



PRIDE IN SPORT

Preventing and fighting homophobic violence and discriminations in sport

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



IMPRESSUM

Guidance for Swimming 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 SWIMMING.

This guidance is intended for governing bodies and sports federations across Europe. It may also be of use for other bodies operating in swimming such as clubs, administering bodies and coaching centres. Finally, we encourage everyone in swimming – no matter who you are - to view this guidance to better understand what can be done to make swimming 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 swimming. 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, swimming bodies need to not only address overt examples of inappropriate behaviour, but to take meaningful and proactive behaviour to make themselves and swimming 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 swimming.

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

Best wishes,

The EGLSF board

WHAT ARE THE ISSUES



'For the whole time I have been swimming, I don't remember ever having been beaten up or verbally abused because of being gay. But writing this doesn't mean I deny the existence of homophobia. On the contrary, I believe it exists in a hidden way in everyday words and in silence...or because of silence.

There are a whole raft of commonplace jokes and expressions which are not censored because they have no serious consequence. For example, statements such as 'go and show them that you're not a poof' may seem gentle or joking, but actually statements like this are really discriminatory; they imply that a 'poof' is somehow less than a straight man. This is the kind of homophobia that I consider 'discrete' and in the 'silences'. Facing these statements, one becomes scared to speak: 'if my friends discuss girls, is it a good idea to speak about the men I like? Perhaps not...and if I don't have anyone to speak about it with, how do I avoid the problems and mockery?' So, one can remain alone and guilty. It is in my view the worst of all discriminations: one that turns one against oneself.

This is why the practice of sport in LGBT arenas and the presence of LGBT athletes is positive. It seems to me this allows LGBT people (of all ages) to gain confidence, to live better and to realise their desire to be whoever they want to be in the course of time. The aim is never the confinement of an LGBT person to a community, but rather for those people, and for people who are not-LGBT, to understand that the presumed equation between homosexuality and inferiority, between homosexuality and a state of shamefulness, abnormality or being 'against nature', is wrong and entirely without foundation. LGBT sport can instead highlight the courage, endurance, effort and achievement of LGBT athletes and can create environments of mutual respect where sexual identity no longer serves as a criterion of discrimination. Sport must be changed by the fight against discrimination, but it can also be a vehicle by which prejudice towards LGBT people can be tackled.

Jérôme Szenberg

WHAT DO THE TERMS LESBIAN, GAY, BISEXUAL 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.¹

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.²

There are many methodological problems that make attaining such information difficult.³ 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

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

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, 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 orientation⁴. 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 were assigned at birth.

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

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.⁵ Importantly, these commentators also observe that masculinity in this environment is routinely heteronormative.⁶

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'.⁷

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**⁸ 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

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

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

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."⁹

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 and lacrosse are all seen as female sports. Within swimming, synchronised swimming in particular is viewed as a female discipline despite there being many men who take part in the sport and a campaign to allow men to compete. Diving, on the other hand, is viewed suspiciously as a male sport.

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. Indeed, survey data still shows that many people have negative attitudes towards LGBT people in sport¹⁰. Accordingly, many who have participated in these environments have gone

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



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

10 See for example: Stonewall, UK: http://www.stonewall.org.uk/documents/leagues_behind.pdf, Paris Foot Gay, France: <http://parisfootgay.free.fr/fr/news/news2011.php>

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

to great lengths to hide their sexuality. Some have now started to come out, but many that do, such as Greg Louganis, do so in the twilight of their careers or after they have stopped competing.

Naturally, with this fear, some LGBT athletes either drop out of elite sports or find that their performance levels drop.

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

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 or gender identity. For example, if an athlete were 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 swimming team held a party to raise funds for the club where female partners entered for free, this would indirectly discriminate against any swimmers 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'
'TRANNNY'

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.

'Many gay men can tell of traumatic experiences at school which put them off doing sport long into adulthood. Many members of the LGBT swimming club in Copenhagen tell of a "revelation" that it was possible in later life to find a welcoming environment where ability to swim was not one of the criteria for social acceptance. In many cases new club members are well into their 40s and beyond and have not swum for decades.

