that is offensive and exclusionary will not be tolerated. Ignoring the use of such language makes your organisation complicit with the damage caused. In addition, we recommend that young people must also be given an outlet where they feel safe to talk with someone about their personal issues.**

## Women's football

The issues in women's football vary somewhat from the men's game.

As discussed previously, football's image as a 'men's game' has led sometimes to all women involved in football being presumed to be gay/lesbian unless proven otherwise.

19 <http://www.rnw.nl/english/bulletin/dutch-gays-coming-out-younger>

20 [http://www.stonewall.org.uk/media/current\\_releases/4867.asp](http://www.stonewall.org.uk/media/current_releases/4867.asp)

I guess it seems like a weight off my shoulders," Rapinoe said. "I'm playing a lot better than I ever played before. But I think I'm just enjoying myself and I'm happy."

US soccer star Megan Rapinoe, after coming out before the Olympic games in 2012

Like all women athletes, female footballers have the difficult task of creating an identity playing a male sport in a society in which the ideals of femininity can often seem contrary.<sup>21</sup> Whilst these 'ideals' of femininity are promoted as 'normal', it can be hard for female athletes to be themselves and to reach their potential.

Though these stereotypes are changing, one of the lasting legacies is that lesbians in football may be concerned to come out due to pressure from team mates, coaches or others who are worried about being labelled gay by association. Others may want to stay closeted to avoid confirming social/sporting stereotypes.

Experiences of female footballers vary according to country and region. In cosmopolitan environments, there may well be open lesbian players on teams who find a network and friendship group where their sexuality is accepted. But in more remote areas, and in countries with little protective legislation for LGBT people, lesbian players may suffer from indirect or direct discrimination, either through incidental or pointed language use and other social mechanisms of control. Trans women may also have a very difficult time playing football and may experience homophobia, lesbophobia and transphobia from other players, coaches and fans. In possibly the most high profile example of a trans woman playing football, Martine Delaney was allowed to compete in Soccer Tasmania's women's league after her transition. Whilst she was accepted by her own team, her form in the league caused other teams to question her right to play.<sup>22</sup>



**ACTION – Promote and encourage women's football. Celebrate a diversity of female role models and different expressions of femininity. Governing bodies should lead the way in ensuring that female sportspeople are celebrated for their skill on the pitch, regardless of how they choose to express their gender or sexuality. In addition, ensure that you have a trans policy and that it is regularly updated.**

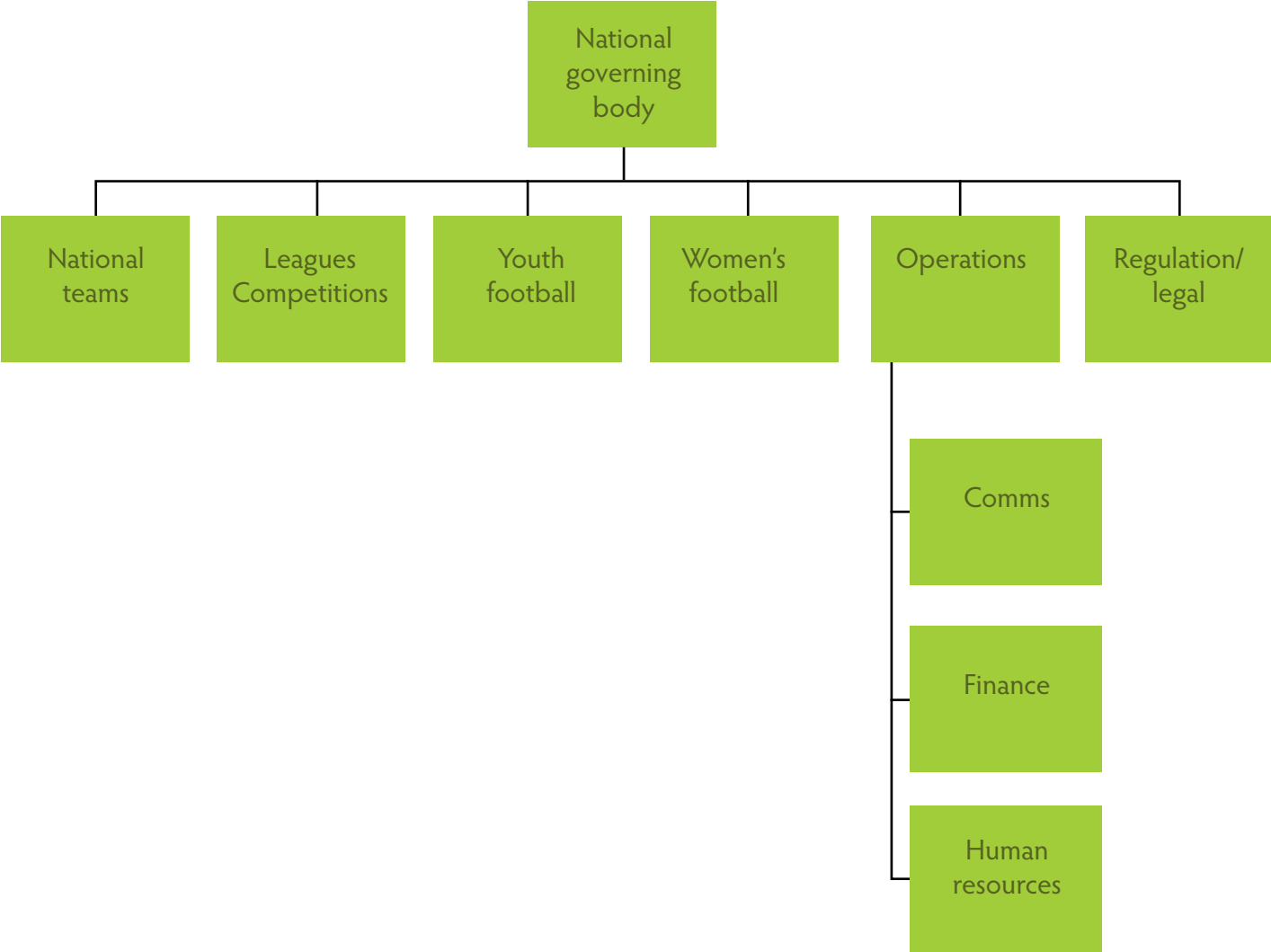
21 For more on this see e.g. Choi, 2000; Scraton, 1995; Tomlinson, 1995

