

2023



# Sport, inclusion and LGBTI diversity

## THEORETICAL AND PRACTICAL GUIDE

 **GENERALITAT  
VALENCIANA**  
Conselleria d'Educació,  
Cultura i Esport

 **Activitat Física,  
Educació i  
Societat**

**VNIVERSITAT**  **VALÈNCIA** **Facultat de Ciències de l'Activitat Física i l'Esport**

## About this guide

This guide provides a series of resources and orientations for the inclusion of lesbian, gay, bisexual, trans and intersex (LGBTI) people in sport. It is aimed at coaches, judges and referees from a variety of sports, as well as staff of federations, clubs, sports organisations and physical activity promoters, and the general public.



Sport integrates a set of social practices created for our use, enjoyment and self-realisation. All people, regardless of their affective-sexual orientation, gender identity or expression and sexual characteristics, should be able to benefit from sports participation. This means that LGBTI people have the same right as anyone else to participate and enjoy such practice, and should never be considered a problem for sport involvement. The same applies to other vulnerable groups such as persons with disabilities, migrants or those with non-normative bodies (e.g. obese people)\*. Hence, sports practices and environments must be adapted to allow and encourage the inclusion of LGBTI people. Precisely this Guide aims to facilitate the inclusion and equal participation of LGBTI people in sport.

\* See this other Guide, influenced by an intersectionality perspective ([see Glossary of Terms](#)), that can be found in: [AFES Group \(2023\) Diversities in physical activity and sport. Nau Llibres.](#)

For sports  
professionals and  
organisations



What to do  
when...



Sport  
and LGBTI  
people



Good  
sport  
practices



To  
learn  
more





- a. The experiences of LGBTI people in sport 
- b. Myths 
- c. What does the law say about LGBTI people in sport? 

# Sport and LGBTI people

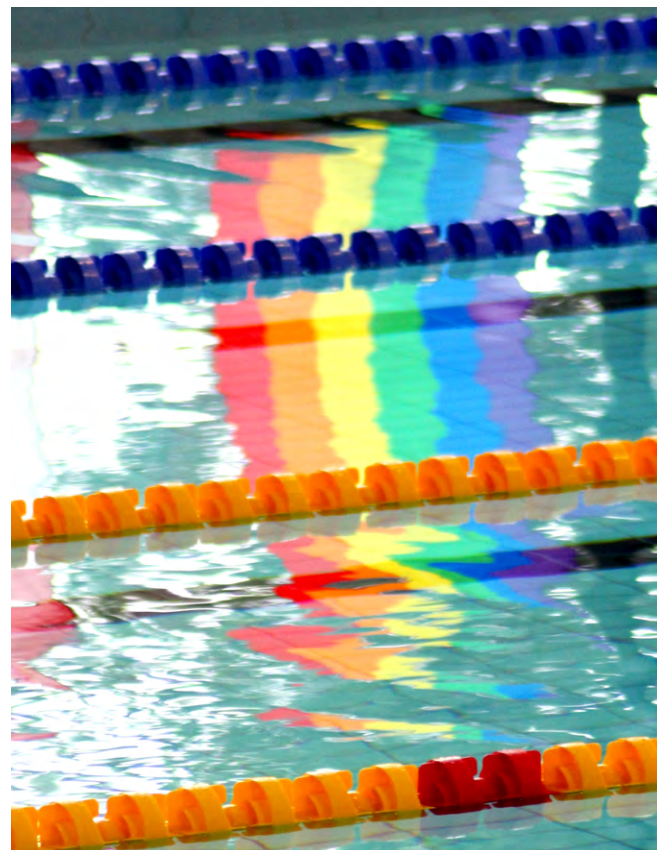


## 1

## a. The experiences of LGBTI people in sport

Affective-sexual and gender diversities still present a problematic relationship with sport, due to the poor recognition and visibility of LGBTI people. In some sports, lesbian people have traditionally received greater social recognition. Gay people, however, have faced more acceptance problems, feeling forced to hide their affective-sexual orientation.

Trans people, on the other hand, report engaging in recreational physical activities and sports similar to those of the general population. However, like intersex people, they experience difficulties for participating in high-level sports competitions.



The experiences of the LGBTI collective in sport are diverse, depending on the groups, people and the contexts or sports modalities in which they participate. Fears of discrimination and violence remain, and few sports organisations try to help and promote their inclusion\*. In addition, these people are more at risk of harassment or violence in sport than heterosexual people\*\*. In Spain, 20% of LGBTI people have been harassed in the sports arena\*\*\*. These experiences affect their general health and negatively their participation because they lead to rejection or dropout of the practice. Even the perception of an LGBTI-phobic environment has a damaging influence on their sporting practice.

\* Agrupación Deportiva Ibérica LGTBI+ (ADI) (2018). *Guía del deporte inclusivo para personas LGTBI+ (Inclusive sport guide for LGBTI+ persons)*. ADI. [Available here](#).

\*\* Englefield L. (2012). *LGBT inclusion in sport. Enlarged Partial Agreement in Sport (EPAS)*. Council of Europe. [Available here](#).

\*\*\* Devís-Devís, J., Pereira-García, S., Valencia-Peris, A., Vilanova, A., & Gil-Quintana, J. (2022). Harassment Disparities and Risk Profile within Lesbian, Gay, Bisexual and Transgender Spanish Adult Population: Comparisons by Age, Gender Identity, Sexual Orientation, and Perpetration Context. *Frontiers in Public Health*, 10, 1045714. doi: 10.3389/fpubh.2022.1045714. [Available here](#).

1

## a. The experiences of LGBTI people in sport

Many LGBTI people who suffer discrimination do not react or flee these situations, while others are forced to change their sports environment. Only ¼ face up to those who discriminate against them and very few report it\*.



To enjoy the sport, LGBTI people must feel that their gender identities and affective-sexual orientations are recognised, as well as their needs addressed. The lack of recognition by other athletes, staff, institutions or the people in general can damage the LGBTI community becoming a systemic form of oppression. Therefore, we must work for equality and social justice through policies and practices that recognise the diversity of affective-sexual orientations, identities and gender expressions in sport.



1/3 do not know any institution or person to contact in the event of negative experiences. The organisations they know are outside the sports system.

\* Menzel, T., Braumüller, B. & Hartmann-Tews, I. (2018). *The relevance of sexual orientation and gender identity in sport in Europe. Findings from the Outsport survey*. German Sport University Cologne, Institute of Sociology and Gender Studies. [Available here](#).

1

a. The experiences of LGBTI people in sport

Some more information on their experiences\*:

42%

of LGBTI people show their sexual orientation and gender identity in sport

69.5%

believe there is a serious homophobia problem in sport

80%

consider verbal insults and discrimination are the most common homo/transphobic-type incidents

16%

of physically active LGBTI people have suffered some negative experiences due to their affective-sexual orientation or gender identity

31%

do not make their sexual orientation and gender identity visible in sport

89%

consider there to be a serious transphobia problem in sport

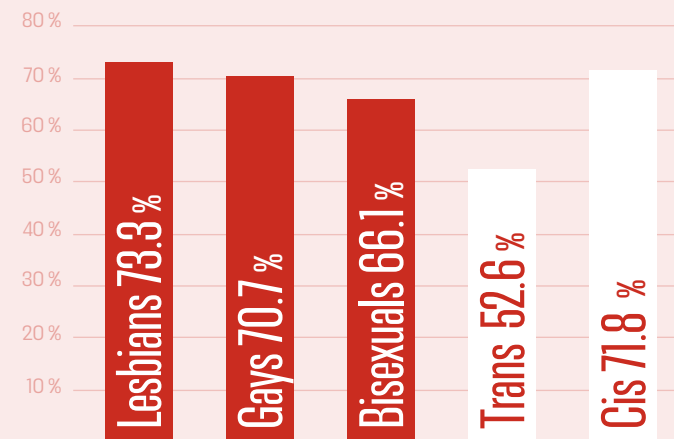
5%

abandon the practice because they have had negative experiences

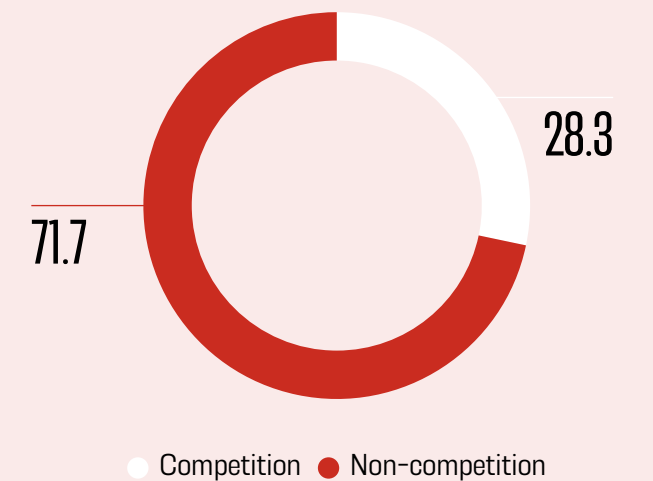
\* Menzel, et al. (2018). Ob. Cit.; Hartmann-Tews, I. (ed.) (2022). *Sport, Identity and Inclusion in Europe. The Experiences of LGBTQ People in Sport*. Routledge. [Available here](#).

## a. The experiences of LGBTI people in sport

What percentage of people in the LGBTI community do sport in Spain?\*



What kind of physical activity and sports do they practice?\*



What clubs do they perform in?



How does gender transition affect sports practice?\*\*



14.5%

of trans people drop out of sports after making their gender identity public.

\* Gil-Quintana, J., Pereira-García, S., López-Cañada, E., & Valencia-Peris, A. (2023). Hábitos deportivos de las personas LGTBIQ+ en España (Sport habits of LGTBIQ+ people in Spain). In E. Pérez-Nieto, M. Fernández-Cano, A. Pérez-Bernabeu, & M. A. Sánchez-Ibáñez (eds.), *In MariCorners Vol. II. Hacia la construcción de un espacio académico queer en español (Towards a construction of an academic queer space in Spanish)* (pp. 69-97). Egales.

\*\* López-Cañada, E., Devís-Devís, J., Valencia-Peris, A., Pereira-García, S., Fuentes-Miguel, J., & Pérez-Samaniego, V. (2020). Physical activity and sport participation in trans persons before and after gender disclosure: prevalence, frequency and type of activities. *Journal of Physical Activity and Health*, 17 (6), 650-656.

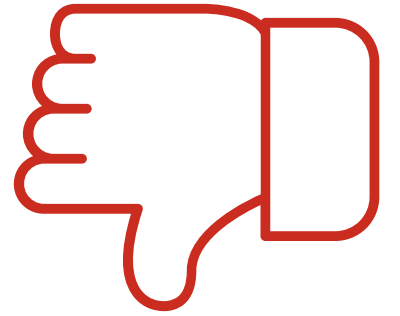


## b. Myths

Myths are beliefs based on false, erroneous or stereotyped information that contribute to confusing, discriminating or undervaluing LGBTI persons and their participation in sports. These myths become embedded in the collective imaginary as supposed 'truths' or warning about the 'dangers' that entail the participation of LGBTI people in sports.