Being "scared away" from doing sport is a public health issue which all levels of government need to address. A survey in Denmark showed in particular that gay men over 45 were far more subject to ill health, alcohol and tobacco misuse and suicidal tendencies than the control group in the general population ("LGBT Liv" survey, Stop Aids Denmark, 2010/2011)'

Copenhagen LGBT
swimming club

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 sport. 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 example¹¹:

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 1967 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 discrimination on the basis of...sexual 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 dissemination, 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 society, and therefore also within sport.

EXAMPLES OF HOW SWIMMING CAN BE LGBT EXCLUSIVE

Authorities

The stance of governing bodies can have a real influence on the incidence of homophobia, lesbophobia, biphobia and transphobia in swimming. Decisions, for example, about where to hold meets and competitions have an impact on LGBT people in swimming. 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 the rest of swimming to display 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 from another sport – basketball – see the excellent ‘Think before you speak’ clip from NBA players Grant Hill and Jared Dudley¹².



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 swimming 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.



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



Daniel Kowalski, the 34-year-old Australian swimmer, who won four Olympic medals during his career, said he was “tired of living a lie” and had been inspired to come out by Welsh rugby player Gareth Thomas.

I felt “anger because I was jealous ... he was out and felt liberated and free. And it really got me thinking that I could do that (come out) if I wanted to. I felt really compelled to do it because it’s very tough to live a closeted existence.

Things pop in my head that make me realise that I clearly suppressed these thoughts of being gay ... because it was ‘wrong’, as a male it’s ‘wrong’ but even more as an elite athlete. I always knew that I lacked confidence when I stood up on the blocks and I do wonder sometimes if that lack of confidence was fear – fear of not really knowing who I am. On the sporting side, I lost to some amazing champions, so I’m not for a second saying that this is the reason I didn’t win. I often wonder if the lack of self-confidence and lack of identity in many ways held me back from reaching my potential.’

Daniel Kowalski interview: <http://www.pinknews.co.uk/2010/04/19/australian-swimming-champion-daniel-kowalski-comes-out-as-gay/>

Other swimmers

The conduct of swimmers in training and competition is important. Discriminatory language against gay people such as ‘poof’ and ‘faggot’ has been used within sport, 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 elite athletes as role models.

Sport stars’ conduct out of the pool, and specifically on social media, has become an increasingly important area of concern in sport over recent years. Swimmer Stephanie Rice was famously criticised after homophobic remarks on twitter that cost her lucrative sponsorship deals.



Action – Ensure that your organisation and affiliated clubs develop a code of conduct that includes behaviour on social media

Coaches

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



Action – Encourage organisations to train coaches so that they are aware of how to be LGBT inclusive and non discriminatory

Young swimmers

The average age of coming out in many countries across Europe has dramatically decreased. In Holland it is around 16¹³, whilst studies in the UK show that the average age of coming out for under 18's has now dropped to 15 years of age¹⁴.

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 swimming 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. Training camps and meets are likely to be environments where such bullying may take place.

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

14 http://www.stonewall.org.uk/media/current_releases/4867.asp

'Fortunately, the city's swimming pool management were extremely understanding and were able to provide access to staff changing rooms where privacy was assured. The pool management agreed that private changing facilities should be included in plans for new pools, but this is a very long-term solution.'

Copenhagen LGBT swimming club



Action - It must be made clear in all settings where young people swim 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.

Trans swimmers

Swimming is a sport that requires participants to undress completely before swimming and to shower thoroughly due to the need for good hygiene in the water – the cleaner the swimmers, the less chlorine needed in the pool. And swimming has the least clothing of any sport – in particular for men. There is therefore a significant challenge in countries where changing and shower areas are traditionally open and segregated only to male and female. In the Nordic countries in particular, where low chlorine in swimming pools is considered environmentally-friendly and healthier for everyone, it is customary for there to be peer pressure for thorough washing in an open shower area while totally naked in order to reduce bacteria levels and therefore allow chlorine levels to be kept to a minimum. Anyone showering in a swimming costume is seen as “unhygienic” and therefore not to be allowed to use the pool.