22 <http://inbedwithmaradona.com/journal/2011/1/5/has-transsexuality-in-football-turned-a-corner.html>

# THE FUNCTIONS OF THE GOVERNING BODY

When considering how homophobia, lesbophobia, biphobia and transphobia may occur in football it is helpful to think about how football is organised and structured.

The governance functions of football authorities can be identified by the following graphic. Although organisational structures vary from one country to another, all national governing bodies adhere to a similar core of obligations. Discrimination can occur in any or all of these functions.



# TAKING ACTION



# A FRAMEWORK FOR ADDRESSING HOMOPHOBIA, LESBOPHOBIA, BIPHOBIA AND TRANSPHOBIA IN FOOTBALL

Creating an environment that is free from discrimination and inclusive of LGBT people is a step by step process.

We suggest that the following steps should be followed to ensure that your organisation is addressing this issue in a comprehensive and meaningful way:

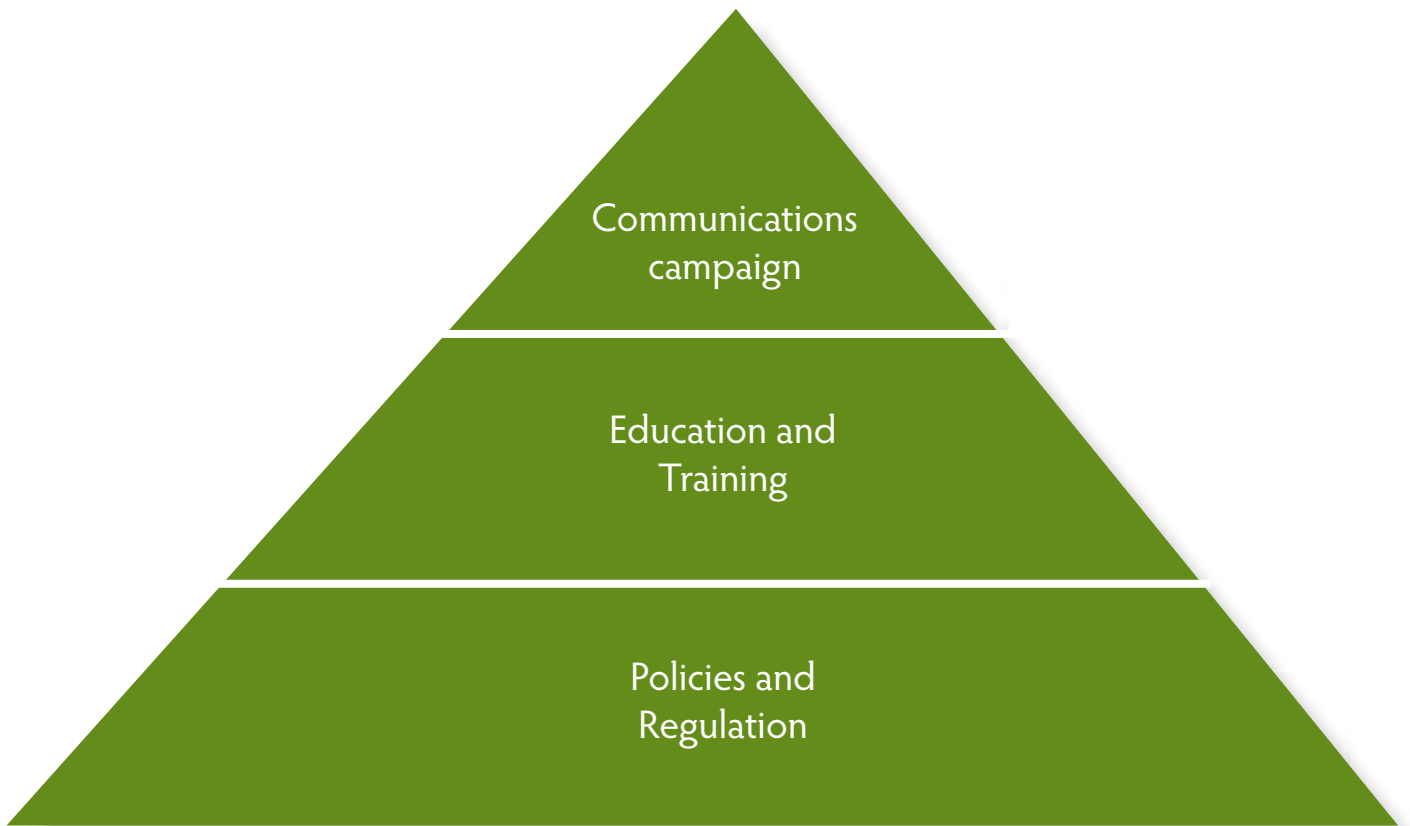
1. Acknowledge that LGBT people are part of the football community: as players, coaches, fans and officials
2. Acknowledge that homophobia, biphobia and transphobia exist
3. Make a decision to tackle these forms of discrimination in your organisation
4. Where possible, collect data about the current state of play<sup>23</sup>
  - a. How many LGBT people are in your organisation?
  - b. What are the attitudes of key stakeholders such as board members, coaches and players to LGBT people?
  - c. How many people have witnessed homophobia, lesbophobia, biphobia or transphobia in your organisation?
  - d. What kinds of homophobia, lesbophobia, biphobia or transphobia have been observed?
5. Create a vision of where you would like your organisation to get to: Create metrics by which you will know that you have achieved your goal (using where possible the data collected in step 4)
6. Create strategies to improve the current situation and to move towards the vision of where you would like to get to (see section 'where to start' for some simple ideas)
7. Implement those strategies
8. Evaluate the success of those strategies
9. Repeat steps 7-9

