

DAY 1 CHECKLIST

HOW TO BE AN ALLY FOR LGBTQI+ ATHLETE INCLUSION

This checklist was created in support of Gatorade's partnership with Athlete Ally on establishing a safe and inclusive environment for all athletes to participate in sports. For a complete list of tools and resources, visit the Athlete Ally [resource page](#).

Be up to date with information and resources about the laws and policies that impact your LGBTQI+ players and coaching staff. Here are several resources to turn to, to better understand the current laws and policies in your state:

LGBTQI+ Equality Map:

<https://www.lgbtmap.org/equality-maps>

State Legislation Tracker:

<https://www.equalityfederation.org/state-legislation>

Trans Athlete Policies:

<https://www.transathlete.com/policies>



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LGBTQI+ ATHLETE INCLUSION CHECKLIST

ESTABLISH CORE VALUES. WORK WITH YOUR TEAM TO CREATE CLEAR CORE VALUES AT THE START OF THE SEASON TO UNITE AND CREATE THE TEAM CULTURE YOU WANT ESTABLISHED THROUGHOUT THE SEASON.

- Try creating core values collectively with the team during the first week of practice—and acknowledge that every athlete is an important and equal part of the team—so that your athletes have ownership of the team culture. Some key core values to establish with your team include: integrity, teamwork, respect, equality, and inclusion.
- Ask your athletes to also include core values they would want their fan spectators to demonstrate while watching them play.
- Having a clearly defined set of core values is often the easiest tool a coach has to address and correct inappropriate language and behavior. Any time discriminatory language is used, your core values can be stated as a quick and immediate response.
- Teach accountability by owning your mistakes and ensuring that other athletes own theirs. Vulnerability builds trust and progress moves at the speed of trust.

PROVIDE A SAFE & INCLUSIVE SPACE FOR ATHLETES AND FAN SPECTATORS—INCLUDING ON THE FIELD, IN THE LOCKER ROOMS, AND IN THE STANDS.

- At a minimum, teams should provide private changing spaces and showers in the men's and women's locker rooms to accommodate transgender, nonbinary, and other individuals who desire privacy. Teams should also confirm with host schools there will be private changing spaces for travel games and tournaments.
- Teams should make every effort to allow athletes to use the bathrooms and changing facilities in which they feel most comfortable and safe.

- Players, coaches, and staff should also be permitted to use the facilities consistent with their gender identity, based on your school and state's law and policies. These policies should be communicated clearly in the team handbook based on your school and state's law and policies.
- Be mindful of ordering or providing uniforms that an athlete may not feel comfortable to participate in (i.e. If Field Hockey uniforms are skirts or skorts, provide a shorts option for any athlete who feels more comfortable wearing that instead).

HOLD YOUR ATHLETES, COACHES, SCHOOL STAFF, PARENTS, AND FANS ACCOUNTABLE FOR NON-INCLUSIVE LANGUAGE OR ACTIONS.

- Homophobic, transphobic, sexist, racist and any kind of discriminatory language against another individual should be banned on and off the field. This should be **communicated to all athletes and their families** who serve as fan spectators at the start of the season.
- Set up clear and specific consequences in the team handbook for athletes and fan spectators who violate this in the locker room, during practices, or at games.
- Be mindful of the language you use when working with players, parents and coaches, and/or other leaders in and around the team environment.
- If you hear homophobic, transphobic, or sexist language, jokes, or innuendos on or off the field, immediately address it with players and explain why it won't be tolerated. Expressing that you will not tolerate such language establishes a clear boundary of respect and fosters an inclusive atmosphere.



PROMOTE ONGOING ALLYSHIP, DIVERSITY, AND RESPECT ON AND OFF THE FIELD TO CREATE AN INCLUSIVE TEAM CULTURE.