Transgender people who do not feel a ‘fit’ between their body and their gender may inevitably have great difficulty undressing in front of others, and this can make swimming a very difficult sport. The presence of transgender people in changing rooms of their opposite birth sex can also be problematic. Some people, even within an LGBT environment, may be very uncomfortable with a trans person being in their changing rooms where the person is pre-operation.

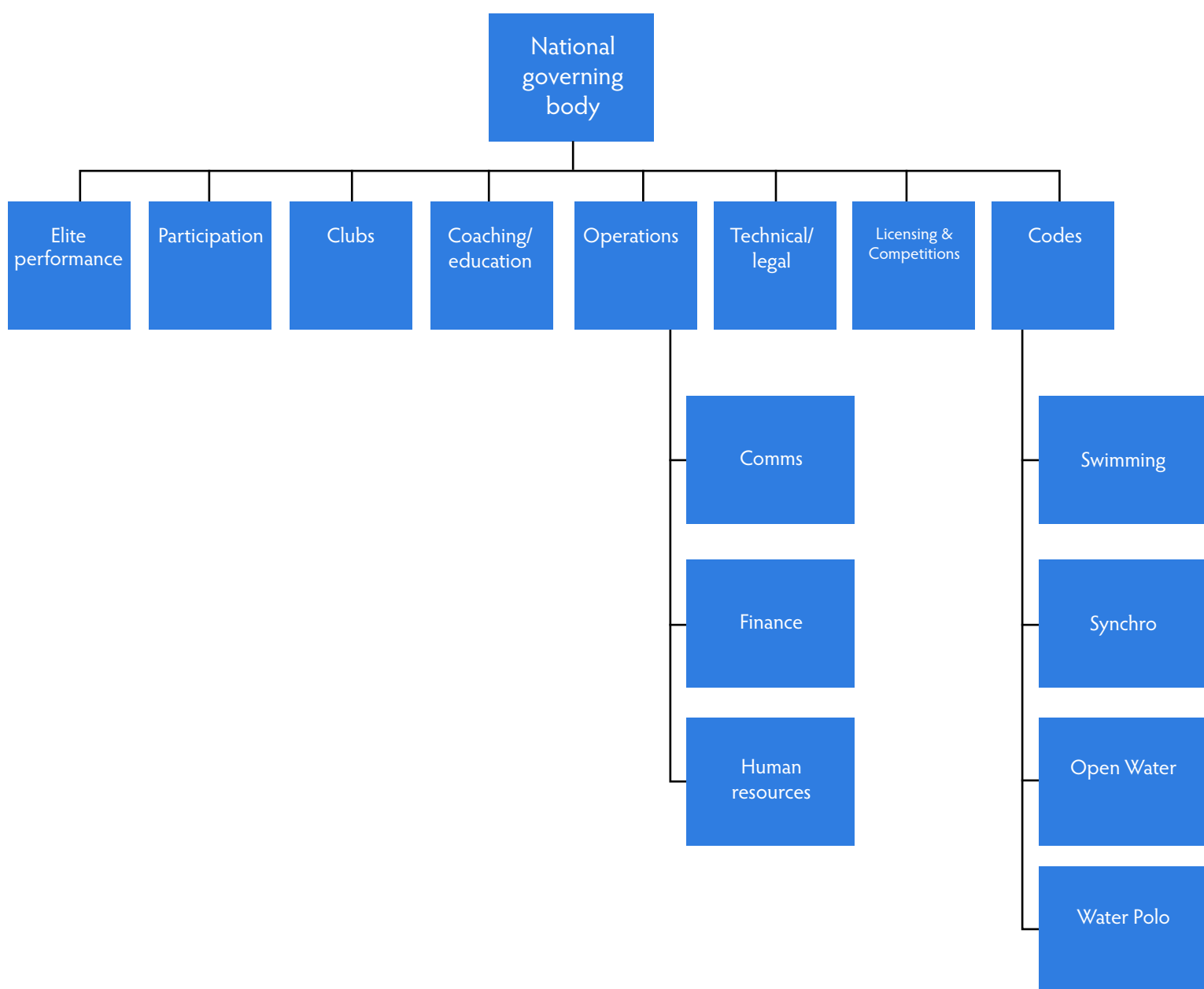
The following ideas/measures may be helpful:

