

Game Plan for Athletic Administrators

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