### Myth 1. Homosexuality and transsexuality are diseases

Homosexuality and transsexuality have always existed, albeit with different names and being more visible in some cultures than in others. The link between homosexuality, transsexuality and disease began in the nineteenth century when medicine associated health with a criterion of normality, that is, when pathology was understood as a quantitative variation of the 'normal', a relationship that was widely criticised\*. For this reason, and following social pressure from many organisations and individuals, the World Health Organization de-pathologised homosexuality and transsexuality, removing them from the 'personality and behavioural disorders' chapter of the 'International Classification of Diseases', in 1990 and 2018 respectively\*\*.



### Myth 2. Gay people are lazy to play sports

Expressions such as 'for being gay, you don't play badly' or 'the last to arrive is a faggot' are tangible examples of a myth that reflects a distorted view of people's ability or sporting performance. These are popular claims without scientific support because no differences have been found between homosexual and heterosexual people that could affect sports performance. Gays are boys, like any other ones, and some stand out in some sports while others do not. There are great LGBTI sportsmen, as the Australian swimmer Ian Thorpe, who has on his record 5 Olympic medals, 11 in world championships and 10 in Commonwealth Games swimming.

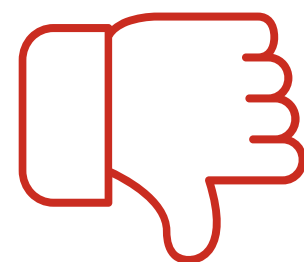
\* Canguilhem, G. & Foucault, M. (1991). *The normal and the pathological*. Zone Books. [Available here](#).

\*\* CIE-11 (2022). *International classification of diseases, 11th revision. The global standard for diagnostic health information*. Available here. [Available here](#).

## b. Myths

### Myth 3. Girls who participate in 'traditionally' male sports are lesbians

Some sports (football, rugby, handball or weightlifting) that have been traditionally practised by men have been commonly regarded as 'masculine'. Ever since women started practising them, their femininity has been questioned, and they have been socially labelled as lesbians or tomboys. This is due to the mistaken belief that lesbian women are tough and strong and therefore they like sports characterised by physical contact, body-to-body opposition, strength or aggressiveness rather than aesthetic and artistic sports\*. But this is just a stereotype. There are world-renowned sportswomen such as the US national football player Alex Morgan or the Spanish weightlifting athlete Lydia Valentín-Pérez, who are openly heterosexual and with high sporting competence in their respective sports. Likewise, there are great openly lesbian sporting role models, like Mapi León, a player of the F.C. Barcelona and the Spanish football national team.



\* Jové i Peres, J. J. (1998). *Modos de producción figural y educación artística. Los primeros pasos de un modelo didáctico (Figural and artistic education modes of production. First steps of a didactic model)*. Universitat de Lleida.

\*\* Guerrero, D. (2021). *Corres como una niña. El género y la diversidad LGTBI en el deporte (Running like a girl. Gender and LGBTI diversity in sport)*. Dos bigotes.

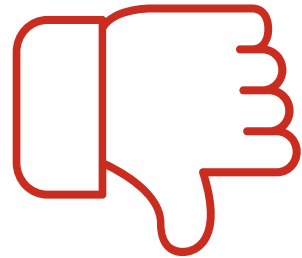
### Myth 4. Boys who participate in 'traditionally' female sports are gay

The stylised and subtle movements of aesthetic sports have generally been attributed to a reductionist conception of femininity\*. Therefore, this assertion, besides being simplistic, is false. Javier Fernández López, for example, a two-time skating world champion and six-time European champion, is not homosexual. The mere participation of men in feminised sports causes many people to consider them, directly, gay. This is also the case of Pau Ribes Culla, who competes in artistic swimming and is subject to constant public pointing about his affective-sexual orientation, but he does not belong to the LGBTI collective\*\*. However, there are also gays in these disciplines, and that not need be a sporting demerit, like Javier Raya, an ice skater who represented Spain at various sporting events including the Sochi Olympics in 2014. Good sporting results are not conditioned by the gender-affective orientation of those who participate.



## b. Myths

### **Myth 5.** Intersexuality is a pathology and has no place in sport



Intersexuality is a natural and non-pathological condition in which the anatomical relationship of chromosomes, reproductive organs and/or genitals do not fit within the sexual patterns that constitute the binary male-female system. This means that it does not require any treatment.

As far as sport is concerned, some intersex people have been kicked out of competitions for failing sex tests and not being considered 'true' women. This is the case of Spanish athlete María José Martínez Patiño, who had all her sports records removed and was not allowed to compete. However, she won her right to continue competing in court and all her records were restored to her. Since then, her type of intersexuality has not been a reason for exclusion from athletic competitions\*. Other types of intersexuality are still under suspicion. This is the case of the athlete Caster Semenya, because her intersexuality leads to a natural production of high levels of testosterone. Therefore, she was initially excluded by the World Athletics, then readmitted and subsequently forced to reduce her testosterone levels to be able to compete again\*\*. This last measure involves a kind of 'reverse doping' to reduce her natural testosterone levels\*\*\* and her case has been taken to the European Court of Human Rights. Since 31 March 2023, the World Athletics Council has vetoed intersex and transgender athletes' (who have had a male puberty) participation in international women's athletics competitions.

\* Pereira-García, S., Devís-Devís, J., Pérez-Samaniego, V., Fuentes-Miguel, J., & López-Cañada, E. (2020). Las personas trans e intersexuales en el deporte competitivo español: tres casos// Trans and intersexual people in the Spanish competitive sport: three cases. *Revista Internacional de Medicina y Ciencias de la Actividad Física y el Deporte*, 20(80), 539-551. [Available here](#).

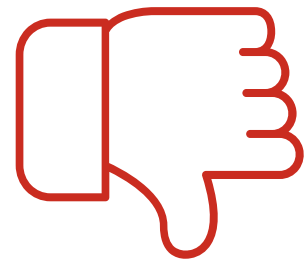
\*\* Fuentes-Miguel, J., López-Cañada, E., Pereira-García, S., Pérez-Samaniego, V., & Devís-Devís, J. (2022). Identidades trans, educación física y deporte: una perspectiva sociocultural (Trans identities, physical education and sport: a sociocultural perspective). In José L. Pérez-Triviño (coord.) *Transgénero y deporte (Transgender and sport)* (pp. 156-198). Editorial Hexis

\*\*\* D'Angelo, C. & Tamburrini, C. (2013). Las atletas intersexuales y la equidad de género: ¿son sexistas las normas del COI? (Intersexual athletes and gender equity: are IOC norms sexist?). *Archivos de Medicina del Deporte*, 30(2), 102-107.

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## b. Myths

### **Myth 6.** Trans women cheat in sport



The belief that many cheating men would disguise themselves as women to achieve sporting victories stems from the very beginnings of women's participation in sports. The case of 'Dora' Ratjen contributed greatly, as it emerged that a German man had been forced by the Nazi regime to take part as a woman in the women's high jump at the 1936 Berlin Olympics\*. That's why the sex verification tests were created for women and still today we find people who consider trans women, as well as intersex women, to be male cheaters posing as women\*\*. Trans women are also thought to be superior to cisgender women in sports performance because they have certain physiological advantages. However, there are trans women with better results and others with worse results. Beyond victories, these women want above all to exercise their right to participate in sport, at all levels, like everyone else.



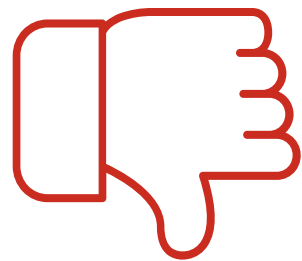
\* The subsequent review of this case by the weekly *Der Spiegel* in 2009 noted that all of Ratjen's secondary sexual characteristics were 'definitely male', but that he had 'anomalies in his genitals'. Ratjen lived as a man until he died in 2008. This leads one to think that it could have been the first case of intersexuality in elite sport (in Guerrero, D. 2021, *Op. cit.*, p. 98-99).

\*\* Pereira-García et al. (2020). *Op. Cit*



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## b. Myths



\* Bachmann, C. L., & Gooch, B. (2017). *LGBT in Britain: Hate crime and discrimination*. YouGov. [Available here](#).  
\*\* Barnett, B. S., Nesbit, A. E., & Sorrentino, R. M. (2018). The transgender bathroom debate at the intersection of politics, law, ethics, and science. *The Journal of the American Academy of Psychiatry and the Law*, 46(2), 232-241.

**Myth 7.**

Transgender women sexually abuse cisgender women in the changing rooms

The possibility of trans women using toilets and changing rooms of their gender identity leads to the socially widespread idea that they could be a sexual threat to other women. Underlying this myth is the mistaken belief that trans women are male cheaters who hide their true identity, or that certain men would disguise themselves as women to perpetrate abuse. These ideas, a mixture of belief and distrust, are often put forward to hamper trans women go to the changing rooms coherent with their gender. Conversely, several studies point out that it is trans women who suffer a high number of sexual assaults in male locker rooms<sup>\*/\*\*</sup>.

1

## c. What does the law say about LGBTI people in sport?



At the international level, there are a number of principles or institutional declarations that prohibit discrimination based on sex, affective-sexual orientation or gender identity in any sphere. This is the case of the Yogyakarta Principles, drawn up to adapt the Declaration of Human Rights to the LGBTI community and approved in 2007, or the Charter of Fundamental Rights of the European Union. However, although these statements are symbolically important, they are of a non-binding nature, so specific laws are needed in the different countries to regulate these rights, both at the general level and, specifically, in the field of sport.

In Spain, in 2020, eradication of LGBTIphobia was included in the [Ley 19/2007 \(Act No 19/2007\) of 11 July against violence, racism, xenophobia and intolerance in sport](#). Likewise, the Congress of Deputies passed the [Sports Act](#) in December 2022, which explicitly refers to the rights of LGBTI persons. This is further specified under the [Ley 4/2023 \(Act No 4/2023\) of 28 February 2023 on the real and effective equality of trans people and the guarantee of LGBTI](#) people's rights, which includes, in its article 26 on "Sport, physical activity and sports education", a series of specific measures that the Public Administrations must promote. Among these, the commitment to respect LGBTI diversity by sports clubs, groups and federations stands out. Moreover, they are asked to be explicitly mentioned in the statutes and codes of ethics of their organisations, as well as in the rules governing competition, and they are also required to have training, prevention, awareness-raising and action plans against discrimination and LGBTIphobia in sport.



1

## c. What does the law say about LGBTI people in sport?





In the Valencian Community, the main regulations that recognise and regulate the rights of LGBTI persons are:

Both Acts explicitly mention physical activity and sport, pointing out the need for institutions to guarantee equal participation of LGBTI people in these fields. They also recognise the right to free participation of intersex persons, without any discrimination, and the right of trans persons to participate in sports competitions in accordance with their gender identity. In addition, the proper training of professional involved in sports is considered a key issue. To this end, **the development of guides to good practices and protocols against LGBTIphobia for sports clubs, groups or federations** is identified as one of the most relevant measures to effectively contribute to a practical transfer of the above-mentioned issues. This is precisely the main objective of this Guide.