- Provide adequate privacy measures – changing facilities where swimmers have privacy make it more possible for trans people to take part
- Provide special pool time for trans people - Muslim women are a group who for cultural or religious reasons do not want to be seen by men when in swimming costumes. Some are happy to swim in public with specially-designed costumes, but others have special pool times set aside where men are not allowed and windows are covered to avoid men inadvertently seeing in. It could be that in cities with large enough numbers of transgender people to allow pool time to be set aside, that this is a solution that could be used to allow transgender people to have access to swimming without needing to worry about being seen by others.
- Allow trans swimmers to use the changing area, which they feel to be most appropriate. Where possible, provide a gender-neutral changing area. It may be appropriate to allow trans swimmers to use disabled changing facilities; however, this should be an offer that is made on an individual basis, and a trans person should never be required to use these.
- Allow trans swimmers to wear what they feel most comfortable swimming in. For instance, trans men may wish to wear a chest binder with a t-shirt or rash guard over the top, whilst swimming; as long as the clothing isn't dangerous to swim in, it should be allowed.
- Ensure that pool staff are trained in trans issues, in order that they do not challenge a trans person who they perceive to be in the “wrong” changing area or not wearing appropriate clothing. It can be very difficult for a trans person to pluck up the courage to go swimming, and being challenged in this way could result in them never setting foot in a swimming pool again.
- Consult with the local trans community via trans support groups to and social media to find out what their needs are. Many trans people avoid all sporting activities but would love the opportunity to participate; however, in order to ensure that there is buy-in from the community it is important to engage with groups and individuals.

THE FUNCTIONS OF THE GOVERNING BODY

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

The governance functions of swimming 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

I started swimming as a child, and although I was never a particularly fast swimmer, I always enjoyed it, and progressed through the ASA distance badges up to being able to swim 2 miles. However, as a teenager I became uncomfortable with my body, and this was compounded when wearing a swimming costume. As an adult, I gave up swimming almost entirely, even avoiding beach holidays, as well as local pools. On the odd occasion that I did venture out to swim, as well as feeling uncomfortable in the required swimming costume, the fact that I had unshaven legs and armpits meant that I received looks and comments from others at the swimming baths.

Once I realised that I needed to transition, swimming became even more difficult. I wanted to be able to wear trunks or swimming shorts, but as people perceived me as female this would have made me a target for abuse. As well as this, I would not have been able to go bare-chested, and I felt that wearing a chest binder in a pool would be frowned upon, not allowed or attract negative comments – all of which I had heard happen to others. Changing rooms were another problem; being unable to undress in front of others even partially, and risking abuse from other men in the changing area meant that I did not want to risk swimming also.

Daniel

A FRAMEWORK FOR ADDRESSING HOMOPHOBIA, LESBOPHOBIA, BIPHOBIA AND TRANSPHOBIA IN SWIMMING

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:

