

HOMOPHOBIA AND SPORT POLICY RECOMMENDATIONS

SAFETY

- No athletic department, sport organization personnel, athlete, parent, fan or school community should harass or threaten (anti-gay slurs, pushing or shoving, property damage, graffiti directed at a particular person or group) a coach or athlete on the basis of sexual orientation
- Lesbian and bisexual coaches and athletes should be able to participate on a team or in an athletic department or setting free of hostility
- Organization or institution Sexual Harassment Policies should include specific references to harassment based on sexual orientation.
- Coaches, athletes, other athletic department personnel, or students who participate in the harassment of lesbian or bisexual athletes or who contribute to a hostile environment for these athletes and coaches should be appropriately disciplined.
- The provisions of all policies on sexual harassment and sexual relations between coaches and athletes should be completely applicable without regard to the sexual orientation of athletic department/sport organization personnel.

FAIR TREATMENT/EQUAL ACCESS

- Athletic Department non-discrimination policies should prohibit discrimination on the basis of sexual orientation in the department and on teams.
- Lesbian and bisexual athletes and coaches should be able to identify themselves if they choose to without fear of negative consequences (loss of job, scholarship, starting position; negative performance evaluation; dropped from team).
- Lesbian and bisexual coaches and athletes should be welcomed to bring spouses/partners to department or team functions when other athletes or coaches are invited to bring their spouses/partners and inclusive language should be utilized to acknowledge the possibility that same-sex partners may attend.
- Partnership benefits available to heterosexual coaches and other department personnel should also be available to lesbian and bisexual coaches and staff.
- A coach or athlete's sexual orientation should not be a factor in determining their eligibility for teams, coaching positions, or athletic or academic honors or awards.

- Lesbian and bisexual athletes and coaches should be allowed to participate in community or school-based LGB social, educational or political events or organizations without fear of reprisal.

SUPPORT

- Lesbian and bisexual athletes and coaches should have access to school or community-based counseling, and LGB social and educational groups.
- Parents of lesbian and bisexual athletes should have access to school or community-based support and educational groups for parents with LGB children.
- Coaches should have access to school or community-based groups who can provide assistance in addressing anti-gay incidents and the needs of lesbian and bisexual athletes.
- Administrators should support coaches and athletes in addressing anti-gay incidents.

EDUCATION

- Staff development programs for coaches and other support staff should include addressing homophobia in athletics and include departmental policies addressing anti-gay discrimination.
- Educational programs for athletes should address homophobia and include departmental policies addressing anti-gay discrimination.
- Educational and/or recruitment material or programs addressing homophobia and department policies addressing homophobia should be given to prospective athletes, coaches, parents of athletes. Such material will identify the existence of local or state statutes limiting gay or lesbian lifestyles.