

## Headline 5.2 LGBTQIA+

### 1. Definition

Embracing diversity in governance is crucial for attracting a broad talent pool, thereby contributing to an organisation's success and growth. Addressing issues related to sexual and gender identity, expression, and sex variations is essential for demonstrating a commitment to social responsibility and aligning with broader human rights and equality efforts. LGBTQIA+—encompassing lesbian, gay, bisexual, transgender, queer, questioning, intersex, asexual, and other identities—represents a wide spectrum of gender and sexual identities. Recognising and respecting these identities within sport organisations is vital for fostering an inclusive environment that promotes a sense of belonging and enhances organisational culture.

To prevent and address discrimination against LGBTQIA+ individuals, sport organisations must incorporate explicit non-discrimination policies. Despite existing challenges such as persistent discrimination and intolerance within the sports environment, these policies are critical for ensuring fair treatment and inclusivity. The debate in sports often focuses on transgender athletes and the impact of testosterone on performance, a topic lacking scientific consensus and often politicised. However, this narrow focus overlooks the broader involvement of LGBTQIA+ individuals across all areas of sport organisations, which is closely linked to anti-discrimination and human rights principles.

Changing demographics influence workplace diversity, which is increasingly protected by legislation that prohibits discrimination based on sex, age, race, disability, and other attributes. Sport organisations are subject to these laws, which ensure equity and equality in hiring practices. Proactive hiring strategies aim to increase diversity within organisations, leveraging the benefits of diverse perspectives, creativity, and problem-solving abilities. Diversity also enhances understanding of the marketplace, enabling organisations to better serve a diverse customer base.

Effective diversity training is essential for educating employees and volunteers on diversity-related issues, helping them understand and positively engage with diversity in the workplace. This training should be tailored to the specific needs of the organisation, focusing on the most relevant issues, such as discrimination or intolerance. A preliminary needs analysis identifies these key issues, ensuring that the training is relevant and effective. Diversity training should encourage individuals to reflect on their differences as assets to the organization, develop skills for dealing with diversity, and focus on attitude change. Follow-up assessments are crucial to evaluate the training's effectiveness and promote the transfer of learning, ensuring a supportive environment for lasting change.

### 2. Ideal Scenario

Sport organisations actively foster inclusive environments that recognise and respect individuals' sexual orientation, thereby enhancing the organisation's culture and promoting a strong sense of belonging. By embracing diversity in governance, these organisations attract a wide range of talent, contributing to their overall success and growth. Addressing issues related to sexual orientation also demonstrates a commitment to social responsibility, aligning with broader efforts to advance human rights and equality.

Organisations adopt and actively promote LGBTQIA+ inclusion initiatives year-round, avoiding perceptions of "pride washing" and ensuring continuous support for LGBTQIA+ members. They regularly review and update policies to eliminate barriers to full participation, while also providing transparent, annual reports on progress and challenges related to LGBTQIA+ inclusion. Communication strategies are carefully crafted to be free of discriminatory language, with regular training provided to all staff and volunteers. LGBTQIA+ topics and events are consistently highlighted through internal communication plans, and leadership publicly advocates for inclusion. Recognition and visibility are key components, with platforms for LGBTQIA+ members to connect and mentorship programs to support their career development. Facilities are adapted to be fully accessible and accommodating, and partnerships with LGBTQIA+ organisations help to further integrate inclusive practices across all aspects of the organisation.

### 3. Risks

- Mistreatment, discrimination and exclusion of individuals.
- Legal cases concerning discrimination or challenges based on human rights violations and damage of public reputation.
- Negative impact on diversity and inclusion by neglecting LGBTQIA+ perspectives in governance.
- Loss of trust and support from stakeholders.
- Talent drain due to LGBTQIA+ individuals choosing not to participate or apply to an organization that does not actively promote inclusivity, resulting in loss of talent, volunteers, sponsors and supporters.

### 4. Instruments and key elements

<i>Instruments</i>	<i>Key elements</i>
<b>Policy</b>	<ul style="list-style-type: none"> <li>● Promote equality, diversity, and inclusion across all organisational operations.</li> <li>● Regularly review to identify and remove any barriers that may prevent LGBTQIA+ individuals from fully participating.</li> <li>● Monitor the implementation of the diversity policy and evaluate practices to ensure they effectively meet the needs of LGBTQIA+ members.</li> </ul>
<b>Strategic Plan</b>	<ul style="list-style-type: none"> <li>● Installing a complaints system for observed misconduct.</li> <li>● Designate a person to deal</li> <li>● Provide annual reports detailing progress.</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>● Revise guidelines in favour of inclusive language.</li> <li>● Communication plan focused specifically on LGBTQIA+ topics, events, and awareness initiatives to keep staff informed and engaged.</li> <li>● Publicly advocate for LGBTQIA+ inclusion through statements from leadership, participation in public discussions, and organisational messaging.</li> </ul>