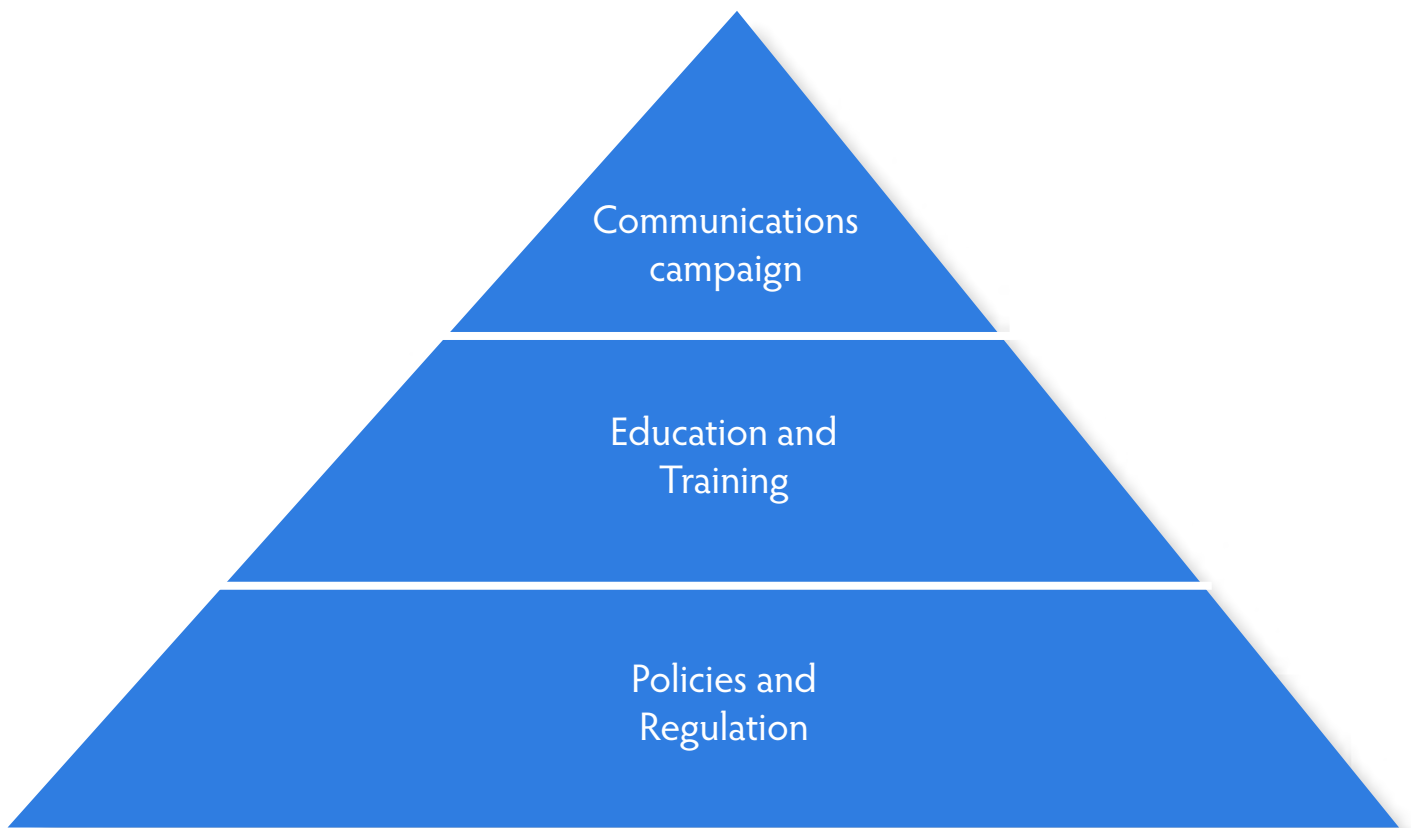
1. Acknowledge that LGBT people are part of the swimming community: as participants, coaches, supporters and officials
2. Acknowledge that homophobia, lesbophobia, biphobia and transphobia exist
3. Make a decision to tackle these forms of discrimination in your organisation
4. Where possible, collect data about the current state of play¹⁵
 - a. How many LGBT people are in your organisation?
 - b. What are the attitudes of key stakeholders such as board members, coaches and participants 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: what would a truly inclusive organisation look like?¹⁶
6. Create metrics by which you will know that you have achieved your goal (using where possible the data collected in step 4)
7. Create strategies to improve the current situation and to move towards your vision of where you would like to get to (see section 'where to start' for some simple ideas)
8. Implement those strategies
9. Evaluate the success of those strategies
10. Repeat steps 7-9

¹⁵ 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

¹⁶ 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

<http://www.equalitystandard.org/>

The Standard is a framework for assisting sports organisations to widen access and reduce inequalities in sport and physical activity from under represented individuals, groups and communities. It is based around two broad themes: developing your organisation and developing your services, and four levels of achievement:

Foundation - your organisation is committed to equality

Preliminary - your organisation is clear about what it needs to do to achieve equality

Intermediate - your organisation is increasing opportunities for a diverse range of people

Advanced - your organisation offers fair and equal opportunities to its staff and the communities it serves.

