



# **Game Plan**

## **for Athletic Administrators**

### **Game Plan for Athletic Directors and School Principals**

Making Your School Sports Teams Safe For Lesbian, Gay,  
Bisexual and Transgender (LGBT) Coaches and Athletes

#### **Inside Game: Work On Your Own**

- Learn more about prejudice and discrimination based on such differences as race, sexual orientation, gender identity/expression and religion
- Assume that LGBT people are on your athletic teams and among your coaching and support staff even if they have not identified themselves
- Monitor your beliefs or assumptions about LGBT people and commit yourself to evaluating others on the basis of their character and competence, not sexual orientation or gender identity/expression
- Learn about LGBT issues in sport and how they can affect individuals and teams
- Know what resources are available in your school and community for LGBT students, parents and staff
- Know local and national resources and advocacy organizations for addressing LGBT discrimination or harassment in athletics
- Identify print, video and internet resources for addressing LGBT issues in athletics
- In addition to the GLSEN Sports Project, identify experts outside your school that would be available to provide resources and guidance to the school, team and/or to you

#### **One on One: Work With Others**

- Be a visible and active role model of respect and fairness for your school's coaches and athletes
- Do not make anti-LGBT slurs, jokes or other comments
- Put a Safe Sports Space sticker on your office door
- Treat all athletes, coaches and parents fairly and respectfully regardless of their sexual orientation or gender identity/expression
- Make clear to coaches your expectations of respectful and fair treatment for all athletes and other coaches
- Make it clear to athletes and coaches that anti-LGBT actions or language will not be tolerated
- If LGBT athletes or coaches identify themselves to you, respect their right to confidentiality and privacy
- Be prepared to provide resources to parents or guardians of LGBT athletes, but always be careful not to out a student to their parent, guardian or family
- Expect the same standards of behavior from all athletes and coaches regardless of their sexual orientation or gender identity/expression
- Show your support for LGBT athletes or colleagues