<sup>23</sup> For a useful document on monitoring sexual identify see the Lesbian and Gay foundation: <http://www.lgf.org.uk/policy-research/SOM/>. It is acknowledged that in some countries this will be against national legislation

<sup>24</sup> We recommend that a 'mainstreaming' approach is taken here, following the good work that has been done by many organisations on 'gender mainstreaming'. UN Women defines mainstreaming as ensuring that 'gender (read LGBT) perspectives and attention to the goal of gender (LGBT) equality are central to all activities - policy development, research, advocacy/ dialogue, legislation, resource allocation, and planning, implementation and monitoring of programmes and projects'. For guidance and examples of good practice that can equally be applied to LGBT equality and inclusion visit: <http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

## STRATEGIES FOR PREVENTING HOMOPHOBIA, LESBOPHOBIA, BIPHOBIA AND TRANSPHOBIA

There are many things you can do to ensure your organisation is free from discrimination based on sexual orientation or gender identity. Here we suggest three major strands of work, and examples of actions you can take for each.



Many organisations concentrate on the communications part of this plan. But the communications part should always be underpinned by meaningful and effective organisational engagement on the issue.

1. Policies and regulation
  - Embed anti discrimination in the way your organisation works
  - Ensure appropriate regulatory environment and enforce regulations

## EXAMPLE ACTIVITY: EQUALITY STANDARD, UK

The equality standard is designed to provide a framework for clubs to improve their anti discrimination work and their involvement of 'under-represented groups and individuals'. The text below is taken from the Kick It Out website (<http://www.kickitout.org/302.php>)

**The Standard is based on three levels of achievement and covers two major key areas of focus at a club; Your Organisation, and Supporter and Community Involvement. Achievement across all three levels must be supported by relevant evidence and assessed by an independent accreditation panel.**

**Preliminary** – Where are we now?: The club will have demonstrated a commitment to equality by developing a written Equal Opportunities Policy encompassing all six areas of equality and produced an equality action plan for all areas of activity. The plan will be regularly monitored and will include an assessment of the club's current supporter base, community development targets and clear guidelines for dealing with abuse.

**Intermediate** – What are we doing?: The club will have demonstrated clear improvements in services as a result of monitoring, built relationships with local under-represented communities and individuals, and implemented its action plan. The club will be able to show clear evidence of the implementation of the Equal Opportunities Policy and delivered appropriate training to all staff.

**Advanced** – What has changed?: The club will be an exemplar in the way it monitors under-representation across all levels and areas of activity; as employees, supporters and of participants in community outreach programmes. The club will be in a position to demonstrate what has been achieved through the production of an impact assessment and illustrate what changes have been made as a result of the Standard.

The key areas of focus are as outlined below:

**Your Organisation:** Demonstrating commitment to promoting equality by developing internal policies and procedures. Setting up clear policies on how to deal with discrimination and inequality, seeking approval and involvement at the highest level, and widening representation of the club's local community in the fields of both administration and management.

**Supporter and Community Involvement:** Ensuring the stadium and its environs are free of discrimination. Monitoring supporter engagements and making efforts to increase levels of participation from under-represented groups and individuals at every level of activity – on soccer schools, as fans, coaches, and players within the academy and youth development centre.

### Accreditation Process

Clubs will be expected to provide evidence for each of the key tasks listed in the Equality Standard.

**All evidence should be recorded, collated and analysed to provide an assessment of the achievements and progress the club has made.**

Vital sources of evidence include:

- > Audit forms/monitoring information
- > Publicity materials; including match day programmes and club magazines/newsletters
- > Correspondence with under-represented community groups and individuals
- > Minutes of meetings/consultations
- > Correspondence with management
- > Photographs of signs/perimeter boards/public signing of standard or equality action plan
- > Communications – web pages, letters from schools/organisations, media announcements

## 2. Education and training

- Educate your key stakeholders so that their misconceptions or prejudices about LGBT people are challenged and so that they develop a non discriminatory attitude
- Ensure all of your stakeholders understand the key issues
- Ensure all of your stakeholders understand the expectations on them in terms of their attitudes and behaviour

### **EXAMPLE ACTIVITY: COUNTY FA PILOT TRAINING COURSE**

From January – June, the English FA ran a pilot training course for County Football Associations in England. 6 County FA's took part. The aims of the training were:

- To raise awareness of prejudice and discrimination against LGB&T people
- To raise awareness of LGB&T inclusion and participation
- To promote Football v Homophobia as a campaign for challenging prejudice and discrimination against LGB&T people in football

The pilot programme was a resounding success: 100% of participants rated the training as 'excellent' or 'good'.

The programme is being rolled out in 2012-2013 to a further 10 regional Football Associations.