The website contains examples of best practice as well as templates and pro formas for developing new policies.

Benefits of the Equality Standard

- Provides a framework for achieving equality in sport;
- Helps to ensure democracy and sound governance of the sport;
- Increases participation by reaching new audiences;
- Mitigates against legal action and helps to meet legal duties;
- Enhances the skills and knowledge base of staff and volunteers;
- Increases involvement in equality at all levels of the organisation;
- Improves equality practices through monitoring, evaluation and review;
- Builds on existing equality good practice;
- Guides in assessing and reviewing equality performance and achievements;
- Helps to open sport up to all sectors of the community;
- Encourages more potential administrators, coaches, officials and volunteers;
- Provides a positive public image;
- Appeals to funding providers and sponsors.

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

“Plons Shorties” is a swimming competition hosted by lesbian & gay swimming club Plons <http://www.plons.nu/site/> Every year, the club invites swimmers from local junior swim clubs to take part in a gala. In this gala, participants compete, not against each other, but against the national record for that distance within a particular age group. The scores are calculated using a percentage figure of the national record for each time. The winners of each category are those with the highest percentage score. In this way, champions could be aged from 8 to 80. The real achievements of the event, however, can be summarised as follows:

- Young swimmers experience swimming as a sport for life
- Young people meet lesbian and gay role models in a positive sporting environment, where sportsmanship is emphasised
- Lesbians & gay men are shown in a positive context, playing sport, having fun and enjoying themselves

More information can be found in the Council of Europe’s Good Practice Guide ‘LGBT Inclusion in Sport’ which can be downloaded here: http://www.coe.int/t/DG4/EPAS/Publications/publications_collection_handbook_en.asp

3. Communication

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

EXAMPLE ACTIVITY

British Swimming was one of the inaugural signatories to the UK Government’s “Charter against homophobia and transphobia in Sport”. Chief Executive, David Sparkes attended a reception at the base of the UK Prime Minister and signed up to the Charter along with leaders from the Football Association, the Lawn tennis Association and LOCOG. This action was then communicated out through the organisations website and given support by a leading British Swimming representative, Craig Hunter, himself a gay man and former athlete and England Chef de Mission at the 2010 Commonwealth Games in Delhi <http://www.swimming.org/asa/news/general-news/david-sparkes-signs-anti-homophobia-charter/9765/>

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://www.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.

YOU CAN PLAY: GAY ATHLETES. STRAIGHT ALLIES. TEAMING UP FOR RESPECT.

You Can Play is a campaign based in North America whose mission is as follows:

You Can Play is dedicated to ensuring equality, respect and safety for all athletes, without regard to sexual orientation.

You Can Play works to guarantee that athletes are given a fair opportunity to compete, judged by other athletes and fans alike, only by what they contribute to the sport or their team's success.

You Can Play seeks to challenge the culture of locker rooms and spectator areas by focusing only on an athlete's skills, work ethic and competitive spirit. They provide resources for LGBT and 'straight' sports people to demonstrate LGBT inclusion in their sport. Check out their website here

<http://www.youcanplayproject.org/>

SUPPORTING LGBT SWIMMERS

It is no great surprise that in the history of men's and women's sport in Europe there have been very few out gay elite performers. Fear of the reaction of supporters, fellow competitors, managers and agents, not to mention corporate sponsors, puts enormous pressure on participants to stay in the closet. Frequently, there are articles in the press speculating what will happen when elite sportspeople come out. In swimming there have been a number of performance athletes who have been public about their sexual orientation, but there are still many more who choose not to take that step.

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

BEFORE:

- Where appropriate, work with sports unions to ensure they have support systems in place for LGBT competitors e.g. psychological support and or help lines

COMPETITOR COMES OUT

Immediately:

- Meet with competitor 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 meets where competitor is playing
- Supporting statements from opposing team

Week 3 onwards:

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

Many people who are LGBT and out choose to swim for a club that is LGBT friendly. LGBT swimming clubs exist in most countries around Europe, and many will belong to their local swimming association. 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.