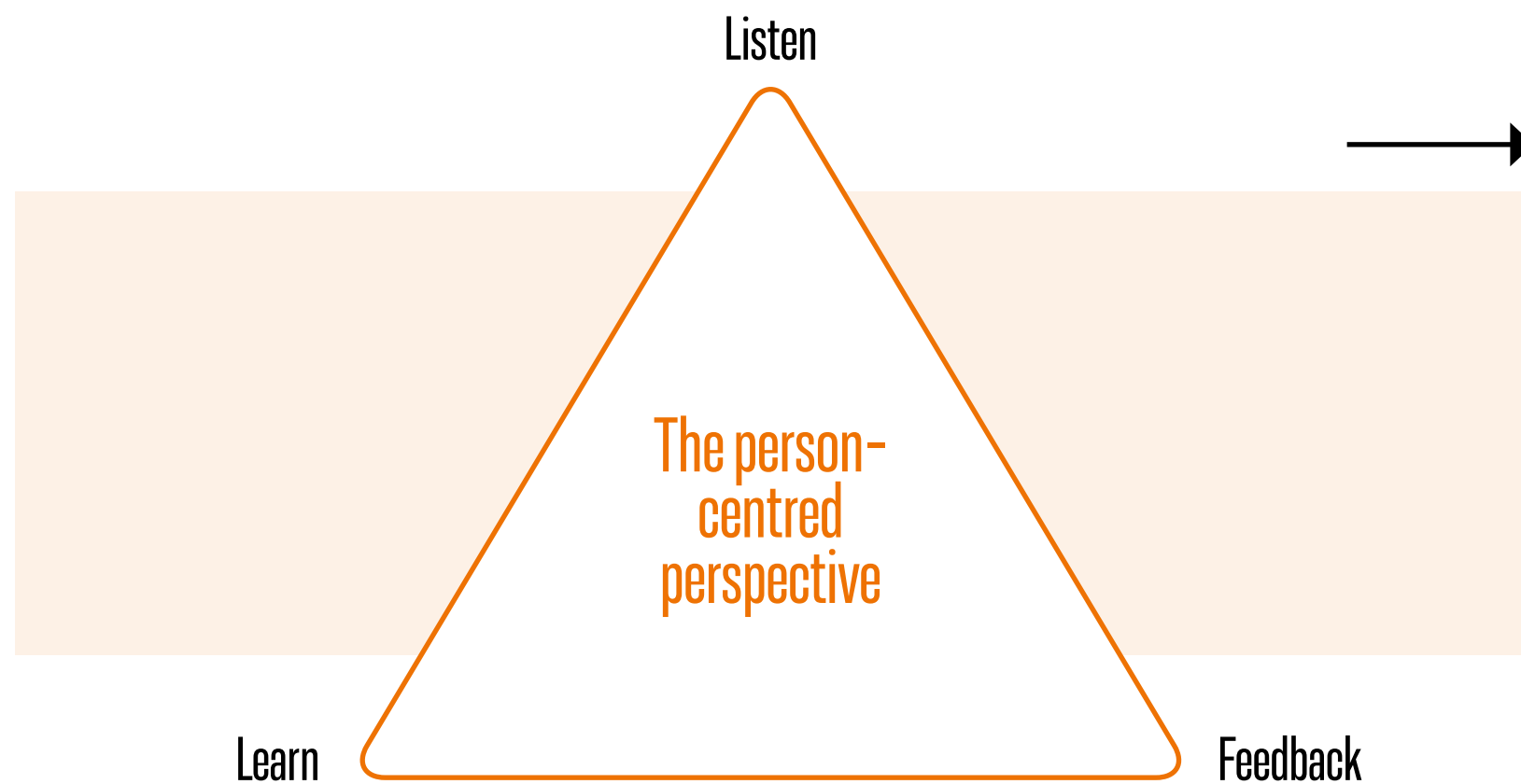
- a. The person-centred perspective 
- b. Decalogue for professionals and organisations 
- c. Proposals for action 
- d. Assess inclusion in your activity or organisation 

For professionals  
and sports  
institutions



2

## a. The person-centred perspective



In sport, as in life, the basic ethical principle of “The most important thing is people, and not to harm them” must permeate everything. Then comes the rest: have fun, learn, compete, perform, lose, win, etc. This is known as a ‘person-centred perspective’, and therefore no person should have to give up the freedom to show their affective-sexual orientation, gender identity or gender expression. Being an LGBTI person should never be a problem for sports. If necessary, sport must be adapted to people and not the other way round.

2

## b. Decalogue for professionals and organisations

1

Treating LGBTI people  
equally

To claim equality means accepting that all people deserve equal respect and that their needs must be met. In addition to having the same right as anyone else, participation in sport can particularly benefit LGBTI people in many different ways.

2

Adopting a proactive attitude  
towards the inclusion of LGBTI  
people

Professionals and organisations should seek solutions, not create problems, and show their willingness to learn at all times. Listening and asking questions is key when attending to the LGBTI community. We should not be afraid of making mistakes, but if we do make them, we must apologize and rectify.

3

Reject, denounce and eradicate  
any type of LGBTIphobia,  
violence, discrimination,  
harassment, insult or mockery  
in the social system of sport

Discrimination and harassment are intolerable. Harassed persons are often unable to report such situations of harassment and discrimination. Those who show doubts, difficulties or lack of knowledge of their rights must be helped. Rejection of harassment and violence should also extend to its use on social networks, bearing in mind that what is made public on social media may have legal implications.

4

Create safe and inclusive  
sport environments based  
on good practice

It is a priority to establish inclusive guidelines that help everyone feel comfortable and safe in sporting environments. Locker rooms are particularly problematic facilities, especially for trans people. They should be made accessible, safe and comfortable, preferably with private lock spaces that allow privacy to anyone who wishes to preserve it.

5

Know and apply the legal  
framework that guarantees  
equal participation and  
recognition of LGBTI people in  
sport

Knowledge of the legal framework serves to claim people's rights, adopt policies and promote good practices concerning the particular needs of the LGBTI community.

2

## b. Decalogue for professionals and organisations

6

Raise awareness among the different sports agents about the importance of a sport free of discrimination towards the LGBTI community

Asking questions about what different sports participants (technical staff, sports staff, athletes and supporters) are doing and sharing them with colleagues and people close to them helps to explore ways of action and solutions to specific problems. Keeping up to date and in touch with social reality helps inclusive professional work.

7

Debunking the myths that discriminate against or undervalue the different aspects of LGBTI participation in sport

Two of the pillars on which LGBTI discrimination in sport is based are stereotypes and unfounded beliefs. Promoting equality involves dismantling and eradicating them from policies and professional action.

8

Ensure the dissemination of positive messages on diversity in sport.

It is important to make explicit and disseminate messages about the inclusion of LGBTI people in sport. Sports organisations should draw up codes of conduct specifying behaviours expected from athletes, supporters, family members, technical and coaching staff and managers.

9

Design diverse strategies to prevent the reproduction of sexist or LGBTIphobic stereotypes in sport practice and competition

The policies, strategies, campaigns, training and protocols of federations, clubs and sports organisations can address many and very different areas, such as creating safe spaces (e.g. changing rooms), observing public behaviour (e.g. insults, threats) or supporting athletes (e.g. by making public their affective-sexual orientation or gender identity).

10

Promote a broad, coherent and respectful language in which names and pronouns correspond to people's identities

The appropriate use of language, free from derogatory or offensive terms towards the LGBTI community, is a fundamental tool to foster respect, recognition and equality. Professionals must ensure that their use of language, that of athletes and also other agents involved in sport is respectful of the identities of LGBTI people.



## c. Proposals for action

This section presents a series of concrete proposals that complement the previous decalogue to promote inclusive procedures and policies by clubs, federations, facilities and sports management services:



### Development of codes of conduct:

specify the type of behaviour we expect from members, supporters, family members, technical staff and sport managers.



### Statement of an inclusive club:

it is a public, written statement of your organisation’s attitudes and goals on creating an inclusive, welcoming and safe environment.



### Welcome procedure:

this helps new members to get involved in the life of your organisation and helps avoid cliques.



### Personal protection policy:

to describe what the rights of people within the organisation are and what the organisation will do to ensure that they carry out their work safely.



### Participation policy in teams of grassroots categories:

give athletes equal playing time, regardless of their ability, because it helps foster appreciation for both the game and the club.

## c. Proposals for action



### Policy of venues and supporters:

develop protocols for safe sports venues and supporters' behaviours in the stands. The creation of delegates to protect minors and guarantee equality is also a line of action to prevent harassment and promote inclusion. Guidelines on inclusive changing rooms and toilets help ensure that everyone feels comfortable and safe in these environments.



### New technologies and social networks policy:

make clear that what people write on social networks has legal implications.



### Distribution of signage or posters:

the existence of posters supporting LGBTI inclusion and against aggression and discrimination helps to keep inclusion in mind at all times.



### Complaints and suggestions procedure:

incorporate procedures for channelling complaints and suggestions that help improve sports organisations.



### Set up a policy update committee:

this aims to establish systems for compliance and improvement of the proposed inclusive policies.

2

d. Assess inclusion in your sport or organisation

The following questions\* can help you assess inclusion in your sport or organisation.

1.	Does your organisation have a clear equality or diversity policy and/or code of conduct to improve LGBTI inclusion?	<div>Yes</div>	<div>No</div>	<div>What can I do to improve?</div>
2.	Have you started any activities to promote the inclusion of minority groups, including those who are LGBTI?	<div>Yes</div>	<div>No</div>	<div>What can I do to improve?</div>
3.	Do you discuss issues of equality or LGBTIphobia in your sports entity?	<div>Yes</div>	<div>No</div>	<div>What can I do to improve?</div>
4.	Do you prevent comments from being made about the affective-sexual orientation and gender identity of your athletes who could be the object of mocking and unwelcome hints?	<div>Yes</div>	<div>No</div>	<div>What can I do to improve?</div>
5.	Are staff in your organisation aware that jokes that ridicule or disparage LGBTI people, women or any minority group are unacceptable?	<div>Yes</div>	<div>No</div>	<div>What can I do to improve?</div>

\* Modificado de Birch-Jones, J. (2017). *Leading the way. Working with LGBTQ Athletes and Coaches* (Second Edition). Canadian Women and Sport. [Available here](#).



2

d. Assess inclusion in your sport or organisation



6.	Is it clear that sexist or LGBTIphobic language is unacceptable, even if it serves to encourage?	Yes	No	What can I do to improve?
7.	Do you regularly use inclusive LGBTI language to refer to other people outside the sports system?	Yes	No	What can I do to improve?
8.	Do you accept and treat openly LGBTI people in your team or sports organisation equally to those who are not?	Yes	No	¿Qué puedo hacer para mejorar?
9.	Can your athletes use the toilet and changing room of their choice, based on their gender identity?	Yes	No	What can I do to improve?
10.	Does the language and images used by your sports organisation include families and friends of diverse sexual and gender identities?	Yes	No	What can I do to improve?



a. What is good practice? 

b. 14 examples of good practice 

c. Events and competitions 

## Good sport practices



## a. What are good practices?

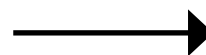
'Good practices' refer to various effective ways of including LGBTI people in sport. These are initiatives, programmes, activities or experiences that promote access to sport, as well as a permanent commitment to identify and overcome existing barriers to participation, socialisation and learning for this group of people. The examples of good practice shown here illustrate the many and very different ways in which any sport entity, club or organisation can focus their work to promote a sports practice that adapts to any gender identity and sexual-affective orientation.