## 5. Good practice examples

### Example “Framework policy”

**Organisation:** International Olympic Committee (IOC)

**Description:** The IOC’s Framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations” has been developed in consultation with athletes and concerned stakeholders. It seeks to offer guidance to IFs on how to design eligibility criteria that work for their sport/context, while considering fairness, inclusion and non-discrimination and promote a safe and welcoming environment for everyone and acknowledges the central role of eligibility criteria in ensuring fairness, particularly in high-level organised sport in the women’s category. It is recognised that it is within the remit of each sport and its governing body to determine how an athlete may be disproportionately advantaged compared to peers. Consequently, the aim of the framework is to offer sporting bodies a 10-principle approach to help them develop the criteria. Those 10 principles ought to be considered collectively and are inclusion, prevention of harm, non-discrimination, fairness, no presumption of advantage, evidence-based approach, primacy of health and bodily autonomy, stakeholder-centred approach, right to privacy and periodic review.

**Further information:**

[IOC releases Framework on Fairness, Inclusion and Non-discrimination on the basis of gender identity and sex variations - Olympic News \(olympics.com\)](#)

[Preserving fairness and preventing harm while ensuring inclusion and non-discrimination across the Olympic Movement Presentation to W&S and Athletes Commissions Chairs and Vice-Chairs \(olympics.com\)](#)

[IOC-Framework-Fairness-Inclusion-Non-discrimination-2021.pdf \(olympics.com\)](#)

### Example “Eligibility Rules for Transgender Athletes”

**Organisation:** World Athletics

**Description:** The World Athletics "Eligibility Regulations for Transgender Athletes," effective as of March 31, 2023, outline rules for transgender athlete participation in athletics based on gender identity. Athletes must comply with specific conditions, including cooperation with medical personnel and consent to data collection, for eligibility in World Rankings Competitions. Cases under these regulations are managed by the World Athletics Health and Science Department, with Member Federations required to enforce them. An independent ombudsperson is appointed for cases requiring investigation, and the regulations stress respect and prohibit abuse. The eligibility conditions are clearly defined for transgender male athletes, transgender female athletes and provisions applicable to all transgender athletes. Cases arising under these Transgender Regulations will be reviewed by a panel of experts, which will be formed from a pool of independent medical experts appointed by World Athletics' Chief Executive Officer. The regulations further outline the procedures for continuing compliance, disciplinary proceedings, dispute resolution and confidentiality.

**Further information:** <https://worldathletics.org/download/download?filename=c50f2178-3759-4d1c-8fbc->

[370f6aef4370.pdf?urlslug=C3.5%20%E2%80%93%20Eligibility%20Regulations%20Transgender%20Athletes%20%E2%80%93%20effective%2031%20March%202023](https://www.fina.org/370f6aef4370.pdf?urlslug=C3.5%20%E2%80%93%20Eligibility%20Regulations%20Transgender%20Athletes%20%E2%80%93%20effective%2031%20March%202023)

#### Example “Policy on Eligibility for the Men’s and Women’s Competition Categories”

**Organisation:** World Aquatics

**Description:** World Aquatics' policy on eligibility for men's and women's competition categories, approved in June 2022, aims to promote global sport inclusivity while maintaining separate categories based on sex to ensure fairness and athlete safety. Developed in response to the IOC Framework, the policy was crafted through a collaborative process involving athlete, science, and legal groups, aiming to establish eligibility criteria for participation in various competitions and setting world records while providing opportunities for transgender and 46 XY DSD athletes in line with fairness and inclusivity goals.

The eligibility requirements state that all aquatics athletes are eligible to compete in either the men's or women's category in World Aquatics competitions and to set World Aquatics World Records, regardless of their legal gender, gender identity, or expression, with eligibility determined by World Aquatics following consultation with independent scientific and medical experts, and athletes required to certify their chromosomal sex with their Member Federation. The policy further outlines the process of application and commits World Aquatics to periodic review and potential amendments based on scientific and medical advancements, aiming to ensure inclusion for all aquatics athletes.

**Further information :** [Policy-on-Eligibility-for-the-Men-s-and-Women-s-Competition-Categories-Version-on-2023.03.24.pdf \(fina.org\)](https://www.fina.org/Policy-on-Eligibility-for-the-Men-s-and-Women-s-Competition-Categories-Version-on-2023.03.24.pdf)

#### Example “Eligibility Rules for Transgender Athletes”

**Organisation:** Union Cycliste International

**Description:** The UCI's eligibility regulations for transgender athletes, embedded within its medical rules, were updated in July 2023 to ensure fair competition while respecting gender identity, applicable globally to all UCI officials, athletes, and associated entities. Transgender athletes seeking to compete in Cycling must adhere to these regulations, cooperate with UCI's Medical Manager and Expert Panel, and follow specified procedures, with non-compliance resulting in withdrawal of eligibility; National Federations may set their own rules for non-International Events, but eligibility for International Events is solely determined by UCI's regulations.