To see the full evaluation of the training visit: <http://www.footballvhomophobia.com/countyfootball/>

## 3. Communication

- Reinforce the stance of your organisation by communicating clear messages to all stakeholders



## EXAMPLE ACTIVITY: CHARTER AGAINST HOMOPHOBIA IN SPORT

Both the French and UK governments have created a charter against homophobia in sport (note the UK version also includes transphobia). The charter sets out a range of principles, and any club, sports group or individual can sign up to the charter as a means of demonstrating commitment to these principles.

The French charter was initiated by Paris Foot Gay (<http://parisfootgay.free.fr/>) who continue to encourage and hold to account those who have signed up. Below is the text of the French charter (thanks to FGG <http://gaygamesblog.blogspot.co.uk/2010/10/text-of-french-national-charter-against.html>)

The national sports federations and associations, the leagues, clubs, associations, public institutions or other bodies that sign the present charter are committed to:

1. Explicitly recognize and homophobia as a form of discrimination contrary to the universal principles of the protection of human rights.
2. Repudiate and take appropriate sanctions against any homophobic attitude, whether manifested in discriminatory behavior or by verbal or physical abuse or abusive language on the grounds of real or supposed sexual orientation.
3. Promote diversity in sport and disseminate messages of tolerance, respect and dignity, while systematically including sexual orientation and the fight against homophobia.
4. Provide assistance and support to athletes, coaches and other people involved in sport who may be harassed, insulted or ostracized because of their actual or perceived sexual orientation.
5. Develop educational courses on the fight against all forms of discrimination, including homophobia, aimed at all those involved in sport: educators and coaches must prevent or stop any form of discrimination, and must be trained to do so.
6. Identify acts of homophobia and report them regularly to the Ministry of Sports (national unit for the prevention of violence and discrimination in sport) in order to monitor the evolution of behaviour in sport and to adjust actions to be undertaken.

Note that whilst charters can be a good beginning for a campaign, they need to be monitored and enforced. Without a mechanism to monitor and hold accountable those who sign the charter, the exercise becomes at best meaningless, and at worst dangerous, because it allows the media and some organisations to promote a message that they have done their bit without having to do anything substantive on the issue.

## EXAMPLE ACTIVITY: FOOTBALL V HOMOPHOBIA

<http://www.footballvhomophobia.com/>

FvH is an international initiative opposing homophobia in football. FvH is backed by FARE and works alongside individuals and clubs across the continent. FvH runs around the year to enable people to take action against prejudice and discrimination based on sexuality or gender identity in football, and to celebrate and welcome diversity.

FvH provides support, communication materials, education and training to enable anyone – including fans, LGBT communities, grassroots teams, professional football clubs and football authorities – to communicate and promote the message that football is for everyone. FvH culminates with a focus on February where there is an international show of unity to stand up against homophobia and prejudice against LGBT people in football.

### Gay and playing: **Anton Hysen**

Anton Hysén (born December 13, 1990) is a Swedish footballer who plays in the Swedish third division for Utsiktens BK. Hysen came out as gay to the Swedish football magazine Offside in March 2011.

## STRATEGIES FOR DEALING WITH INCIDENCES OF HOMOPHOBIA, LESBOPHOBIA, BIPHOBIA AND TRANSPHOBIA

It is important to think about how rules and norms around homophobic and transphobic behaviour and language can be enforced. The UK Rugby Football League have made important progress on this issue and outline the following protocol for stewards dealing with homophobic incidents:<sup>25</sup>

## How can I respond? - Professional Game

This flowchart is guidance rather than directive as it recognizes that all situations are unique and the judgement of the stewards and GSO is paramount in deciding what action to take and when in order to ensure the safety of both staff and spectators.

### Key stewarding processes

1) Ongoing assessment 2) Judgement 3) Communication 4) Appropriate Action 5) Record

**GSO PREMATCH TRAINING AND BRIEFING FOR STEWARDS** - emphasize the need to listen out for and noting homophobic and racist language and clarify that any incidents need to be dealt with quickly and appropriately. Remind to use reporting sheets.

**BEFORE GAME** - Play RESPECT message and promote TACKLE IT! text line service number if anyone experiences racist, homophobic language.