## 3

## b. 14 examples of good practice

**Example 1.****Multi-sport school: sport for girls, boys and transgender children****Organisation:****Club Deportivo LGTBI+ Samarucs València** 

Transgender children face many obstacles in both physical education subject and extracurricular sport during their schooling. Most of them face negative situations of isolation, loneliness, exclusion, harassment or discrimination and are afraid of or have bad experiences in toilets and changing rooms. Therefore, plans and programs of physical activities and sports addressed to trans children and adolescents are necessary to promote their inclusion and allow them to enjoy the benefits of sports in a safe environment. The multi-sport school of *Club Deportivo LGTBI+ Samarucs de València*, created in 2021, is a response to the deficiencies of sports participation of this particular group of trans people aged 6 to 12 in a safe environment.

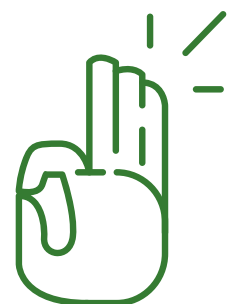
The activity takes place on Saturday mornings and families are actively involved in its organisation. In this way, it increases their participation in physical activities and contributes to their well-being by interacting with other families that share similar interests and concerns. It is common for families to be waiting for the legal regularisation of the name and sex in the civil registry and these meeting spaces are, among other things, an opportunity to resolve doubts, share emotions and find understanding together with people in a similar situation.

## 3

## b. 14 examples of good practice

**Example 2.**  
Roller Derby for all

Organisation:  
[Valencia Roller Derby de València](#) 



→

This initiative promotes the visibility of diversity and promotes freedom of gender expression. Specifically, it facilitates that all trans, intersex and non-binary gender women skaters, officers, volunteers and spectators can participate and compete without any restrictions. For this reason, the club has an official referee without skates (NSO's) and Line up, who identifies as a queer man and intentionally uses red high heels, dresses and skirts in both local and state competition leagues. It is important to note that he is the only referee in Spain who transgresses traditional dress in this sport, which has been made possible thanks to the inclusive, respectful and supportive environment promoted in this organisation.

Likewise, the 'Valencia Roller Derby' has been promoting a feminist sports policy for a decade, carrying out several inclusive and anti-discriminatory practices. In 2022, they became a member of the Women's Flat Track Derby Association (WFTDA), a global roller derby organisation that promotes an inclusive gender declaration and promotes neutral language in its rules of procedure.



## 3

## b. 14 examples of good practice

**Example 3.**  
More diverse and tolerant football

Organisation:  
[Peña Valencianista LGTBI](#) 



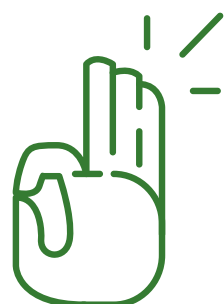
From 2017 onwards, this *peña* (supporter's association) began to work for the visibility of the LGBTI collective in football, specifically in the Valencia Football Club, being the first team in La Liga that has an LGBTI *peña*. Lesbian, gay, bisexual, trans, intersex and any other affective-sexual orientation and gender identity that meet the following two requirements can participate in the club: 1) respect for other persons; and 2) passion for *Valencia CF*. [The Peña Valencianista LGTBI](#) holds days of visibility of the collective, attending the stadiums in official competitions with colours and flags to support and encourage the teams. These practices intend to make *Valencia CF* a reference for inclusion and commitment against discrimination towards sexual and gender diversity.

On LGBTI Pride Day in 2021, the *Peña Valencianista LGTBI* promoted, in collaboration with *Valencia CF*, the recording of an emotive campaign against LGBTIphobia that took place on the Mestalla pitch and was published on all social networks of the sports entity. This campaign, and others carried out by the club, aim to spread a football free of LGBTIphobia and insults towards the LGBTI collective to make it inclusive and diverse.





## b. 14 examples of good practice

**Example 4.*****Taekwondo para todes\****  
(Taekwondo for all)**Organisation:****Federación de Taekwondo de la Comunitat Valenciana** 

\* 'Todes' is the pronoun used in Spanish to designate all people who identify as 'non-binary'. That is, it is used to refer to all persons who do not identify themselves as a man or woman exclusively ([see Glossary](#)).

In 2021, the *Federación de Taekwondo of the Comunitat Valenciana* created the first Diversity Department in this discipline to move towards greater inclusion, create safe spaces for professional and personal development and fight against sexual and gender discrimination. This department has a variety of information materials such as HIV prevention, a guide to recommendations for trans people, a children's guide on gender intolerance and several teaching materials on diversity for children and adolescents.

This federation has as a priority the promotion, protection and organisation of taekwondo modalities within the territorial scope of the Valencian Community. The Federation comprises athletes, managers, coaches and referees. One of the principles highlighted in its statutes is to prevent any discrimination by birth, sex, religion, language, affective-sexual orientation or gender identity.



## b. 14 examples of good practice

**Example 5.****Report violence: "*Observatorio para la Diversidad en el Deporte*" (Observatory for Diversity in Sport)****Organisation:****Agrupación Deportiva Ibérica LGTBI+ ADI** 

The *Observatorio para la Diversidad en el Deporte* aims at ensuring good practices in the area of equality and non-discrimination in the sports field in Spain and Portugal. Through an online questionnaire accessible from the [ADI website](#), anyone can report any fact that, by action or omission, constitutes discrimination, abuse, harassment or violence against a person because of their affective-sexual orientation and gender identity or expression. The data obtained through this record of incidents contribute to making visible the inequalities and violence still suffered by women, LGBTI people or people with HIV in the world of sport. They also make it possible to analyse the patterns underlying such violence and to draw up reports that can guide the necessary equality policies in this area.

The *Agrupación Deportiva Ibérica LGTBI+*, the organisation that carries out the Observatory, was founded in 2009 with the union of lesbian, gay, trans, bisexual and intersex sports entities of the Iberian Peninsula. It is an independent entity of the Spanish federated sports system and focuses its actions on the visibility of LGBTI athletes, the eradication of LGBTIphobia and the promotion of affective-sexual diversity in sport. It also promotes awareness-raising campaigns on LGBTI issues and equality between women and men and the establishment of agreements with municipalities to raise awareness and promote training on inclusion. It currently represents 18 different entities and almost 3000 LGBTI athletes.

## 3

## b. 14 examples of good practice

**Example 6.****Let's talk about inclusion:  
Conferences on Sport and Diversity**

Organisation:

entity *Deporte y Diversidad* 

The entity *Deporte y Diversidad* (Sport and Diversity) encompasses different inclusive sports associations in the city of Madrid. It organises training activities aimed at improving knowledge about the inclusion of LGBTI people, as well as organises conferences to analyse the situation and needs of LGBTI people in the field of sport. These conferences are attended by eminent personalities of great prestige in the field of diversity. In 2019, the conference featured Joanna Harper, doctor and adviser to the International Olympic Committee, waterpolo player Victor Gutiérrez and footballer Alba Palacios, among other figures. In addition, a final Declaration was read and signed at this event, which reflected a series of objectives and commitments shared by all the people who participated as speakers. This document was unanimously approved by all the Parliamentary Groups present in the Congress of Deputies. The 2020 conference featured Pau Ribes, an artistic swimming sportsman; Omaira Perdomo, the first Spanish trans woman to play in the volleyball Super League; Alhambra Nieves, chosen as the world's best referee in 2016; Rosa Bonet, Spain's first female soccer referee; three-time boxing world champion Joana Pastrana; and prestigious journalists such as Paloma del Río and Olga Viza.



**Example 7.****King of sports and diversity: collaboration between *FC Barcelona* and *Panteres Grogues***

Organisation:

Club Esportiu Les Panteres Grogues 

In 2022, *Club Esportiu Les Panteres Grogues* (Yellow Panthers) signed a historic agreement with *Fútbol Club Barcelona* (FCB), in which both clubs committed themselves to promote counselling and training in gender diversity and affective-sexual orientation in sport. FCB's interest is focused on the training of coaches and educators responsible for the training of young athletes. They also counsel on gender diversity, identity and affective-sexual orientation, as well as on fighting LGBTIphobia. The LGBTI + *Panteres Grogues* club brings its long experience of collaborating with clubs, associations, administrations and universities on homophobia in the world of sport.

Born in 1994, *Panteres Grogues* is the oldest LGBTI sports club in Spain. Its primary objective is to provide a space where gay, lesbian, trans and bisexual people can freely participate in sports activities in a free and safe environment. It currently has more than 1600 members and combines the promotion of sport and institutional advice.



**Example 8.*****La Liga Arcoíris* (The Rainbow League)****Organisation:**

FELGTBI+. Federación Estatal de Lesbianas, Gais, Trans, Bisexuales, Intersexuales y más. 

*La Liga Arcoíris* is a campaign promoted by the State Federation of Lesbians, Gays, Trans, Bisexuals and Intersexuals (FELGTBI+). Its initiative consists of the creation of shoelaces with the colours of the rainbow as a symbol of support and respect for LGBTI diversity on the playing field. They aim to unite supporters, teams and athletes against situations of discrimination, exclusion and even violence based on affective-sexual orientation and gender identity that occur in sport. Many teams, clubs and professional athletes from different sports in Spain share their photos wearing these shoelaces to collaborate with this initiative. All the money raised from the sale of the rainbow laces goes to fund talks on sexual and gender diversity in sports schools.

The LGTBI+ State Federation is a secular, feminist, non-partisan and trade union-based non-governmental organisation that brings together, in a common project, more than 57 LGBTI entities from all over Spain. Its mission is to defend and promote the human rights and equality of LGBTI persons, as well as their families, in all areas of life, including the sports context.



## b. 14 examples of good practice

**Example 9.**

*Kirola eta aisia.* Attention to transsexuality of children and young people in sport and leisure. Quick guide

Organisation:

Naizen Association 

The association of families of transgender children Naizen brings together families from the Basque Country and Navarra. In 2022, it published a quick guide on the care of children's and young people's transsexuality in sport and leisure time. This guide provides measures to advise on aspects such as the use of pronouns that correspond to gender identity, the use of a heartfelt name to ensure sports participation, the use of toilets and/or changing rooms in accordance with their identity and the handling of legal documentation.

*Naizen's* main goals are to help, train and advise families of transgender minors. The association works to make the reality of transsexual children and their families visible, as well as to disseminate their rights and claims. To this end, they promote the transmission of information to and training of professionals, encourage legal reforms and seek to build a network of mutual support among families.





## b. 14 examples of good practice

**Example 10.**

## A mailbox to claim freedom

Organisation:

Silva Sociedad Deportiva A Coruña 

Athletes, families and technical staff of *Silva Sociedad Deportiva A Coruña*, one of the football clubs with the highest number of sports licences in Galicia, can now report on conflicting situations regarding gender identity and sexual orientation. To do so, a physical mailbox has been placed in an accessible location of the sports entity and access has also been given to a digital mailbox. The aim is to collect complaints in this area, publicly report on the general results that are collected, as well as to provide solutions to the different problems through internal training and specific actions in matches and institutional events.