- ❑ Use inclusive language when talking to athletes and to lead by example. Instead of saying “you girls” or “let’s go guys”, use more inclusive language such as “all of you,” “great job everybody,” “let’s go team,” or “athletes.”
- ❑ When athletes introduce themselves, ask them how they would like to be addressed. Let the team know respecting someone’s identity means respecting the name and/or pronouns they provide.
- ❑ Respect your athlete’s privacy by not disclosing any personal information without their permission.
- ❑ Immediately disrupt anti-LGBTQI+ language in the locker room, in the hallways, and with friends & family by pointing out the impact of these words in sidelining LGBTQI+ people from feeling comfortable to participate in sports.
- ❑ Diversify your social media following to listen and learn from LGBTQI+ athletes and LGBTQI+ sports influencers.
- ❑ Ask, listen, and learn from LGBTQI+ athletes, teammates, and colleagues in your own school and community how you can continue to show allyship and support.
- ❑ To serve as a school Ally for any LGBTQI+ student-athlete, consider hanging a [“Safe Space” Sign or Sticker](#) so an athlete knows they can turn to you for questions or support.

WORK WITH YOUR SCHOOL DISTRICT TO CREATE OR UPDATE LGBTQI+ INCLUSION POLICIES.

- ❑ Make sure you have an inclusive non-discrimination statement, trans inclusive participation policies, competent data collection policies, LGBTQ-inclusive travel and uniform policies, and a fan code of conduct that is posted online or easily made accessible for all athletes, staff, families, and fan spectators to view.
- ❑ Visit [Athlete Ally Resources](#) for information on creating or updating your school’s existing inclusive policies.
- ❑ Examples from a handful of schools that have the highest Athletic Equality Index Score for reference (click to view):
 - [The University of Oklahoma Athletics’ Diversity, Equity & Inclusion Page](#)
 - [The University of Illinois at Urbana-Champaign Athletics’ Diversity & Inclusion Page](#)
 - [James Madison University Athletics’ Diversity & Inclusion Page](#)
 - [The University of Cincinnati Athletics’ One Team Page](#)
 - [The University of Louisville Athletics’ We Win Together Page](#)
 - [The University of Nebraska-Lincoln Athletics’ Diversity and Inclusion Page](#)
 - [The University of Pennsylvania Athletics’ DRIA Diversity, Equity and Inclusion \(DEI\) Page](#)
 - [University of Wisconsin, Milwaukee](#)



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HERE ARE A FEW EXAMPLES OF FAN CODES OF CONDUCTS THAT EXTENDS TO SUPPORTING ALL ATHLETES AND FAN SPECTATORS IN ATTENDANCE:

- [University of California Berkeley](#)
- [University of Pennsylvania](#)
- [Dartmouth College](#)
- [Drafthouse Theatre](#)
- [George Mason University](#)

SAMPLE LANGUAGE ON CREATING OR UPDATING YOUR FAN CODE OF CONDUCT

[VENUE] is a safe, respectful, inclusive, and fun environment for everyone to enjoy the game. This Code of Conduct applies to everyone at the venue and participants in our social media channels. Guests, staff, volunteers, vendors, and press will be held to the same standards. [VENUE] staff reserves the right to remove or ban any person who does not adhere to the Code of Conduct. We do not tolerate harassment of any kind, including:

- Intimidation or threats, verbal or physical
- Inappropriate disruption of events
- Abusive or language
- Physical assault of any type
- Inappropriate physical contact
- Unwanted sexual attention
- Unwanted photography or video recording
- Bullying or stalking

Especially in connection to:

- Race or ethnicity
- National origin
- Sexual orientation, gender identity, or expression
- Sex characteristics
- Age
- Disability, medical condition, or pregnancy
- Religion
- Citizenship status

ALLY ACTION STEPS

The following text is presented as a guideline or suggested copy for student athlete handbooks, athletic department websites, and other forms of communication with athletes, coaches, and staff:

- “If you are asked to stop any harassing behavior, **STOP immediately**. Center your focus on the person who asked you to stop, and seek guidance to understand why your behavior was inappropriate or harmful to ensure it doesn’t happen again.”
- “If you experience or witness any form of harassment, **please contact the nearest staff member to address the situation.**”
- “To file a formal complaint, email [ADDRESS]. (All complaints will be investigated, so please provide detailed information and your contact information).”
- “If you feel unsafe in your immediate situation, **alert our staff, move to a safe location, and call 911 if an emergency response is required.**”

For additional questions, tools, and resources on creating a safe and inclusive environment visit AthleteAlly.org