



Game Plan

for Coaches

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Making Your Team Safe for Lesbian, Gay, Bisexual and Transgender (LGBT) 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
- Put a Safe Sport Space sticker on the locker room door and your office door
- 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, not on sexual orientation or gender identity/expression
- Know what resources are available in your school and community for LGBT students and staff
- 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
- Learn about LGBT issues in sport and how they affect individuals and teams

One on One: Work with Others

- Be a visible and active role model of respect and fairness for your team
- At the beginning of your sport season, make clear your expectations of respect for diversity among all members of athletic teams, including LGBT coaches and athletes
- Communicate to athletes and coaches that anti-LGBT actions or language will not be tolerated
- Use language that is inclusive of LGBT athletes and coaches
- Treat all athletes and coaches fairly and respectfully regardless of their sexual orientation or gender identity/expression
- Do not make anti-LGBT slurs, jokes or other comments
- Schedule an educational program on LGBT issues in athletics for your team
- 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 regardless of their sexual orientation or gender identity/expression
- Let LGBT athletes or colleagues know that you are an ally and that you support them
- Help promote enthusiastic but respectful sports fan behavior at athletic events
- Answer questions about LGBT people in sport from the media in ways that do not support or accept prejudice
- Do not tolerate college coaches' use of "negative recruiting" based on perceived or actual sexual orientation when talking with high school athletes, coaches or parents of athletes (Negative recruiting = Making negative comments about the sexual orientation of coaches or athletes at another college as a way to discourage high school students from considering that school)