This initiative seeks to avoid possible situations of discrimination that take place in workouts, changing rooms and matches or at any event organised by the club. It also aims to encourage other grassroots football teams and other sports disciplines to achieve inclusive sports that accommodates all people.

This action, which is part of the *Deporte Sin Odio* campaign (Sport Without Hate), involves the collaboration of the associations *LesCoruña*, *Palestra* and *Arboco Club de Fútbol* and has the support of the Department of Sports of the City of A Coruña.

## b. 14 examples of good practice

**Example 11.**  
Basketball for all:  
"Transfeminist Basketball League"

Organisation:

Liga Gamberra Cooperativa (Madrid) 

The *Liga Gamberra* (Troublemaker League) is a cooperative basketball league that emerged in Madrid in the summer of 2022. It is a transfeminist league that seeks to create a safe playing space for those who suffer or could suffer sexist and cisheteropatriarchal violence in other sports spaces. Apart from moving away from the competitive and capitalist logic of sport, it is free and is played in public spaces. It currently has seven teams from different districts and towns in the Community of Madrid and is an initiative that continues to grow.

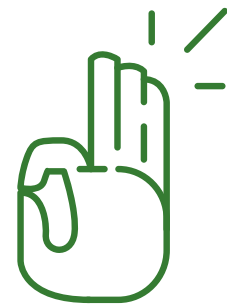
As a cooperative, the *Liga Gamberra* operates in an assembly-based and self-managed manner. Thus, LGBTIphobic and exclusionary attitudes of any kind are reviewed through dialogue to seek specific and collective solutions and integrate them into the playing field. When it comes to playing, the emphasis is placed on caring for players and teams. In this way, through self-managed basketball, with no referees, no economic mediation and the use of public facilities, safe support networks are created for everyone in the city.



## b. 14 examples of good practice

### Example 12. "Learn to run"

Organisation:  
Edinburgh Frontrunners Club 



This initiative is a programme by the [Edinburgh Frontrunners club](#) to promote running. It is especially aimed at people who have not taken up this sport because they feel discriminated against or excluded from high performance environments. The programme offers activities with different paces, speeds and distances to suit people of all fitness levels. Participation in the programme is free of charge, except for a small annual club membership.

Edinburgh Frontrunners is a club of LGBTI people and supporters of the collective who like to run. It is a club for all the public that includes programmes such as "Run", "Walk", "Pride run" and, most recently, "Learn to run". It was founded in 2013, following the general model of the global movement Frontrunners, an initiative to support LGBT runners. It has since become a leader in activism for diversity and equality in sport. This club was involved in the process that led to the pioneering introduction of the non-binary category into athletics and since 2019 the Scottish National Championship has included the option of a third category in its events.





**Example 13.****Recreational sport for trans people:  
"Trans active"**

Organisation:

LEAP Sports (Scotland) 

The Trans active proposal of Leadership, Equality and Active Participation in Sports for LGBTI people (LEAP Sports) began in January 2020. The aim is to promote physical activity for trans people and promote their inclusion, as well as sports and physical activities where they have the opportunity to socialise with other trans people within a relaxed and supportive environment.

Two free physical activities are organised per month, depending on the interests of the members of the group. Among the most common activities are kayaking, swimming, local hiking, football, bowling, pole fitness and cycling.

Other leisure and cultural activities such as picnics, training events and attendance at the Pride Day rally are also held. This initiative facilitates access for people with additional barriers, such as racialised trans and non-binary people, people with disabilities, people experiencing mental health problems, or people suffering from poverty or underemployment.



## 3

## b. 14 examples of good practice

**Example 14.**

All bodies are worth it:  
"Queerfit" proposal

Organisation:

Gruppo Trans APS (Italy) 



Queerfit is a fitness activity aimed at trans, queer and non-binary people ready to engage in physical activity together, celebrating the diversity and plurality of bodies and identities. The course specifically aims to counteract discrimination against trans people through sport by creating inclusive environments for all identities, bodies and genders.

This initiative has its roots in the bodypositivity movement, which advocates the acceptance and value of all bodies regardless of their degree of disability, size, gender, race or appearance. Queerfit participates in this movement by approaching sport as a means to educate in self-esteem and respect for differences.



## c. Events and competitions



1

### Donasport

Organisation: Club Esportiu Panteres Grogues 

*Donasport* is an initiative that brings together sports activities aimed at women and organised by the *Club Panteres Grogues in Barcelona*. It emerged to create networks for women's empowerment and to fight against discrimination suffered by sportswomen both for being women and for their sexual and gender diversity. In their 11th version in 2022, they promoted various competitive sports such as football, paddle tennis, basketball and table tennis as well as other recreational activities such as cycling, hiking, beach volleyball and paddle surfing. This set of activities is carried out annually between March and May.

Sport is a tool to promote women's empowerment in *Donasport*. Through a calendar of various physical activities and sports, they seek to promote women's participation in sport, make diverse women visible and fight against inequality.





## c. Events and competitions



2

### Jocs Taronja (Orange Games)

Organisation: Club Deportivo LGTBI+ Samarucs [↗](#)



Jocs Taronja (Orange Games) is the most important LGBTI+ sports championship in the Valencian Community. In this international tournament, people with diverse affective-sexual orientation, gender identities and expressions practise different sports in conditions of equality, sportsmanship and mutual respect. The first edition took place in 2004 and the last in 2023, in which 1200 athletes from several European countries participated in disciplines such as swimming, volleyball, beach volleyball, chess, fencing, quidditch, five-a-side football, running and taekwondo, as well as other recreational activities, such as fitness, rowing, dance, theatre and multisport for trans children and adolescents.

In the *Jocs Taronja*, LGBTI people are visible practising sports, becoming the protagonists in the different public facilities in which they enjoy a weekend participating in physical activity in conditions of equality and freedom. They are not the only LGBTI games held in Spain. Other cities such as Barcelona, Madrid, Zaragoza and Vitoria also hold activities to make the LGBTI community visible in sport.

## c. Events and competitions



3

### Gay Games

Organisation: [Gay Games Federation](#) 



The [Gay Games](#) are the most important international LGBTI sports competition. Its first edition was in 1982, when the athlete Tom Wadell sought to promote inclusion of the LGBTI collective in sport. This great competition is based on the fundamental principles of participation, inclusion and self-improvement. Based on these values, the Gay Games have brought together diverse people from all over the world, as they are open to all ages, performance levels, religions, ethnicities, sexual orientations and gender identities.

The city of Valencia will host the Gay Games in 2026, becoming the most important sporting event in the city after holding the America's Cup in 2007. According to previous editions, over 12000 participants are expected. The Gay Games have previously been held in San Francisco (1982 and 1986), Vancouver (1990), New York (1994), Amsterdam (1998), Sydney (2002), Chicago (2006), Cologne (2010), Cleveland and Akron (2014), Paris (2018) and Hong Kong and Guadalajara, Mexico (2023).





4

- a. ... an LGBTI person 'comes out' in sport [↗](#)
- b. ... a trans person wants to use a changing room in accordance with her/his/zis gender identity [↗](#)
- c. ... an LGBTI person is harassed in sport [↗](#)
- d. ... athletes are taunted with LGBTIphobic insults [↗](#)
- e. ... a trans person wants to compete in a federated sport according to her/his/zis gender identity [↗](#)

# What to do when...



## What to do when...

This section presents some scenarios and situations that can occur in everyday life when it comes to addressing the inclusion of the LGBTI community in sport. Some general guidelines are proposed to address them, although specific actions should be adapted to the specific characteristics of each context and the needs of the people involved.



### What to do when an LGBTI person 'comes out' in sport

An LGBTI person 'comes out' when she/he/they/ze decides to make their affective-sexual orientation or gender identity public or visible. It is usually a complex process, often characterised by going back and forth, usually preceded by a sense of living 'a double life' due to fear of stigma, discrimination and even violence that in many cases accompanies becoming visible\*. 'Coming out' can be difficult in sport, especially for those who have had bad experiences in other areas, because they want to avoid possible negative consequences\*\*. Therefore, when an LGBTI person becomes visible, we must listen to, support and meet her/his/zis needs. We must treat her/him/zim respectfully, using the pronoun and inclusive language that recognises her/his/zis sexual orientation and gender identity, without making any discriminatory jokes or comments. As it is often a progressive process that may involve real risks, it should be the person concerned who initiates it, with our support, if necessary, and always respecting the right to confidentiality and privacy.

\* Vilanova, A., Mateu, P., Gil-Quintana, J., Hinojosa-Alcalde, I., & Hartmann-Tews, I. (2022). Facing hegemonic masculine structures: experiences of gay men studying physical activity and sport science in Spain. *Sport, Education and Society*, DOI: 10.1080/13573322.2022.2103666

\*\* Smith, M., Cuthbertson, S., & Gale, N. (2012). Out for Sport: *Tackling Transphobia in Sport*. *Transgender Specific Companion Report*. Equality Network [Available here](#).

## What to do when a trans person wants to use a changing room that corresponds to their gender identity

Changing rooms are particularly problematic contexts for many trans people, as public exposure of their bodies takes place in spaces normally differentiated for men or women\*. Some trans people may want to make use of changing rooms that match their gender identity. For different reasons, there may be others who, however, opt for changing rooms consistent with the gender they were assigned at birth. And there may also be non-binary trans athletes, i.e., who may identify neither with a male nor female gender and finding it awkward to have to choose between those two distinct spaces. The fact is that using the changing rooms causes distress and even panic for many trans people, often leading them to give up their use\*\*. This is an unfair and discriminatory situation and should be avoided. To do so, we must listen to trans people's needs and fears and not assume a priori what their wishes are. As the problem of body exposure in changing rooms does not only affect trans people, accessible and neutral changing rooms with private spaces (e.g. cubicles or booths) would ideally be available for used by those who wish to preserve their privacy\*\*\*. In order to achieve true inclusion (not only of trans people, but of all people), it would be convenient to create such spaces and make them safe and comfortable\*\*\*\*.



\* Pereira-García, S. et al. (2022). Experiencias de las personas trans en los vestuarios deportivos: un espacio de intervención desde el Trabajo Social (Experiences of trans persons in changing rooms: an intervention space from Social Work). *Arxius de Ciències Socials*, 46, 77-89.

