

FOOTBALL UNITES; SUPPORTING AN LGBTI ADULT COMING OUT (GRASSROOTS GAME)

LEAP
sports



**FOOTBALL
UNITES**



**NOTHING
MATTERS
MORE**

SUPPORTING AN LGBTI ADULT COMING OUT (GRASSROOTS GAME)

Coming out is an ongoing process for Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) people and there are many ways people share their identity. LGBTI people already exist in sport, in a variety of roles, although some people may not feel comfortable to be open about their sexual orientation or gender identity. Here are some ways you can support LGBTI people when they come out to you.

LISTEN TO THE PERSON WITHOUT JUDGEMENT OR PRECONCEPTIONS.

Let them know you hear them and that they have your support. Always remember: it can be a big moment when someone chooses to disclose their sexual orientation or gender identity. They trust that you will not react judgmentally or with disbelief, so make sure not to misplace their trust.

IT'S OKAY TO ASK THE PERSON QUESTIONS, THIS CAN SHOW THAT YOU ARE INTERESTED IN THEM, HOWEVER BE SENSITIVE TO WHETHER IT IS AN APPROPRIATE TIME OR QUESTION TO ASK.

Avoid asking personal questions that you would not ask anyone else.

IF THE PERSON IS SHARING THEIR GENDER IDENTITY WITH YOU, ASK WHICH NAME AND PRONOUNS THEY WOULD PREFER TO GO BY.

TAKE TIME TO EDUCATE YOURSELF ON LGBTI ISSUES AND HOW TO BE A GOOD ALLY.

There are plenty of resources available.

ASK THEM WHAT SUPPORT THEY NEED AND IF THEY HAVE FACED ANY DISCRIMINATION OR ISSUES AT THE CLUB.

Be open to hearing about any negative experiences and work to address these.

CONSIDER WHAT YOUR CLUB CURRENTLY DOES TO SUPPORT THE INCLUSION AND VISIBILITY OF THE LGBTI COMMUNITY.

Highlight your support on social media, get involved with awareness days and campaigns, review and update policies, and ensure a robust discrimination reporting system is in place. The Football v Homophobia Scotland Strategy (see page 3) is there to guide and support you in this area.

MAKE SURE THE PERSON KNOWS HOW TO REPORT ANY INCIDENTS THEY WITNESS OR EXPERIENCE AND WHO THE SAFEGUARDING/WELFARE OFFICER AT THE CLUB IS.

DO NOT DISCLOSE A PERSON'S SEXUALITY OR GENDER IDENTITY TO ANYONE, UNLESS THE INDIVIDUAL HAS GIVEN YOU PERMISSION.

BE GUIDED BY THE PERSON.

Do they want other people at the organisation to know?
Do they need support in coming out to people at the club?

REASSURE THE INDIVIDUAL THAT THERE IS NO RUSH TO COME OUT.

They should only come out when they feel comfortable and able to, avoid influencing their decision and let them know that they have your support either way.



FURTHER ORGANISATIONS:

Football v Homophobia Scotland:
<https://fvhscotland.org/>

LEAP Sports Scotland:
<https://leapsports.org/>

Scottish Trans Alliance:
<https://www.scottishtrans.org/>

Stonewall Scotland:
<https://www.stonewallscotland.org.uk/>

LGBT Health and Wellbeing:
<https://www.lgbthealth.org.uk/>

Equality Network:
<https://www.equality-network.org>

FURTHER RESOURCES:

Support for coming out as an adult:
<https://www.stonewallscotland.org.uk/help-advice/coming-out/coming-out-adult>

Transgender workplace support guide:
https://issuu.com/lgbt_health_wellbeing/docs/twsp_info_guide_-_final

Presenting accessibility options for transgender people at sports centres:
<https://leapsports.org/files/0234-LEAP%20Trans%20Access%20provider%20guide,%20online%20use.pdf>

LEAP Sports Scotland resources:
<https://leapsports.org/stay-informed/resources>

FvH Scotland Strategy:
<http://fvhscotland.org/wp-content/uploads/2019/12/FvH-Strategy-Final-Digital-Version.pdf>



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