The regulations provide eligibility conditions for transgender male athletes, transgender female athletes and requirements applicable to both, as well as outlining the processes for the assessment of cases, investigation, disciplinary proceedings, dispute resolution and confidentiality.

**Further information:**

[The UCI adapts its rules on the participation of transgender athletes in international competitions | UCI 20230714 Modification Transgender Regulation Juillet 2023 ENG red.pdf \(ctfassets.net\)](https://www.uci.ch/20230714_Modification_Transgender_Regulation_Juillet_2023_ENG_red.pdf)

#### Example “GEDI strategic Plan”

**Organisation:** Gender Equality Diversity and Inclusion Strategic Plan – World Rowing

**Description:** The GEDI Cross Commission of World Rowing drew up a strategic plan consisting of four goals, under each of which sits several objectives. These include governance, development, events and communication. World Rowing seeks to ensure fairness and equality of opportunity, embraces differences and endeavours to make rowing a sport which is accessible to all, whether as a rower, coach, official, volunteer or member of staff, and regardless of race, colour, sex, gender identity, sexual orientation, disability, ethnic origin, language, religion or belief, nationality, age, marriage or civil partnership status, maternity or parental status, socio-economic status, skill level, political or other opinion.

**Further information:** [World Rowing Strategic Plan for Gender, Equality, Diversity and Inclusion • IWG Women & Sport Insight Hub \(iwginsighthub.org\)](#)

#### Example “Expert organisation”

**Organisation:** Pride in sport

**Description:** Pride in Sport is Australia’s first and only not-for-profit sporting inclusion program designed to assist sporting organisations and clubs at all levels in including people with diverse sexualities and genders. Through its membership program, Pride in Sport provides comprehensive support to Australian sporting organisations, helping them address all aspects of LGBTQ+ inclusion within their sport and workforce. Members are guided to achieve best practices, as benchmarked by the Pride in Sport Index (PSI), and to create better health outcomes for LGBTQ+ players, coaches, fans, and others by fostering inclusive spaces that reduce homophobia, stigma, and discrimination. Demonstrating a positive attitude towards LGBTQ+ employees, athletes, volunteers, and spectators serves as the ultimate litmus test for an inclusive culture and elevates an Australian diversity strategy by ensuring that workplaces are welcoming to all, regardless of race, ethnicity, gender, age, disability, religion, sexual orientation, gender identity, or intersex status.

**Further information:** [Pride in Sport - Sport NSW](#)

#### Example “Policy”, “Communication”

**Organisation:** ENGSO

**Description:** In collaboration with its Equality Within Sport Committee, ENGSO has published a comprehensive list of LGBTQ+ good practices. This collection highlights effective initiatives from across Europe, addressing key areas such as participation, discrimination, sexual orientation, and more. The list includes a variety of approaches, from awareness-raising campaigns and policy development to specific projects, all aimed at promoting inclusivity and equality in sports.

**Further information:** [ENGSO | The European Organisation for Grassroots Sport | LGBTQ+ participation and representation in sport: the good practices that make a difference](#)