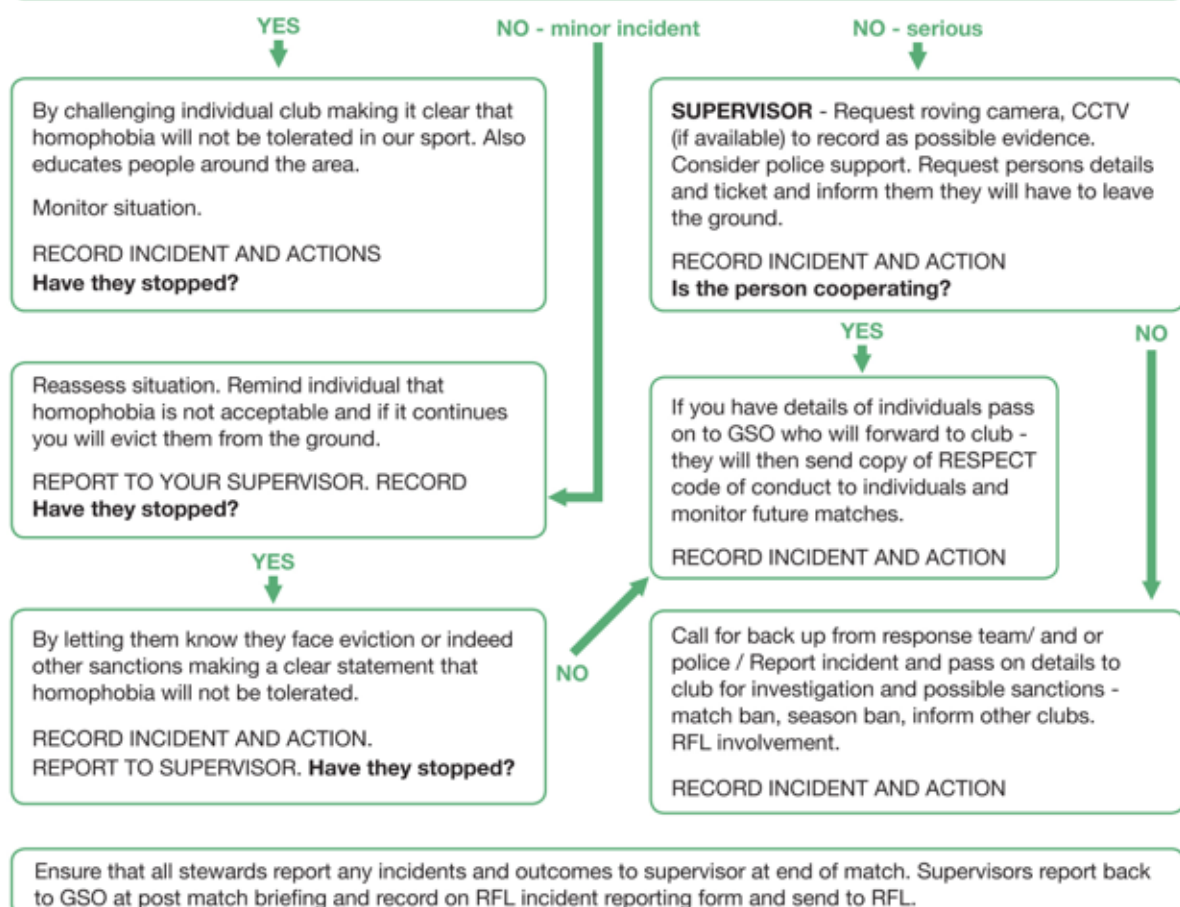
Homophobic language and / or abuse identified in crowd by steward, spectator reporting to steward, or via text line. Steward assesses information and gravity of situation. RECORD DECISIONS & ACTIONS.

### POSSIBLE ACTIONS - INDIVIDUAL

Assess gravity of incident and decide either to tell the individual to stop making homophobic comments. Explain it is against Rugby League RESPECT code of conduct and values of game.

#### Have they stopped?

Record on incident reporting sheet. If necessary remove from stadium.

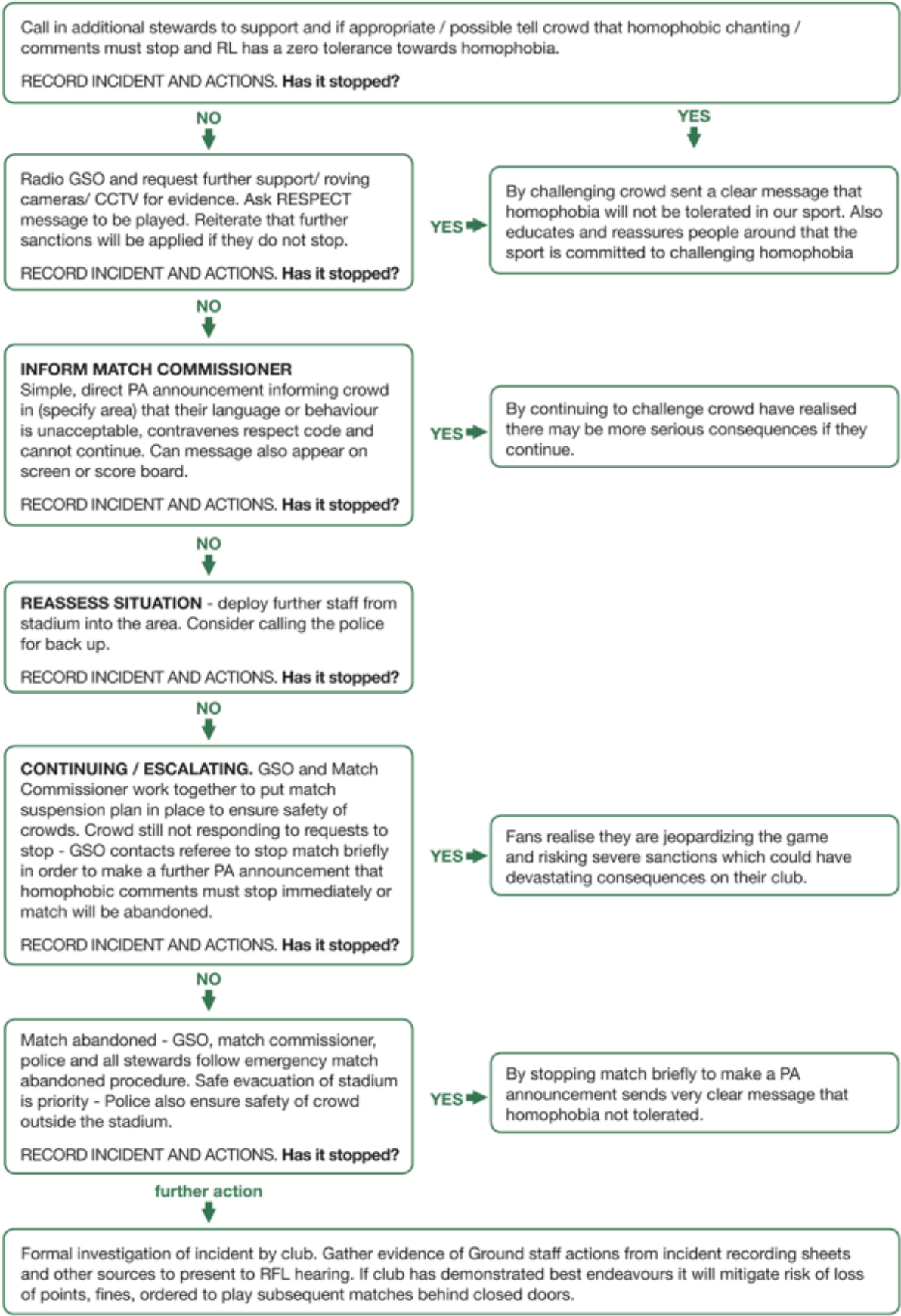


Ensure that all stewards report any incidents and outcomes to supervisor at end of match. Supervisors report back to GSO at post match briefing and record on RFL incident reporting form and send to RFL.


