



Supporting an LGBTIQ+ Adult Coming out in Community Rugby



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Coming out is an ongoing process for people in the LGBTIQ+ community. LGBTIQ+ is an umbrella term used for Lesbian, Gay, Bisexual, Transgender, Intersex and Questioning people. There are many ways people share their identity.

LGBTIQ+ people already exist in rugby, in a variety of roles, although some people may not feel comfortable to be open about their sexual orientation or gender identity.

Scottish Rugby has worked in partnership with LEAP Sports Scotland to provide some ways you can support LGBTIQ+ people when they come out to you or to those that have not taken that step yet.

LISTEN TO THE PERSON WITHOUT JUDGEMENT OR PRECONCEPTIONS.

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

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

BE GUIDED BY THE PERSON. Do they want other people at the organisation to know? Do they need support in coming out to people at the club?

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

Be open to hearing about any negative experiences and work to address these. If the person wishes to make a complaint make sure to follow your club's reporting system and disciplinary procedure.

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

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

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

There are plenty of resources and support available that are included in this guidance.

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

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

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

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

Avoid asking personal questions that you would not ask anyone else. If they do not wish to come out yet, make sure to use their preferred name and pronouns privately. After they have come out to other people make sure to use their preferred name and pronouns publicly. If you make a mistake, apologise, correct yourself and move on.

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

Highlight your support on social media, get involved with awareness days and campaigns, review and update policies, and ensure a robust discrimination reporting system is in place. A pride event or pride dedicated match is the most effective way to make and show that your club is more inclusive. This can be part of LGBT History Month in February or LEAP Sport's Festival Fortnight in June.



FURTHER RESOURCES



LEAP SPORTS SCOTLAND RESOURCES

www.leapsports.org/stay-informed/resources

SUPPORT FOR COMING OUT AS AN ADULT

www.stonewallscotland.org.uk/help-advice/coming-out/coming-out-adult

www.stonewallscotland.org.uk/help-advice/information-and-resources/coming-out/coming-out-as-an-adult



FURTHER ORGANISATIONS



LEAP SPORTS SCOTLAND

www.leapsports.org

FESTIVAL FORTNIGHT

www.festivalfortnight.org

INTERNATIONAL GAY RUGBY

www.igrugby.org

SCOTTISH TRANS ALLIANCE

www.scottishtrans.org

STONEWALL SCOTLAND

www.stonewallscotland.org.uk

LGBT HEALTH AND WELLBEING

www.lgbthealth.org.uk

EQUALITY NETWORK

www.equality-network.org

PRIDE SPORTS

www.pridesports.org.uk

LGBT HISTORY MONTH

www.lgbthistory.org.uk

SCOTTISH RUGBY

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