6. Steps to the next level

<p>To level 2 ★★ “Emerging”</p>	<p>To level 3 ★★★ “Developing”</p>	<p>To level 4 ★★★★ “Established”</p>	<p>To level 5 ★★★★★ “Embedded”</p>
<p><b>Organisational responsibility &amp; policies</b></p> <ul style="list-style-type: none"> <li>Acknowledge LGBTQIA+ status as a distinct factor of discrimination and ensure it is actively addressed within board discussions and policies.</li> </ul> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>Review your communication for discriminatory statements towards the LGBTQIA+ community.</li> <li>Revise guidelines to ensure the use of inclusive language in both internal and external communications.</li> </ul> <p><b>Recognition &amp; visibility</b></p> <ul style="list-style-type: none"> <li>Recognise the presence of LGBTQIA+ individuals in your organisation and local community.</li> </ul>	<p><b>Organisational responsibility &amp; policies</b></p> <ul style="list-style-type: none"> <li>Develop and enforce policies that promote equality, diversity, and inclusion across all organisational operations, including hiring, promotions, training, marketing, and outreach efforts. This includes creating a general diversity policy.</li> <li>Designate a responsible person or body to address concerns and report incidents of misconduct related to discrimination and diversity issues.</li> <li>Create a dedicated system for managing complaints specifically related to incidents of discrimination within the organisation.</li> </ul> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>Communications may mention diversity without</li> </ul>	<p><b>Organisational responsibility &amp; policies</b></p> <ul style="list-style-type: none"> <li>Add a clear diversity and inclusion statement to all advertising materials and on the organization’s website. Highlight specific initiatives, programs, and resource groups that support diversity and inclusion efforts, showcasing the organization’s commitment to creating an inclusive environment.</li> <li>Explicitly address LGBTQIA+ issues in diversity statements and actively recognize events like Pride Month to demonstrate support for the LGBTQIA+ community.</li> <li>Regularly review and update job descriptions to ensure they are inclusive and free of biased language. Use gender-neutral terms and focus on</li> </ul>	<p><b>Organisational responsibility &amp; policies</b></p> <ul style="list-style-type: none"> <li>Implement and actively promote LGBTQIA+ inclusion initiatives throughout the year, beyond just Pride Month, to avoid perceptions of “pride washing.”</li> <li>Regularly review organisational regulations and policies to identify and remove any barriers that may prevent LGBTQIA+ individuals from fully participating.</li> <li>Continuously monitor the implementation of the diversity policy and evaluate practices to ensure they effectively meet the needs of LGBTQIA+ members.</li> <li>Provide annual reports detailing progress, challenges, and initiatives related to LGBTQIA+ inclusion,</li> </ul>

	<p>specific references to LGBTQIA+ communities.</p> <ul style="list-style-type: none"> <li>Communicate about LGBTQIA+ inclusiveness. Make it clear that LGBTQIA+ persons are welcome to the sport.</li> <li>Communicate about diversity and inclusion initiatives and successes within the organisation.</li> </ul> <p><b>Recognition &amp; visibility</b></p> <ul style="list-style-type: none"> <li>Actively support open LGBTQIA+ members to the extent they desire, involving them in awareness campaigns and other relevant initiatives.</li> <li>Promote and support participation in LGBTQIA+ events and networks, both within and outside the organisation.</li> </ul>	<p>essential qualifications and skills to avoid inadvertently excluding any groups.</p> <ul style="list-style-type: none"> <li>Provide targeted LGBTQIA+ training for leaders and HR personnel to reduce biases, promote inclusivity, and enhance understanding of LGBTQIA+ issues.</li> </ul> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>Include well-known, open LGBTQIA+ role models in both internal and external communications. Ensure that these representations are respectful and positive.</li> <li>Use visible symbols, such as rainbow flags and trans flags to signal equality. Visible symbols create a feeling of security and is a clear statement what the organisation stands for.</li> <li>Conduct training sessions for communication staff, including those interacting</li> </ul>	<p>ensuring transparency and accountability.</p> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>Offer regular training on LGBTQIA+ issues for all staff and volunteers, including comprehensive introductions during the onboarding process.</li> <li>Review all internal and external communications to ensure they are free from discriminatory language or content.</li> <li>Create an internal communication plan focused specifically on LGBTQIA+ topics, events, and awareness initiatives to keep staff informed and engaged.</li> <li>Publicly advocate for LGBTQIA+ inclusion through statements from leadership, participation in public discussions, and organisational messaging.</li> <li>Publicly acknowledge and praise members</li> </ul>
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		<p>with the media, to ensure they use appropriate terminology, names, and pronouns in all communications.</p> <p><b>Recognition &amp; visibility</b></p> <ul style="list-style-type: none"> <li>• Explicitly include LGBTQIA+ considerations in the organization's diversity policy, ensuring that these issues are recognized and addressed.</li> <li>• Engage in events like Pride Month or organize workshops and seminars on LGBTQIA+ inclusion to visibly support the community and promote awareness within the organization.</li> </ul>	<p>who actively work towards the inclusion and support of LGBTQIA+ individuals within the organisation.</p> <p><b>Recognition &amp; visibility</b></p> <ul style="list-style-type: none"> <li>• Establish platforms and opportunities for LGBTQIA+ members to connect, share experiences, and support one another.</li> <li>• Regularly survey LGBTQIA+ members to gauge satisfaction, identify areas for improvement, and gather feedback on inclusivity efforts.</li> <li>• Evaluate and adapt facilities, such as changing rooms, restrooms, equipment, and uniforms, to ensure they are accessible and accommodating for LGBTQIA+ individuals.</li> <li>• Develop mentorship programs specifically for LGBTQIA+ employees to support their career</li> </ul>
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			<p>development and integration within the organisation.</p> <ul style="list-style-type: none"> <li>• Partner with LGBTQIA+ and LGBTQIA+ sports associations to gain expertise and guidance in making the organization and its activities more inclusive.</li> </ul>
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