# PARTICIPATION DETAILS

This section much be completed in full by all participating organisations.

|  |  |
| --- | --- |
| Entity to be assess: | *Please enter name as you would like it to appear on certificates or any awards if applicable* |
| Are you: | ***Please delete that which is not relevant:***   * *National Sporting Organisation (NSO):* * *State Sporting Organisation (SSO) If SSO, please identify the name of your National Sporting Organisation:* ***\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*** * *Professional Club* * *Amateur Club* * *University Sport* * *Other, If other, please state:* ***\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_*** |
| Organisation size (turnover): | ***Please delete that which is not relevant (for potential benchmarking):***   * *Category 1: $0 - $1,000,000* * *Category 2: $1,000,001 - $5,000,00* * *Category 3: $5,000,001 - $25,000,000* * *Category 4: $25,000,000 +* |
| State of Submitting body: | ***Please delete that which is not relevant (for potential benchmarking):***   * *NSW* * *QLD* * *VIC* * *ACT* * *SA* * *WA* * *NT* * *TAS* |
| Contact Person for the Index *(Index and benchmarking publication will be sent to this person)* | *Name:*  *Job Title:*  *Department / Division if applicable:*  *Postal Address:*  *Phone:* |
| Secondary Contact Person for the Index *(Index results will be copied to this person).* | *Name:*  *Job Title:*  *Department / Division if applicable:*  *Postal Address:*  *Phone:* |
| Sport | *Please identify the sport/s covered by the submitting entity* |

NEGATIVE PRESS / COMPLAINTS DISCLOSURE

Please place an X in the column to the left of the below statements to disclose any negative press or complaints received in terms of your LGBTI inclusivity throughout the submission year.

|  |  |
| --- | --- |
|  | We have received negative press that has impacted our reputation as being LGBTI inclusive |
|  | We have had formal complaints lodged against us for LGBTI discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act) |

In relation to the above (maintaining required confidentiality), please broadly outline your course of action or response/outcomes of any complaints lodged:

ACCURACY STATEMENT

We confirm that at the time of submission, details provided for all submissions identified within this document are true and accurate at the time of submission. We understand that should any claims be found to be false, points and rankings will be adjusted accordingly.

|  |  |
| --- | --- |
| Name of person signing off accuracy: |  |
| Position within organisation: |  |
| Contact Email: |  |
| Contact Phone: |  |

SECTION 1: POLICY & PRACTICE

**All responses must relate to the 2017 calendar year.**

This section of the PSI covers:

* Strategic Commitment to LGBTI inclusion
* Accountability & Resourcing
* Staff Policies & Benefits
* Policies addressing homophobia
* Sanctions, Remediation & Reporting

**PLEASE NOTE:** NSO’s are required to have a Member Protection Policy (MPP), and this policy may detail information and procedures related to items within this section of the index. In some instances, it is fair to show relevant aspects of the MPP as evidence, but if you are referring to this, please be specific and detail how it has driven LGBTI specific policies, procedures and/or behaviours within your organisation in relation to the questions being asked.

## SECTION 1.1: STRATEGIC COMMITMENT TO LGBTI INCLUSION

*This section is used to determine the existence of formalised diversity and inclusion goals at a strategic level. Please read through the questions carefully and limit your responses to the evidence required. Please do not include any extraneous information. Your responses should only be specific to a strategy current within the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Strategic Commitment to LGBTI Inclusion** | **Evidence Required** | **Evidence provided** |
| 1.1(a) | Within 2017, we had a formal diversity or inclusion strategy which clearly identifies LGBTI inclusion as an area of focus. | To obtain points, please send a copy of your strategy (or component of it) that clearly articulates LGBTI inclusion as an area covered within a formal Diversity & Inclusion strategy. This must be more than the acronym being listed as an area of diversity, it should be clear that this is an area of activity that your diversity & inclusion plan focuses on (doesn’t need to be the primary focus, just a focus). | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 1.1(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 1.1(b) | The LGBTI component of our diversity or inclusion strategy has clearly articulated goals, plans, actions lists or documented outcomes. | Please provide a copy of any clearly defined goals/outcomes or detailed action plans to support the work undertaken throughout the 2017 calendar year on the LGBTI component of your strategy. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 1.1(b)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 1.1(c) | The fact that LGBTI inclusion is incorporated within our diversity and/or inclusion strategy has been clearly communicated across our organisation within the 2017 calendar year. | Please provide as evidence a copy of one piece of communication that has spanned your organisation communicating a message around the LGBTI component of your diversity and inclusion strategy. As points will depend on the content of this message, please include the most comprehensive communication sent. | ***Please name the file Question 1.1(c)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |

## SECTION 1.2: ACCOUNTABILITY & RESOURCING

*This section is used to determine the extent of accountability against LGBTI inclusion targets along with any resources or support that you have put in place to assist with your diversity and inclusion initiatives. Please read through the questions carefully and limit your responses to the evidence required. Please do not include any extraneous information. Your responses should only be specific to targets established for the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Accountability & Resourcing** | **Evidence Required** | **Evidence provided** |
| 1.2(a) | We report against LGBTI outcomes/indicators/goals or targets. | In the *Evidence Provided* column to the right, briefly outline:   1. Your reporting process 2. Who you report progress to 3. How often you report on progress | *Address all three points in the space below:* |
| 1.2(b) | We have a staff member or official who has LGBTI inclusion as part of their formal role or accountability. | Please provide evidence to support that a staff member has formal accountability for LGBTI inclusion. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 1.2(b)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 1.2(c) | We have access to an LGBTI advisory group or external LGBTI inclusion expertise to assist with, or provide advice on our LGBTI inclusion initiatives. | If you have access to an advisory group, please provide evidence of support received throughout the 2017 calendar year. If you have access external expertise (may include, but is not limited to Pride in Diversity or Pride in Sport), please identify the group providing the expertise and provide evidence of engagement. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 1.2(c)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.*  *Evidence is not required if you are a Pride in Diversity, or Pride in Sport member, simply state that you had membership within 2017.* |

## SECTION 1.3: STAFF POLICIES & BENEFITS

*This section is used to determine the LGBTI inclusivity of your policies and benefits as they relate to administration i.e. Employees/staff and volunteers completing work for the NSO or SSO. Please read through the questions carefully and limit your responses to the evidence required. Please do not include any extraneous information. Your responses should be specific to policies current within the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Staff Policies & Benefits** | **Evidence Required** | **Evidence provided** |
| 1.3(a) | We clearly communicate within our policies that the words Partner, Family, Parent/Carer (or similar terminology) are inclusive of same sex relationship/families. | In the column to the right, please identify :   1. Which terms that you use for Partner, Family, Parent/Carer (if different). 2. For each of the three above terms, copy/paste the paragraph within your policy that clearly indicates the inclusivity of LGBTI partners/families.   Please copy only the relevant paragraphs. Please do not include extraneous information. | We use the following terms:   * Partner *(change if different, delete this italics text if this same term is used)* * Family *(as above)* * Parent/Carer *(as above)*   *The wording within our policy that clearly states the inclusivity of LGBTI people/families for EACH of these terms (or a collective definition within the policy itself) has been copied below:*  *[paste here]* |
| 1.3(b) | We have within our policies and/or benefits documentation clearly articulated support for, and inclusion of, transgender people completing work for the NSO/SSO. | Please provide a copy of the paragraph/s that clearly articulate this. Please **DO NOT** include extraneous information or attach the entire policy. | *Please copy/paste only the relevant paragraphs here:* |
| 1.3(c) | We have within our policies and/or benefits documentation clearly articulated support for, and inclusion of, intersex people completing work for the NSO/SSO. | Please provide a copy of the paragraph/s that clearly articulate this. Please **DO NOT** include extraneous information or attach the entire policy. | *Please copy/paste only the relevant paragraphs here:* |