A photograph of a swimmer in mid-air, diving into a pool. The swimmer is wearing a red swimsuit and is captured in a dynamic pose, with one leg extended upwards and arms reaching forward. The pool is blue with lane lines, and a starting block with the number '3' is visible in the foreground. The background shows a blurred indoor pool setting with spectators and lane markers.

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 swimming. Ask them what they would like to see change and work with them regularly.
2. Take a look at action plans already published by other governing bodies of sport, or the Equality Standard website. Links to work by the English and Dutch Football Associations follow in the examples of best practice section.
3. Take one area of your organisation's 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 SWIMMING AND RECOMMENDED ACTIONS

Area	Possible manifestations of prejudice and discrimination	Recommended structural and/or policy implementations
Elite performance	Participants making discriminatory remarks	<ul style="list-style-type: none"> • Clear code of conduct for participants re discrimination/homo/trans-phobia and LGBT inclusion • Clear, meaningful and public punishments for participants breaking the code • Training for participants on discrimination/homo/trans-phobia and LGBT inclusion
	Coaches making discriminatory remarks	<ul style="list-style-type: none"> • Clear code of conduct for coaches and managers re discrimination/homo/trans-phobia and LGBT inclusion • Clear, meaningful and public punishments for coaches breaking the code • Training for coaches on discrimination/homo/trans-phobia and LGBT inclusion
	Homophobic culture within the team and coaching set up	<ul style="list-style-type: none"> • Training on discrimination/homo/trans-phobia and LGBT inclusion, if possible, meeting with LGBT groups
	Lack of support for LGBT participants and staff	<ul style="list-style-type: none"> • Protocol developed on how to support LGBT participants and staff • Positive messaging re LGBT people in swimming

Area	Possible manifestations of prejudice and discrimination	Recommended structural and/or policy implementations
Clubs	Clubs with no policies around LGBT inclusion and anti discrimination	<ul style="list-style-type: none"> • Guidance for clubs and promotion of best practice (consider a quality mark for clubs that includes LGBT practice and policies) • Regulation of club policies around inclusion and anti discrimination
	Participants and coaches making discriminatory remarks	<ul style="list-style-type: none"> • Clear code of conduct for participants and coaches re discrimination/homo/lesbo/trans-phobia and LGBT inclusion • Clear, meaningful and public punishments for those breaking the code • Training for players, coaches and managers on discrimination/homo/lesbo/trans-phobia and LGBT inclusion • Training for officials
	Supporters/Parents displaying discriminatory behaviour	<ul style="list-style-type: none"> • Clear code of conduct for supporters/parents • Clear, meaningful and public sanctions for those breaking the code • Education campaigns aimed at supporters/parents
	Bullying/homo/lesbo/transphobic cultures within teams	<ul style="list-style-type: none"> • Training for key leaders in teams • Education campaigns aimed at teams
	Lack of support for LGBT participants	<ul style="list-style-type: none"> • Protocol developed on how to support LGBT participants and staff • Positive messaging re LGBT people in swimming
Participation	Lack of trans people swimming	<ul style="list-style-type: none"> • Develop trans guidance for clubs and facilities
	Bullying/homo/lesbo/transphobic cultures within teams in youth swimming	<ul style="list-style-type: none"> • Clear code of conduct for participants and coaches re discrimination/homo/lesbo/trans-phobia and LGBT inclusion • Clear, meaningful and public punishments for those breaking the code • Training for young people on discrimination/homo/trans-phobia and LGBT inclusion • Training for key leaders in teams • Education campaigns aimed at teams

