

Action Guide for Coaches

Making Athletics Safe for Lesbian, Gay, Bisexual, and Transgender Coaches and Athletes

- Be a visible and active role model for respect and fairness for all
- Educate yourself and colleagues about LGBT issues in sport (read, attend workshops, talk with school counselors or community groups).
- Put a "Safe Space" sticker on the locker room door and your office door.
- Discourage slurs, jokes or other comments or actions that demean or attack lesbian, gay, bisexual, transgender people.
- Use inclusive language that does not assume that all coaches or athletes are heterosexual.
- Schedule an educational program on LGBT issues in athletics for your team.
- Use the words "lesbian," "gay," "bisexual" and "transgender" in positive ways.
- Always assume that LGBT people are on athletic teams and among the coaching and support staff even if they have chosen not to identify themselves.
- Monitor your own stereotyped beliefs about LGBT people and commit yourself to evaluating others on the basis of their character and competence, not sexual orientation.
- Treat all athletes and coaches fairly and respectfully regardless of their sexual orientation or gender expression.
- Make clear your expectations of respect for diversity among all members of athletic teams.
- If LGBT athletes or coaches identify themselves to you, respect their right to confidentiality and privacy.
- Be prepared to provide information about Parents, Family and Friends of Lesbians and Gays (PFLAG) to parents of LGBT athletes.
- Expect the same standards of behavior from all athletes regardless of their sexual orientation or gender expression.
- Ask LGBT friends or colleagues how you can show support for them.
- Propose a non-discrimination policy for your athletic department that includes sexual orientation and gender expression.
- Know what campus groups or agencies provide resources or support for LGBT students and staff.
- Make it clear to athletes and coaches that anti-gay actions will not be tolerated.
- Answer parents' questions about lesbian, gay, bisexual, or transgender people in your program in ways that do not support or accept prejudice.
- Answer questions about LGBT people in sport from the media in ways that do not support or accept prejudice.