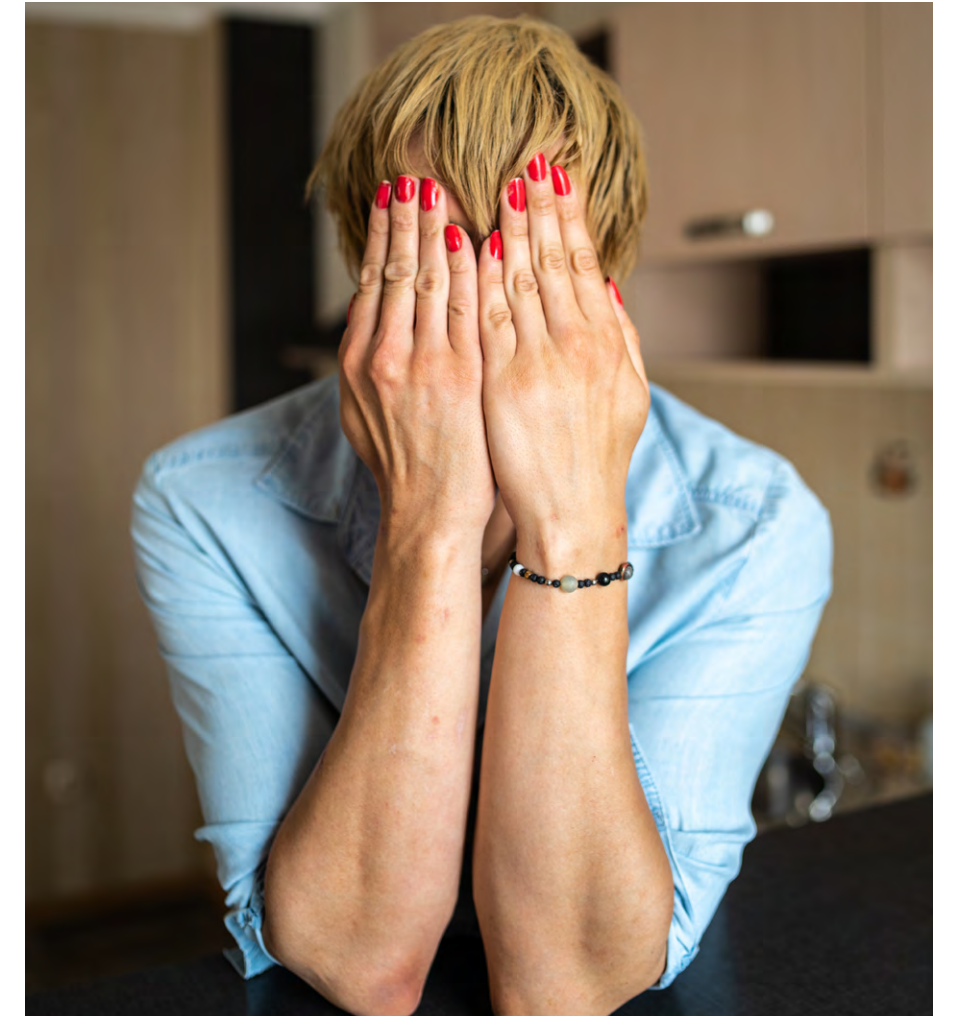
\*\* Cunningham, G. B., Buzuvis, E., & Mosier, C. (2018). Inclusive Spaces and Locker Rooms for Transgender Athletes. *Kinesiology Review*, 7(4), 365-374. [Available here](#).

\*\*\* Cavanagh, S.L. (2010). *Queering bathrooms. Gender, sexuality and the hygienic imagination*. University of Toronto Press.

\*\*\*\* In order to know the conditions and characteristics of an inclusive changing rooms see page 40 in ["AFES Group \(2023\) Diversities in physical activity and sport. Nau Llibres."](#)

## What to do when an LGBTI person is being harassed in sport

It is essential to care for, listen to, and understand people who suffer harassment, without questioning or blaming the victim. We must accompany them by providing the resources and information that will make it possible to eradicate this situation (see [Resources](#) section in this guide). First, in the event of an act that may constitute a hate crime, we must notify the security forces and, if necessary, file a complaint. If the event takes place in the Valencian Community, it is advisable to contact the '[Servicio Orienta](#)' (Orientation Service) of the *Generalitat Valenciana*, as it offers psychological and legal advice to LGBTI people, as well as assistance and help to victims of discrimination/hate crimes due to LGBTIphobia. If the person is a minor, the 'child protection delegate' of the sports entity will be called upon, a figure required by [Ley Orgánica 8/2021 \(Act No 8/2021\)](#), on the comprehensive protection of children and adolescents against violence. This person is the reference figure in violence prevention and victim care and the person who, if necessary, will initiate appropriate communications with authorities. In addition, federations, schools and sports clubs should develop specific protocols against LGBTIphobia in each of their areas of activity. At national level, and for other areas that are not exclusively sporting, the [Guía Rápida para Víctimas de Odio por LGTBIfobia \(Quick Guide for Victims of Hate due to LGBTIphobia\)](#) can be consulted. It is also advisable to report any episode of harassment to the [Observatorio para la Diversidad en el Deporte of the Agrupación Deportiva Ibérica LGBTI+](#).





## What to do when athletes are scolded with LGBTIphobic insults



Unfortunately, it is still common to hear homophobic and transphobic insults like 'tomboy' or 'faggot' in sport. Such insults can affect people who may or may not be part of the LGBTI community and denigrate people because of their affective-sexual orientation, gender expression or gender identity. It is essential not to normalise or trivialise insults, to denounce them when we witness them and to take action against those who issue them. In this regard, we must bear in mind that the respect and dignity of LGBTI people in sport are particularly protected by law. According to [Ley 19/2007 \(Act No 19/2007\)](#), against violence, racism, xenophobia and intolerance in sport, attendees and spectators are obliged not to commit discriminatory acts on the grounds of sex or social origin in sports venues and their surroundings. Anyone who commits such acts shall be immediately expelled from the venue. The clubs, associations or persons organising the event are responsible for ensuring compliance with this law. Article 35.4 of [Llei 23/2018 \(Act No 23/2018\) of the Generalitat Valenciana](#) also states that any LGBTIphobic manifestation that takes place at sporting events will be eradicated.

In particular, we must publicly condemn all kinds of offences, attitudes and behaviours that are disrespectful to sexual and gender diversity occurring on a playing field. Referees must include in their records the situations of discrimination and abuse observed for the knowledge of the corresponding sports Federation, which must act accordingly. Field delegates, and those responsible for coexistence and protection of minors must take precautions and, together with clubs or entities, create protocols for action and prevention to avoid discrimination and violence in their sports facilities and environments. Furthermore, it must be taken into account that, in certain circumstances, insults may constitute a hate crime.



## 4

## What to do when...

## What to do when a transgender person wants to compete in a federated sport according to her/his/zis gender identity

The participation of transgender people in elite sport and international competitions is a controversial issue that, however, affects a relatively small number of athletes. By contrast, in recreational sport (local, provincial and regional), in which many more people are involved, trans people's participation is, or should be, less problematic and the right to participate should always prevail. If any sports federation or organisation hinders trans people from competing according to their gender, it is necessary to remind them of the laws in which this right is recognised. [Llei 23/2018 \(Act No 23/2018\)](#), of 29 November, on equality of LGBTI persons and [Llei 8/2017 \(Act No 8/2017\)](#), which includes the recognition of the right to identity and gender expression in the Valencian Community, explicitly includes the right of trans people to participate and compete in sports and physical activities in the gender category with which they feel identified.





## 4

## What to do when...



Occasionally, the participation of transgender people may require a change of team with a different gender category. In these cases, it is important to make it easy for trans people to join and be included in the team. Also, since their socialisation in sport can be very different, training sessions can be crucial to help them, being aware that they may need time to adapt it. It is also essential to address the specific needs of trans people in sport. For example, the process of hormone replacement may affect their athletic performance and health, especially in the face of heat waves, so it is recommended to respect the rhythms and breaks they need. Finally, sexual and gender diversity should always be treated as a strength and not as a weakness.

We must use our leadership or influence in the team, club, federation or sports school to promote inclusion and publicly position ourselves in favour of respect affective-sexual orientations and gender diversities.







a. Glossary 

b. Entities 

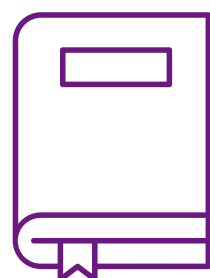
c. Books and audiovisual media 

# To learn more



## a. Glossary

This glossary provides a description of terms used in or related to this Guide. For a more complete description of LGBTI terms, see the [definitions contained in the laws of the Valencian Community, the Human Rights Campaign glossary or visit the website of the International Lesbian, Gay, Bisexual, Trans and Intersex Association.](#)



a. Glossary

A

Affective-sexual orientation

a person’s tendency to feel sexual, emotional or affective attraction for people of the same gender or another gender.

B

Bisexual

a person who feels emotional, affective and/or sexual attraction for more than one gender, whether their own and/or a different one.

C

Cisgender

refers to persons whose gender identity matches the biological sex assigned at birth, and therefore have a self-perception and gender expression that matches behaviours and roles deemed ‘appropriate’ for their birth sex.

Cisheteronormativity

refers to a set of assumptions and processes that privilege cisgender identities and heterosexual relationships.

D

Discrimination

any distinction, exclusion or preferential treatment based on race, sex, gender, religion, political opinion, nationality or social origin which has the effect of nullifying or infringing the principle of equal opportunities.

G

Gay

a person identified as a man who feels emotional, affective and/or sexual attraction to other men.

Gender

social construct that is

transmitted through the agents of socialisation (family, school, peer group, media, etc.), is reproduced and transferred with a degree of variable demand that the social structure determines for its members.

Gender binarism

gender conception, practices and system of hierarchical social organisation based on the idea that there are only two genders in societies.

Gender expression

manifestation of each person’s gender identity. It refers to the social experience of gender in aspects such as dress, language and other behavioural patterns that are considered masculine, feminine or androgynous in society and specific historical moments.

Genderfluid

people who do not identify with

a single gender or who flow between gender identities. This term overlaps with that of queer gender, involving movement between identities and/or gender presentation.

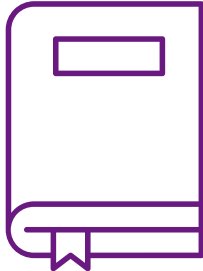
Gender identity

internal and individual experience of gender, as each person feels and self-determines, being able to correspond or not with the sex assigned at the time of birth.

H

Heteronormativity

system or cultural belief that assumes that people fit into unique and complementary sexes and genders, and that heterosexuality is the normal sexual orientation. A heteronormative view involves the alignment of biological sex, sexuality, gender identity and gender expression.





## a. Glossary

**Homophobia**  
prejudice, discrimination, harassment or violence based on fear, distrust, aversion or hatred of someone who is lesbian, gay or bisexual.

### I

**Inclusion**  
attitude, process or tendency that ensures that people at risk of social exclusion have the opportunity to fully participate in social life, and thus enjoy an adequate standard of living.

**Intersectionality**  
an analytical and political perspective that recognises that systemic inequalities are shaped by the overlap of different social factors such as gender, ethnicity, social class or body shape, among others.

**Intersexual**  
a person presenting a set of variations outside the male or female body standard, i.e. when a person is born with a body that does not seem to fit within the definitions and biomedical and cultural assumptions that establish a coherence between the chromosomal, gonadal, hormonal sex and the sexual and/or reproductive anatomy.

### L

**Lesbian**  
a person identified as a woman who feels emotional, affective and/or sexual attraction to other women.

**LGBTI**  
the acronym for lesbian, gay, bisexual, trans and intersex. In many cases, the letter Q for queer is included, and/or a + sign that aims to include the rest of affective-sexual diversities.

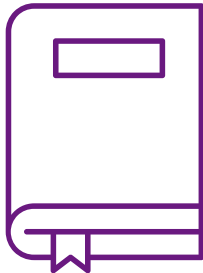
**LGBTIphobia**  
rejection, discrimination, invisibility, mockery or other forms of violence based on prejudice, stereotypes and stigmas towards LGBTI persons or who are perceived as such (including biphobia, interphobia, transphobia...)