Area	Possible manifestations of prejudice and discrimination	Recommended structural and/or policy implementations
	Supporters and parents displaying discriminatory behaviour	<ul style="list-style-type: none"> • Clear code of conduct for supporters and parents • Clear, meaningful and public punishments for those breaking the code • Education campaigns aimed at supporters and parents • Training for stewards where appropriate
Coaching / education	Coaches showing direct or indirect discrimination towards LGBT people	<ul style="list-style-type: none"> • Clear code of conduct for coaches and managers re discrimination/homo/lesbo/trans-phobia and LGBT inclusion • Clear, meaningful and public punishments for coaches breaking the code • Training for coaches on discrimination/homo/trans-phobia and LGBT inclusion
Operations	Lack of positive messaging re LGBT inclusion and anti discrimination	<ul style="list-style-type: none"> • Positive messaging campaign on LGBT inclusion
	Recruitment and retention policies that discriminate against LGBT people and do not encourage a diverse work force	<ul style="list-style-type: none"> • Review of internal recruitment and staff policies. Adoption of policies that are non discriminatory and promote diversity and inclusion
Technical / legal	Lack of policies that regulate and sanction anti-LGBT actions and words	<ul style="list-style-type: none"> • Review of all policies and adoption of policies and regulations that prevent discrimination and promote inclusion and the human rights of LGBT people • Publication and cascading of sanctions to relevant bodies such as clubs • Training and monitoring of those who enforce sanctions such as officials
Competitions / Licensing	Competitions held or organised in such a way as to discriminate against LGBT people	<ul style="list-style-type: none"> • Review of all policies around competitions and licensing and adoption of policies and regulations that prevent discrimination and promote inclusion and the human rights of LGBT people • Communication of those policies • Monitoring of licensing and competitions across the sport
Codes	Problems in specific codes	<ul style="list-style-type: none"> • Application of above checklist to each code

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 swimming community: as participants, coaches, fans and officials		Y	Y	Y	Y
Acknowledgement that homophobia, lesbophobia, 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

INTERNATIONAL LESBIAN AND GAY AQUATICS (IGLA)

IGLA is the world's foremost international organization solely devoted to developing and promoting gay and lesbian swimming, water polo, diving, and synchronized swimming.

Our mission is to promote participation in aquatic sports among lesbians and gay men and friends of our community, and to ensure maintenance of the highest standards for aquatic competitions and international standards for all Gay Games and IGLA Championships.

<http://www.igla.org/>

MARLIN

Marlin Swimming Group was set up in 2008 in Manchester, UK with a small grant. A few of trans people had discussed how much they missed swimming, but felt too uncomfortable to attend regular swimming sessions. When the opportunity to receive a small amount of money came up, the group seized it and decided to run 4 swimming sessions. They contacted Manchester City Council, who had been undertaking a series of consultations with the trans community, and they offered their support by speaking to Serco (The company contracted to run the swimming baths) and telling them to help us in whatever way they could. At a meeting with a manager from Serco, the group discussed their needs and identified a suitable venue. The venue was chosen for a number of reasons: a separate pool with individual cubicles around the side being one of the most important factors. They also offered the group a good discount, knowing that they were running on a small budget, and gave them the opportunity to speak directly to the staff before the first session, in order to explain the needs of the people who would be swimming, and to train them in trans inclusion.

Marlin has now been running for 5 years. They meet once a month, and the sessions have remained free for people to attend, having received funding from Manchester Pride and Pride Sports. Marlin is open to all trans people, and people can just turn up and swim; there's no need to book beforehand.

Marlin is very successful because it's a friendly and welcoming environment, and people are able to swim and socialise as much or as little as they want. Many of their swimmers have gone on to attend regular swimming sessions, having gained confidence by coming to Marlin first.

<http://www.marlin.org.uk>

EXAMPLES FROM OTHER SPORTS

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

<http://junioren.voetbal.nl/node/24954>

TACKLE IT! – RUGBY FOOTBALL LEAGUE

The RFL has launched a new game wide 'Tackle IT!' Equality and Diversity programme which aims to increase awareness of issues such as racism, homophobia and other forms of discrimination and prejudice within Rugby League. The 'Tackle IT' campaign features seven promotional posters and a promotional DVD which will be made available to all professional and community clubs in the UK. The campaign sees the RFL become the first UK sports governing body to produce a resource that simultaneously tackles and celebrates all six key equality strands of; race, sexuality, gender, disability, age and religion.

<http://www.therfl.co.uk/the-rfl/equitydiversity/tackle-it>

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

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