Be aware that what started out as an individual incident may escalate to a crowd control situation.

### Flowchart for matchday environment

**POSSIBLE ACTIONS - GROUP / CROWD**



Flowchart for matchday environment



I realised that I loved playing and watching football when I was eight years old, and two years later that I was a boy who wanted to be a girl. Football seemed a hyper-masculine world, but I thought that if I was good enough, I could work within it. I joined my local Under-12 side in 1993 but found my team-mates wouldn't talk or pass to me as I didn't fit into the group – disillusioned, I soon quit, and never played competitively in a mainstream context again. I played casually with friends for years, until I discovered the Gay Football Supporters' Network league, and represented the Brighton Bandits in the British league and the IGLFA World Cup. However, it was still a very masculine environment, and when I came out as transsexual, aged 27, I stopped playing.

I continued watching Norwich City until I came out. I thought my friends might disown me or that strangers might threaten me: I was wrong. I blended into the crowds, finding that fellow supporters accepted me as long as I knew about the club, feeling protected by the open-minded people around me. Gradually, I became more confident – I went back to the LGBT football circuit with the Phoenix after I moved to London, got a season ticket at Norwich and began writing about football for various publications and websites. So it took nearly two decades, but I found space for myself within the game – and hope that it becomes easier for people over the next twenty years.

Juliet Jacques

## WORKING WITH FANS

Germany has an excellent tradition of gay and lesbian football fan clubs. The history of such clubs began in 2001 with the founding of Hertha Junxx, the officially recognised lesbian and gay fan club of Berlin-based Bundesliga club Hertha BSC. This served as an example for the creation of subsequent fan clubs,

which joined together to form the Queer Fußballfanclubs (QFF) initiative. In April 2009, the QFF had 16 affiliated clubs, of which 12 were from Germany, 3 from Switzerland and 1 from Spain. The QFF stand for tolerance, networking and integration into the fan subcultures of individual clubs, support the creation of fan clubs for lesbian, gay and transgender football fans and seek to be visible in and outside stadiums by organising various anti-homophobia activities and events.

## **Fussballfans Gegen Homophobie**

“Fußball Fans Gegen Homophobie” was originally an initiative of fans of TeBe Berlin, associated clubs and the Berlin-Brandenburg Lesbian and Gay Federation, but the campaign has grown. During 2012 more than 40 supporters groups have participated in the campaign, by displaying a banner against homophobia, organising panel discussions on the topic of homophobia in football, and writing articles for match day programmes and fanzines. So “Fußball Fans Gegen Homophobie” has become more of a network and will continue to be so. There ´s now also an english version of the banner against homophobia. All interested fan groups and any individuals who would like to get involved should contact: [fussballfansgegenhomophobie@gmx.de](mailto:fussballfansgegenhomophobie@gmx.de)

More information at: <http://fussballfansgegenhomophobie.blogspot.de>  
or <http://www.facebook.com/pages/Football-fans-against-Homophobia/341392965940366>

## **SUPPORTING LGBT PLAYERS**

It is no great surprise that in the history of men’s and women’s football in Europe there have been very few out gay players. Fear of the reaction of fans, fellow players, managers and agents, not to mention corporate sponsors, puts enormous pressure on players to stay in the closet. Frequently, there are articles in the press speculating what will happen when a player comes out. Accordingly, whoever is brave enough to make that step will undoubtedly face enormous media attention.

As a result, it is important to think ahead about how such a player can be supported. We suggest the following protocol as one way of dealing effectively with a player coming out.

## BEFORE:

- Work with players unions to ensure they have support systems in place for LGB players e.g. psychological support and or help lines

## PLAYER COMES OUT

Immediately:

- Meet with player to discuss his/her needs and perceptions of how to deal with the situation
- Key stakeholders issue statements of support
- Governing body
  - Club
  - Team mates

Week 1-2:

- Special briefing of stewards at matches where player is playing
- Supporting statements from opposing team

Week 3 onwards:

- Monitoring of experience of player
- Ensure support systems in place
- Maintain positive statements from key stakeholders
- Consider rolling out anti homophobia communications campaign to back up messaging

Many people who are LGBT and out choose to play for a club that is LGBT friendly. LGBT football clubs exist in most countries around Europe, and many will belong to their local football federation. LGBT clubs are valuable places for LGBT people to connect with others and feel safe playing sports – wherever possible, sports federations should support them to grow and prosper.



# WHERE TO START



## SMALL STEPS

If you are unsure where to start, we suggest the following three simple steps:

1. Form a specialist working group that can advise you on LGBT issues. The group should primarily be composed of LGBT people in football. Ask them what they would like to see change and work with them regularly.
2. Take a look at action plans already published by some FA's. Links to work by the English and Dutch FA follow in the examples of best practice section.
3. Take one area of your organisations work at a time. Start with something simple and implement and monitor changes in this area before moving onto further areas.