### N

**Non-binary**  
describes a person who does not uniquely identify as male or female. Non-binary people can identify with being both male and female, or place themselves halfway or completely outside these categories. While many non-binary people identify as transgender, not all of them do. Non-binary can also be used as an umbrella term encompassing identities such as agender (no gender), bigender, queer gender, or fluid gender.

### Q

**Queer**  
Term that refers to a spectrum of identities other than the socially dominant ones. It also refers to a school of thought that seeks to enhance human diversity in a broad sense and departs from fixed or static identities, advocating for the versatility and variety of human potentialities.



a. Glossary

S

Sexism

the belief or attitude that one gender or sex is inferior, less competent, or less valuable than the other.

Sex

anatomical, biological and physiological features from which, in our culture, a person is designated as a ‘man’ or a ‘woman’. Specifically, sex is determined by the difference in chromosomes, hormones and genitals in a binary cultural classification (male-female/ man-woman) of people and other living beings according to genetic, biological, physical and physiological criteria.

Stereotype

a general opinion, belief or prejudice about the attributes or characteristics that persons possess or should possess or the social functions they perform. A stereotype is harmful when it limits people’s ability to develop their personal faculties, pursue a career, and make decisions about their lives and vital projects.

T

Trans

umbrella term that encompasses all those who do not feel identified with the gender assigned at birth according to their sex. It refers to heterogeneity when conceiving the body, identity and experiences that go beyond the imposed binary social norms. Thus, it does not distinguish whether the person has undergone surgery or the political sense he/she/they/ ze attributes to him/her/zim gender identity.

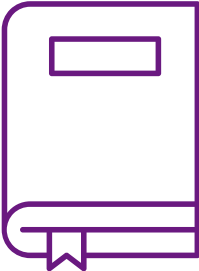
Transsexual

refers to persons whose biological sex is associated with a particular gender, which they do not feel identified with. As a term imported from medical discourses, is often associated with the idea of body modification interventions to achieve the gender felt. However, currently, it

is not associated with the need for body modifications.

Transition

a personal and unique process of self-affirmation of one’s own identity, which pursues the progressive adaptation to a gender identity different from that assigned at birth. The right time to start this process is to be decided by each person and contemplates the necessary preparation to assume the changes that they want to occur, including hormone treatment and/or physical transformations of any type.



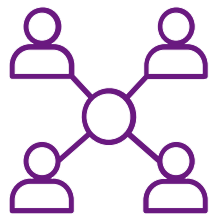


## b. Entities

In the field of physical activities and sports, there is discrimination against diverse people in terms of affective-sexual orientation, gender identity and gender expression. As a result, for decades, clubs and sports organisations have been created and are run mainly, but not exclusively, by and for LGBTI people.



LGBTI clubs aim to open up safe spaces to practise sports, promote the visibility of gender and sexuality dissident persons, encourage socialisation or carry out activist initiatives, among other aspects.



## b. Entities

### Club Esportiu LGTBI+ Dracs València



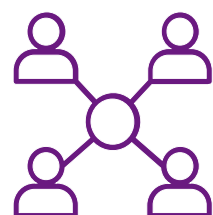
The LGTBI+ Dracs sports club began its work in 2020. It aims to free sports spaces from machismo, LGBTIphobia and serophobia. It organises quadball, paddle tennis, running, cycling, swimming, triathlon, volleyball and hiking activities. It has 150 members and its operation is based on personal development through sport and from the perspective of care, mutual support and coeducation.

The organisation carries out activism and awareness-raising campaigns and training on machismo, LGBTIphobia and serophobia in the field of sport. It is centred in the city of Valencia, with outings and activist events throughout the Valencian Community. The club is a member of the Valencian LGBTI Council and is part of the Social Pact against the HIV stigma.

### Club Esportiu LGTBI + Samarucs València

The Club Esportiu LGTBI+ Samarucs València is the longest-lasting LGBTI club in the Valencian Community. It began in 2003, when a few people came together for swimming training. From the practice of this sport emerged the name Samarucs (Valencia toothcarp), which refers to a freshwater fish native to the coastal lagoon of Valencia, La Albufera.

The objectives of *Samarucs* are to facilitate the practice of physical activity and sports, to promote sport as a tool to make diversity and women's empowerment visible, to encourage the practice of physical activity and sport with special emphasis on non-discrimination and to provide a framework for personal development. The club joints more than 400 people who practice different activities: dance, fitness, football, swimming, quidditch, running, rowing, taekwondo, theatre, tennis, volleyball, beach volleyball and multisport. *Samarucs* is a member of the *Agrupación Deportiva Ibérica LGTBI+*, the *European Gay and Lesbian Sport Federation* (EGLSF) and the *Federation of Gay Games* (FGG).





## b. Entities

### Dimove

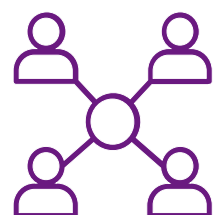
The Asociación Defensa de los Derechos LGTBQ+ Dimove is a sports and cultural entity based in Elche that seeks to create safe spaces and promote physical activity in an environment of inclusion and respect.

It organises training activities, activism as well as paddle tennis, hiking, crossfit, skating, swimming, indoor football, running and cycling. It has didactic guides to fight against LGBTIphobia in the school environment and a literary contest to encourage the culture related to the collective.

### Agrupación Deportiva Ibérica LGTBI+

The Agrupación Deportiva Ibérica LGTBI+ was created in 2009 and brings together sports clubs and LGBTI entities from Spain and Portugal. Its objectives include developing safe and diverse spaces for sports practice such as training and tournaments, promoting the creation of sports clubs and associations, fostering spaces for debate and collaboration, and denouncing attitudes that constitute LGBTIphobia, among others.

Outstanding among their actions are the implementation of agreements with municipalities in Spain to promote the inclusion of the LGBTI community, direct dialogue with the *Consejo Superior de Deportes* (Sports Council), the implementation of amendments to laws that may favour the fight against LGBTIphobia and the Observatory against LGBTI hate crimes.



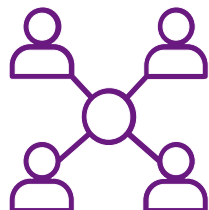
## b. Entities

### European Gay and Lesbian Sport Federation



The European Gay and Lesbian Sport Federation (EGLSF) is the most important European entity that brings together organisations orientated towards sports development for LGBTI people. It currently comprises more than 115 organisations and encompasses more than 22000 people. Its objectives are to fight against discrimination in sport in matters of sexual and emotional orientation, gender identity and expression; encourage the integration and emancipation of sportspeople; support the visibility processes of athletes in issues of gender identity and affective-sexual orientation; exchange information between different organisations and inclusive tournaments.

Among its most important activities, EGLSF manages the organisation of the European LGBTI sports tournament or Eurogames, the holding of human rights conferences, information management on social networks, the management of European projects and grants, the creation of activist events or the legal advice.



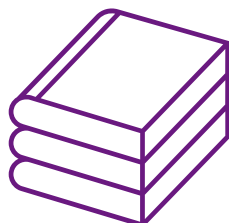


## c. Books and audiovisual media



Anderson, E. & Travers, A. (Eds.) (2017)  
*Transgender Athletes in Competitive Sport* (1st ed.). Routledge.  
Taylor & Francis Group.

This book edited by Eric Anderson and Ann Travers, with international authorship in its chapters, represents the first comprehensive study of the challenges transgender athletes face in competitive sport; and the challenges they pose for this area segregated by sex. It begins with a discussion about the historical role that sport has played in preserving sex as a binary system and the role of control over gender by people who have legislated in competition athletics. It also considers how transgender athletes are treated by a system that relies on separating men from women, forcing transgender athletes to negotiate the system coercively. The book not only exposes the binary thinking of our culture in terms of sex and gender, but also offers a number of thought-provoking recommendations on how to make sport more welcoming, inclusive and equitable.



## c. Books



Guerrero, D. (2021). *Corres como una niña. El género y la diversidad LGTBI en el deporte* (*Running like a girl. Gender and LGBTI diversity in sport*). Dos bigotes.

Journalist David Guerrero proposes a journey full of anecdotes through the past and present of the reality of women and the LGBTI community in sport. With an informative style, the author tries to answer questions such as: Until when were women banned from playing sport? Why is there no Olympic male category in rhythmic gymnastics? Do lesbian women feel more discrimination because of their gender or sexual orientation? Why is there not a single openly gay footballer? Do trans and intersex people have advantages in competition? What responsibility do the media have in undervaluing women's sport? Is it possible to break the binary categorisation in sport?

To deepen the reflection and analysis, Guerrero draws on testimonies of sportspeople such as Pau Ribes, a pioneer in artistic swimming; Alba Palacios, the first federated trans football player in Spain; Victor Gutierrez, an openly gay player of the Spanish national water polo team; Sara Peláez, an openly lesbian professional basketball referee; and Maria Jose Martinez Patiño, an IOC expert and former intersex athlete.

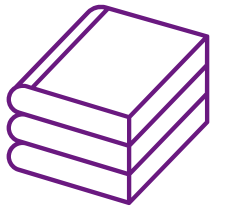


Gutiérrez, V. (2022). *Balón amarillo, bandera arcoíris. El deporte de élite sale del armario* (*Yellow ball, rainbow flag. The elit sport is out of the closet*). Libros Cúpula.

The personal history of the author, a high-level water polo player, activist and current secretary of LGBTI Policies of PSOE, serves as a starting point to uncover the situation of LGBTI people in elite sports. Although there have been social advances in favour of LGBTI rights in Spain, discrimination and LGBTIphobia are still present in stands and changing rooms. The book highlights prejudices and stereotypes about masculinity and gender roles present in our society and especially in elite sport. The author highlights the importance of visibility and the existence of LGBTI referents in sports to overcome barriers and discrimination against this group.



## c. Books



Hartmann-Tews, I. (Ed.). (2022). *Sport, Identity and Inclusion in Europe: The Experiences of LGBTQ People in Sport* (1st ed.). Routledge. Taylor & Francis Group.

Edited by Professor Ilse Hartmann-Tews, this book explores and critically evaluates the challenges and experiences of LGBTQ people in sport in Europe. It presents cutting-edge research data and knowledge from across the continent, with a focus on sports policy, sports systems and issues related to anti-discrimination and inclusion.

The book presents the theoretical and methodological foundations of research on LGBTQ people in sport and then some in-depth comparative studies of systems and experiences in Austria, Belgium, France, Germany, Hungary, Italy, the United Kingdom and Spain. A final section considers the effectiveness of policy in this area and the reasons for participation, and analyses future directions in research, policy and practice.

[The book is available in open access here.](#)



Krane, V. (Ed.) (2019) *Sex, Gender, and Sexuality in Sport: Queer Inquiries*. Routledge. Taylor & Francis Group.

In this book, Vikki Krane and a team of prominent sports scholars critically assess what we know about sex, gender and sexuality in sport; they expose areas that need more research; and offer new avenues for theory, research and practice. Based on the perspectives of cultural studies and with social justice at the centre of each chapter, the book analyses the theory, politics, practice and experiences of LGBTQ people in sport.





## c. Books



Pérez Triviño, J. L. (Ed.) (2022). *Transgénero y deporte (Transgender and sport)*. Editorial Hexis

This book, coordinated by José Luis Pérez Triviño, Professor of Philosophy of Law at the Universitat Pompeu Fabra, discusses the recognition of the rights of trans people in sport and their inclusion in sports practice. The different chapters of the book include the contributions of specialists on the following issues:

- Conflicting rights in trans regulations in sport: between inclusion, equity and safety
- Philosophical arguments about sex segregation in competitive sport
- Difficulties of the sports model of competition based on gender identity and problems of other models
- Can sports authorities continue with sports segmentation (male-female) if they accept non-binary bodies?
- Experiences of trans people in physical education and sport in Spain.
- Trans identities, physical education and sport: a sociocultural perspective
- Transgender athletes in sport. Argentinian perspective: regulatory and federative framework.



Piedra, J. & Anderson, E. (Eds.) (2021) *Lesbian, Gay, and Transgender Athletes in Latin America*. Palgrave Macmillan Cham.

This volume edited by Joaquín Piedra and Eric Anderson integrates the works of a wide range of interdisciplinary and international scholars who, focused on Latin America, examine the changing relationship between a variety of contemporary sports and sexuality and gender expression, concerning lesbian, gay or trans athletes. Specialists from Spain, Argentina, Brazil, Mexico and Colombia provide historical, sociological and anthropological perspectives on heteronormativity, masculinity, gender identity, sexual orientation and binary gender about sports clubs, Mexican martial arts, football, softball and sports, media, games and physical education.



## c. Movies and series



### *Les Crevettes pailletées* (2019) and *La revanche des Crevettes pailletées* (2022)

These are two French comedies directed by Cédric Le Gallo and Maxime Govare. *Les Crevettes pailletées* (2019) is based on real events in which a world swimming medallist, after making homophobic comments in the media, is sanctioned and has to coach The Shiny Shrimps, a water polo team of gay players (with a trans woman) with the aim of qualifying for the Gay Games in Croatia. An experience that will make the coach rethink many prejudices.

*La revanche des Crevettes pailletées* (2022) is its sequel and is set a few years later. The coach decides to recruit a young man from the suburbs, who he believes to be gay, to The Shiny Shrimps to participate in a new edition of the Gay Games, contested this time in Tokyo. However, a missed connecting flight in Russia will lead to an incredible and dangerous adventure in one of the least gay-friendly countries in the world.

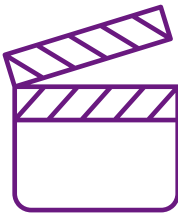


### *Handsome Devil* (2016)

It is an Irish comedy-drama directed by John Butler. The story is set in an elite Irish boarding school for boys, where rugby is more than just a sport. It revolves around the relationship between a lonely, marginalised boy, and his new roommate, the best player on the rugby team. The two soon begin to forge a strong secret friendship which, when discovered at boarding school, will be put to the test. The film features issues of homosexuality, while examining hypocrisy and snobbery in the Irish private school system.



c. Movies and series



Wonderkid  
(2016)

A short film, directed by Rhys Chapman, depicting the inner turmoil of a gay professional football player, who is treated differently because of his sexual orientation and struggles with bullying on social networks. It is part of a campaign against gay discrimination in the UK.



1:54  
(2016)

Canadian drama directed by Yan England. Tim is a shy, bright 16-year-old with a natural athletic talent. A victim of school bullying and unable to accept his sexual orientation, he stands up to his bullies after a tragic event that will deeply mark his life.

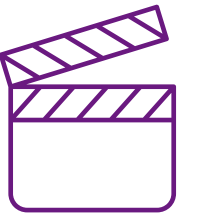


Girl  
(2018)

Belgian drama film, directed by Lukas Dhont, which tells the story of Lara, a 15-year-old transgender girl who aspires to be a professional dancer. Lara moves with her father and younger brother to another city to attend a prestigious dance academy. In undergoing hormone replacement therapy in preparation for sex reassignment surgery, she is frustrated by the slow progress of the treatment. At school, she disguises her bulge with tape during ballet practice and experiences some bullying from her classmates. Because the taping has caused her an infection, her surgery date has been rescheduled because she needs to recover first. This, coupled with her not being allowed to dance during her recovery, makes Lara even more frustrated with her body.



## c. Movies and series



### Morgan (2012)

American drama film directed by Michael D. Akers. Morgan returns home after a tragic accident in a cycling race has left him a paraplegic. However, he tries to be positive and does not make the accident the end of his life. However, deep inside he has the feeling of being useless and that his life is over. Morgan meets Dean and the two forge a friendship that looks like it could lead to another kind of relationship. Morgan is excited to participate in a cycling race, but due to its competitive nature, it will provoke many conflicts around him.



### Tormenta de verano (Sommersturm, 2004)

German film directed by Marco Kreuzpaintner. Tobi and Achim have been friends for years and are part of a rowing team. They have celebrated many victories in the past and are eagerly looking forward to contesting the region's great regatta. But it is no longer a summer camp and they are no longer children. When Achim's flirtation with Sandra becomes serious, Tobi realises that his feelings for Achim run much deeper than he admits. He feels confused, uncomfortable, and increasingly excluded. The arrival of a team of young gay men who flaunt their status will force Tobi and his teammates to rethink their prejudices and fears.

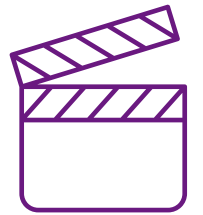


### Beautiful Boxer (2003)

Thai drama film directed by Ekachai Uekrongtham. A biographical film about Parinya Charoenphol, a famous Muay Thai trans boxer. The film explores her tough childhood where Parinya took up Muay Thai as her sport to get ahead and start earning enough money to be able to undergo sex reassignment surgery.



## c. Movies and series



### À cause d'un garçon (2002)

This French drama film, directed by Fabrice Cazeneuve, is about a 17-year-old who has it all. He is an excellent student, a swimming champion, popular with his friends, handsome and adored by the high school girls. However, he is homosexual and no one knows. He is intensely attracted to another student who enters the school, but this attraction gives him away to the rest of his classmates, turning his school life into a living hell.



### Ellas dan el golpe (A League of Their Own, 2022)

An 8-episode USA comedy series, created by Will Graham and Abbo Jacobson. [It is a remake of the 1992 film of the same name, directed by Penny Marshall.](#) The series is set during World War II, and is inspired by the makeup of the Rockford Peaches, one of the teams in th All-American Girls Professional Baseball League. The series features lesbian women and non-binary characters.



### Heartstopper (2022)

An 8-episode UK series, created and written by Alice Osman, in which two teenagers, studying at a school exclusively for boys, begin a friendship when they share a desk in class. Charlie is nervous, thoughtful and openly gay. Nick plays rugby and is cheerful and good-hearted. Nick invites Charlie to join the rugby team. Both discover that their friendship may be more than that.

## c. Documentaries

### Stay on Board: The Leo Baker Story (2022)

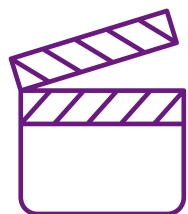
This USA documentary co-directed by Nicola Marsh and Giovanni Reda brings us closer to the life of skateboarder Leo Baker. Skateboarding became an Olympic discipline at the Tokyo Games, held in 2021. Leo Baker qualified to compete in the Games on the USA women's team; however, he refused to participate. This documentary explores Baker's journey after making the difficult decision, in a complex period where his sporting aspirations collided with his self-assertion and decision to come out publicly as a transgender person.

### Untold: Caitlyn Jenner (2021)

The USA documentary collection Untold dedicates its third episode, directed by Crystal Moselle, to Caitlyn Jenner, a trans woman who won the gold medal in the men's decathlon event at the 1976 Montreal Olympics.

### *LGTL. Deporte invisible* (LGTL. Invisible sport) (2020)

Spanish report that gives voice to three athletes who have lived their sexuality differently within their profession: footballer Teresa Abelleira, water polo player Víctor Gutiérrez and swimmer Carlos Peralta. Three stories that help to understand where elite sport stands with in terms of acceptance, inclusion and diversity.





## c. Documentaries

### Alone in the Game (2018)

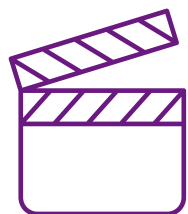
This documentary, by filmmaker David McFarland, gathers testimonies from a group of LGBTI American athletes in order to make visible a fairly widespread problem: LGBTIphobia in sport. It delves into a world where homophobia and machismo have always been very present. It shows a culture of intolerance, discrimination and exclusion that keeps the group of athletes in the closet and living in silence. In addition to showing this reality, the documentary provides references in competitive sport that can serve as references for young LGBTI athletes.

### Fuera de juego (2017)

Spanish documentary, directed by Richard Zubelzu, which analyses the reason for the invisibility of homosexual people in Spanish football. It deals with clubs, associations, football players, press, psychologists and other people involved, the current reality of homophobia in Spanish football and its possible solutions.

### Forbidden Games: The Justin Fashanu Story (2017)

English documentary, directed by Jon Carey and Adam Darke, about the life of footballer Justin Fashanu, the first black footballer to be paid £1 million for his transfer to Nottingham Forest and who, in the early 1990s, was the first professional footballer to go public as being gay, taking a step forward in the fight for equality and against homophobia in the world of football. This documentary provides images and testimonies of the footballer who ended up committing suicide in May 1998 after being accused, without evidence, of sexual assault by a 17-year-old.



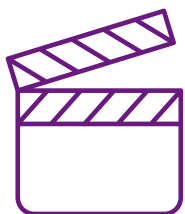
## c. Documentaries

### Sports on Fire: She runs like a man

Different competitions have gone down in history for non-sporting reasons. This 6-chapter Canadian documentary series explores the historical, political and social context surrounding some of these sports events. Chapter 4 deals with the case of the Spanish hurdler M José Martínez Patiño, who failed a genetic sex-verification test in 1985. The documentary addresses the discriminatory nature of the athlete's disqualification by the Athletics authorities.

### Andreas Krieger: Heidi's Farthest Throw (2015)

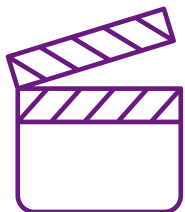
This short documentary film, directed by Sven Schwarz, explores the tragic consequences of doping through the eyes of former East German shot-putter Heidi Krieger, evidencing the dangers of doping. At an early age, Krieger was unknowingly subjected to a systematic, state-supported doping campaign that valued medal tally over the welfare of athletes. In the documentary, Krieger describes the often complicated effects of widespread doping on young athletes and their subsequent painful pursuit of gender identity. As a man, Krieger is now known as Andreas. This documentary was produced in collaboration with the National Anti-Doping Agency of Germany (NADA).



## c. Documentaries

### Too Fast to be a woman?: The story of Caster Semenya (2011)

A documentary directed by Maxx Ginnane that tells the story of Caster Semenya, an athlete who won the gold medal in the 800m race at the World Championships in Berlin in 2009. Her overwhelming victory and imposing physique raised suspicions. This documentary follows Caster, a shy teenager from a remote South African village struggling to return to competition. With the support of her family and a legal team, Caster fights against the decision of the International Athletics Federation's decision. While international lawyers and eminent scientists analyse what it means to be a woman, the 19-year-old, amid the controversy surrounding her, just wants to run away.





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