## SUMMARY OF POSSIBLE AREAS OF DISCRIMINATION IN FOOTBALL AND RECOMMENDED ACTIONS

Area	Possible manifestations of prejudice and discrimination	Recommended structural and/or policy implementations
National team	Players making discriminatory remarks	<ul style="list-style-type: none"> <li>• Clear code of conduct for players on discrimination/homo/trans-phobia and LGBT inclusion</li> <li>• Clear, meaningful and public sanctions for players breaking the code</li> <li>• Training for players on discrimination/homo/trans-phobia and LGBT inclusion</li> </ul>
	Coaches/ managers making discriminatory remarks	<ul style="list-style-type: none"> <li>• Clear code of conduct for coaches and managers on discrimination/homo/trans-phobia and LGBT inclusion</li> <li>• Clear, meaningful and public sanctions for players breaking the code</li> <li>• Training for coaches/managers on discrimination/homo/trans-phobia and LGBT inclusion</li> </ul>
	Homophobic culture within the team and coaching set up	<ul style="list-style-type: none"> <li>• Training on discrimination/homo/trans-phobia and LGBT inclusion, if possible, meeting with LGBT groups</li> </ul>
	Lack of support for LGBT players and staff	<ul style="list-style-type: none"> <li>• Protocol developed on how to support LGBT players and staff</li> <li>• Positive messaging re LGBT people in football</li> </ul>
Leagues and competitions	Teams with no policies around LGBT inclusion and anti discrimination	<ul style="list-style-type: none"> <li>• Guidance for clubs and promotion of best practice</li> <li>• Regulation of club policies around inclusion and anti discrimination</li> </ul>

Area	Possible manifestations of prejudice and discrimination	Recommended structural and/or policy implementations
	Players, coaches and managers making discriminatory remarks	<ul style="list-style-type: none"> <li>• Clear code of conduct for players, coaches and managers on discrimination/homo/trans-phobia and LGBT inclusion</li> <li>• Clear, meaningful and public sanctions for those breaking the code</li> <li>• Training for players, coaches and managers on discrimination/homo/trans-phobia and LGBT inclusion</li> <li>• Training for referees</li> </ul>
	Fans displaying discriminatory behaviour	<ul style="list-style-type: none"> <li>• Clear code of conduct for fans</li> <li>• Clear, meaningful and public sanctions for those breaking the code</li> <li>• Education campaigns aimed at fans</li> <li>• Training for stewards</li> </ul>
	Bullying/homophobic cultures within teams	<ul style="list-style-type: none"> <li>• Training for key leaders in teams</li> <li>• Education campaigns aimed at teams</li> </ul>
	Lack of support for LGBT players	<ul style="list-style-type: none"> <li>• Protocol developed on how to support LGBT players and staff</li> <li>• Positive messaging re LGBT people in football</li> </ul>
Youth football	Teams with no policies around LGBT inclusion and anti discrimination	<ul style="list-style-type: none"> <li>• Guidance for clubs and promotion of best practice</li> <li>• Regulation of club policies around inclusion and anti discrimination</li> </ul>
	Players, coaches and managers making discriminatory remarks	<ul style="list-style-type: none"> <li>• Clear code of conduct for players, coaches and managers on discrimination/homo/trans-phobia and LGBT inclusion</li> <li>• Clear, meaningful and public sanctions for those breaking the code</li> <li>• Training for players, coaches and managers on discrimination/homo/trans-phobia and LGBT inclusion</li> <li>• Training for referees</li> </ul>
	Fans and parents displaying discriminatory behaviour	<ul style="list-style-type: none"> <li>• Clear code of conduct for fans and parents</li> <li>• Clear, meaningful and public sanctions for those breaking the code</li> <li>• Education campaigns aimed at fans and parents</li> <li>• Training for stewards where appropriate</li> </ul>
	Bullying/homophobic cultures within teams	<ul style="list-style-type: none"> <li>• Training for key leaders in teams</li> <li>• Education campaigns aimed at teams</li> </ul>
	Lack of support for LGBT players	<ul style="list-style-type: none"> <li>• Protocol developed on how to support LGBT players and staff</li> <li>• Positive messaging re LGBT people in football</li> </ul>

Area	Possible manifestations of prejudice and discrimination	Recommended structural and/or policy implementations
Women's football	Teams with no policies around LGBT inclusion and anti discrimination	<ul style="list-style-type: none"> <li>• Guidance for clubs and promotion of best practice</li> <li>• Regulation of club policies around inclusion and anti discrimination</li> </ul>
	Players, coaches and managers making discriminatory remarks	<ul style="list-style-type: none"> <li>• Clear code of conduct for players, coaches and managers on discrimination/homo/trans-phobia and LGBT inclusion</li> <li>• Clear, meaningful and public sanctions for those breaking the code</li> <li>• Training for players, coaches and managers on LGBT issues</li> <li>• Training for referees</li> </ul>
	Fans displaying discriminatory behaviour	<ul style="list-style-type: none"> <li>• Clear code of conduct for fans</li> <li>• Clear, meaningful and public sanctions for those breaking the code</li> <li>• Education campaigns aimed at fans</li> <li>• Training for stewards</li> </ul>
	Bullying/homophobic cultures within teams	<ul style="list-style-type: none"> <li>• Training for key leaders in teams</li> <li>• Education campaigns aimed at teams</li> </ul>
	Lack of support for LGBT players	<ul style="list-style-type: none"> <li>• Protocol developed on how to support LGBT players and staff</li> <li>• Positive messaging re LGBT people in football</li> </ul>
Operations	Lack of positive messaging re LGBT inclusion and anti discrimination	<ul style="list-style-type: none"> <li>• Positive messaging campaign on LGBT inclusion</li> </ul>
	Recruitment and retention policies that discriminate against LGBT people and do not encourage a diverse work force	<ul style="list-style-type: none"> <li>• Review of internal recruitment and staff policies. Adoption of policies that are non discriminatory and promote diversity and inclusion</li> </ul>
Regulation / legal	Lack of policies that regulate and sanction anti-LGBT actions and words	<ul style="list-style-type: none"> <li>• Review of all policies and adoption of policies and regulations that prevent discrimination and promote inclusion and the human rights of LGBT people</li> <li>• Publication and cascading of sanctions to relevant bodies such as leagues</li> <li>• Training and monitoring of those who enforce sanctions such as referees</li> </ul>

## CHECKLIST TO ENSURE YOUR ORGANISATION IS LGBT INCLUSIVE

Action taken	Poor: No action	Foundation:	Development: initial steps to take the issue seriously	Engagement: action taken to assess and improve situation	Excellence: methodical and meaningful action embedded in organisational processes and planning
Acknowledgement that LGBT people are part of the football community: as players, coaches, fans and officials		Y	Y	Y	Y
Acknowledgement that homophobia, biphobia and transphobia exist		Y	Y	Y	Y
A decision made and communicated to tackle these forms of discrimination in your organisation			Y	Y	Y
Data collected about the current state of play, and analysis conducted about how discrimination exists in your particular environment			Y	Y	Y
A vision created of where you would like your organisation to get to				Y	Y
Metrics created by which you will know that you have achieved your goal				Y	Y
Strategies created to improve the current situation and to move towards your vision of where you would like to get to				Y	Y
Strategies implemented					Y
Evaluation of the success of those strategies					Y
Steps 7-9 repeated methodically and regularly					Y



# EXAMPLES OF BEST PRACTICE AND HELPFUL ORGANISATIONS

## OPENING DOORS & JOINING IN - FA ACTION PLAN

Some national governing bodies such as the English FA and Dutch FA have made forward strides in taking a proactive stance against discrimination based on sexuality and gender orientation. In Feb 2012, the English FA launched their action plan to tackle homophobia in football: Opening Doors and Joining In. The action plan outlines the FA's commitment to increasing LGBT participation in, and enjoyment of, football in the UK. The plan covers 6 areas;

1. Education
2. Visibility
3. Partnerships
4. Recognition
5. Reporting Discrimination
6. Monitoring

To see more about the plan, visit: [http://www.thefa.com/TheFA/WhatWeDo/Equality/~media/Files/PDF/TheFA/Equality/LGBTActionPlanPC.ashx](http://www.thefa.com/TheFA/WhatWeDo/Equality/~/media/Files/PDF/TheFA/Equality/LGBTActionPlanPC.ashx)

## FOOTBALL FOR EVERYONE: ACTION PLAN FOR THE ACCEPTANCE OF HOMOSEXUALITY IN FOOTBALL – DUTCH FA

Similarly, the Dutch action plan covers areas as well as showcasing good practice examples from the Netherlands;

1. Education
2. Inform
3. Support
4. Maintain
5. Evaluate

To view the plan, visit: <http://bin617-02.website-voetbal.nl/sites/voetbal.nl/files/Football%20for%20everyone%20action%20plan.pdf>

## GFSN

The Gay Football Supporters Network runs the only 11-a-side national football league for LGBT-friendly teams. The league was formed to offer teams & players of all sexualities the opportunity to enjoy competitive, social football in a sporting environment.

Over the last 10 seasons, the league has expanded from 4 competing teams to 20. Since the league's formation there have been nearly 500 matches played all over the United

Kingdom, nearly 2000 goals scored, with an estimated 1000 players having taken part at some stage. For more information, visit: <http://www.gfsnleague.co.uk/>

## **THE INTERNATIONAL GAY AND LESBIAN FOOTBALL FEDERATION (IGLFA)**

The IGLFA was founded in 1992. It now has over 80 teams from more than 20 countries from all over the world who are part of the organization.

The mission statement of the IGLFA states that they work to 'foster and augment the self respect of gay women and men throughout the world, and engender respect and understanding from the non-gay world, through the medium of football (soccer). Additionally we work to establish an international network of football clubs and to promote physical and tactical understanding of the game of football.'

For more information, visit: <http://www.iglfa.org>

## **CHANGING THE GAME – THE GLSEN SPORTS PROJECT**

Changing the Game: The GLSEN Sports Project is an education and advocacy program focused on addressing LGBT issues in K-12 school-based athletic and physical education programs. The program was launched in March 2011.

The Sport Project's mission is to assist K-12 schools in creating and maintaining an athletic and physical education climate that is based on the core principles of respect, safety and equal access for all students, teachers and coaches regardless of sexual orientation or gender identity/expression and integrating these efforts into overall school plans to ensure a safe, respectful school climate and culture.

With few existing resources or programs designed to address homophobia and transphobia in K-12 sports, Changing the Game: The GLSEN Sports Project fills a critical gap and adds a vital new dimension to GLSEN's work to create a world in which every child learns to accept and respect all people, regardless of sexual orientation, gender identity or gender expression.

<http://sports.glsen.org>

## **PRIDE SPORTS AND LGBT YOUTH NORTH WEST**

In December 2012, Pride Sports, the UK's LGBT Sports Development & Equality organisation and LGBT Youth North West, a regional NGO working with LGBT young people in England, produced a guide to including young people in sport. The guide can be found at: <http://www.pridesports.org.uk/young-lgbt-people-in-sport/>

[www.prideinsport.info](http://www.prideinsport.info)

Supported by the European Commission, within the Preparatory Actions in the field of sport