## SECTION 1.4: POLICIES ADDRESSING HOMOPHOBIA/TRANSPHOBIA

*This section is used to determine the extent and communication of any policies that* ***very specifically*** *address homophobia and transphobia within your sport. Please do not include any extraneous information. Your responses should be specific to policies current within the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Policies: Homophobia/Transphobia** | **Evidence Required** | **Evidence provided** |
| 1.4(a) | We have a policy that specifically addresses homophobia/transphobia in our sport. | Copy and paste **only the portion of your policies** that specifically addresses homophobia/transphobia within your sport. If you address only one of these, please include. If you address both, please include both for additional points. | *Please do not include entire policy documentation, only the portion that relates to (a) homophobia (b) transphobia. If you have a full policy document on this alone,* ***please name the file Question 1.4(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 1.4(b) | Our stand against homophobia and/or transphobia has been the topic of a dedicated communication within the 2017 year. | Please select your most comprehensive communication (if multiple) and answer the questions in the column to the right. Please also attach a copy of this communication naming it Question 1.4(b). | *Please answer the following questions:*   1. The attached communication was sent on this date: xx/xx/xxxx 2. The communication was sent to: (identify target groups) 3. The communication was sent via: (identify how this was sent ie.intranet page, formal comms, all staff comms): 4. Approximate reach of this communication: [identify] 5. We confirm attachment of the communication, named Question 1.4(b): Yes/No   *.* |
| 1.4(c) | We have taken active steps to ensure ongoing visibility and implementation of our policy on homophobia/transphobia within the 2017 year. | In the column to the right, please describe any work or activity undertaken (excluding the communication in 1.4(b)), to ensure the ongoing visibility or implementation of your policy on homophobia/transphobia within the 2017 year (please do not include the policy itself). | *Please describe active steps taken throughout the 2017 calendar year below:* |
| 1.4(d) | Our stand on homophobia/transphobia has been communicated within induction or within our orientation packs. | Please provide a screen capture or copy of the materials included and indicate the date in the column to the right. | Date of one orientation program if face-to-face sessions delivered: xx/xx/xxxx  Copy of material specifically covering homophobia/transphobia within the orientation program or induction packs pasted below or attached in a separate file named **Question 1.4(d).** *Please indicate if you have attached a separate file*. |
| 1.4(e) | Our zero tolerance of homophobic/transphobic bullying, harassment and/or abusive language towards LGBTI people has been built into a formal code of conduct. | If this is one or two paragraphs, please copy just the relevant paragraphs into the column to the right. If you need to send a significant portion of a document, please attach a separate file according to the instructions in the column to the right. | *Please do not include the entire code of conduct, only the portion that relates to zero tolerance of homophobia/transphobic bullying/harassment and/or abusive language towards LGBTI people. You may copy the relevant information below or attach a file containing the relevant portion of the code of conduct. If you are attaching a file* ***please name the file Question 1.4(e)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |

## SECTION 1.5: SANCTIONS, REMEDIATION & REPORTING

*This section is used to determine the extent and communication of any sanctions, remediation and reporting processes specific to homophobia, LGBTI harassment or discrimination with your sport. Please do not include any extraneous information. Your responses should be specific to any work or processes current within the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Sanctions, Remediation & Reporting** | **Evidence Required** | **Evidence provided** |
| 1.5(a) | We have formally documented sanctions/remediation processes in place that specifically address homophobic/transphobic bullying, LGBTI harassment or LGBTI related discrimination within our sport. | In the column to the right, please answer the questions in regard to **formally documented** sanctions/remediation.  Please include evidence regarded this in a file named *Question 1.5(a)* | ***Please name your attachment Question 1.5(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.*   1. We have formally documented sanctions/remediation processes (evidence included) in place that that address these behaviours:  Yes / No 2. We have included evidence of these in an attached file Question 1.5(a)  Yes/No |
| 1.5(b) | We have a documented procedure/process whereby individuals can report instances of homophobic/transphobic bullying/harassment. | Please answer the questions in relation to this procedure/process in the cell to the right. | *Please answer the following questions:*  Briefly describe the procedure/process:  *.* |
| 1.5(c) | We monitor instances of homophobic/transphobic bullying/harassment. | Please answer the questions in the cell to the right: | *Please answer the following questions:*   1. How are instances of homophobic/transphobic bullying/harassment tracked? 2. Is homophobic/transphobic bullying/harassment assessed and/or reported on? If so, how often and to whom? |
| 1.5(d) | We have provided our main points of contact for complaints (welfare officers, complaint handlers, officials) training in LGBTI awareness and reporting of incidents. | Please answer the questions in the cell to the right: | *Please answer the following questions:*   1. How many of these contacts were specifically trained in LGBTI awareness and the reporting of incidents over the 2017 calendar year: 2. Please provide an outline of the training content that specifically relates to LGBTI awareness and reporting below: |
| 1.5(e) | Our senior officials and coaches are held accountable for addressing homophobia/transphobia in sport. | Please describe in the column to the right, how this accountability works and whether or not you have a way of tracking or reporting instances addressed by coaches/officials. | *Please provide your response below.* |
| 1.5(f) | We have a point of contact for LGBTI people within our sport (outside of formal channels) should they wish to talk **confidentially** to someone who identifies as an LGBTI person (or who is any ally). This may be to find out more about LGBTI inclusion or ask confidential questions in relation to being an LGBTI person within your sport. | For full points, please provide evidence of:   1. this being communicated to let those within your administration or sport know that this role or contact point exists, and 2. identify where information about this can be found year round (ie website, intranet) enabling those who wish to talk to someone, access to the appropriate contact details. **Screen capture required as evidence**. | *Please provide your response/evidence below.. If you attaching as a separate file,* ***please name the file Question 1.5(f)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 1.5(g) | We have support services in place for those who have been the target of homophobic/transphobic bullying/harassment. | Please identify the support services you have available to you within the next column. | *Please provide your response below.* |

# SECTION 2: CULTURE & VISIBILITY

**All responses must relate to the 2017 calendar year.**

This section of the PSI covers:

* Internal visibility of LGBTI inclusion
* External visibility of LGBTI inclusion
* Leadership support for LGBTI inclusion
* Coach support for LGBTI inclusion
* Role Models
* Ally / Champion Networks

## SECTION 2.1: INTERNAL VISIBLITY OF LGBTI INCLUSION

*This section is used to determine the visibility of LGBTI inclusion* ***internally****. Evidence may include activity of NSO/SSO Administration. Please do not include any extraneous information. Your responses should be specific to the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Internal visibility of LGBTI inclusion** | **Evidence Required** | **Evidence provided** |
| 2.1(a) | There is visible support for LGBTI inclusion internally. | Please provide and internal evidence of posters, postcards, flags, ally stickers, pride game/event posters, anything internally that would show that your sport and administration are inclusive of LGBTI people. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 2.1(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.1(b) | Our employees / players / athletes / volunteers can easily locate information on our LGBTI inclusivity or position on homophobia/transphobia in sport. | Please choose the most accessible piece on information that employees/players/athletes/volunteers can locate on your LGBTI inclusivity or stand on homophobia/transphobia in sport and answer the following questions:   1. Where is that information located? 2. Is the location of this information widely publicised/communicated? 3. Please provide of copy of this information as an attachment named Question 2.1(b)  Attachment included? Yes/No | *Please provide your response/evidence below. If you attaching as a separate file,* ***please name the file Question 2.1(b)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.1(c) | We have within the 2017 calendar year held **internal** events or activities that have promoted LGBTI inclusivity or our stand against homophobia/transphobia. | Please answer the questions and supply the evidence requested in the next column. | Please provide a list of internal events/activities held promoting LGBTI inclusivity or your stand against homophobia/transphobia:  1.  2.  etc.  **Outline/description of one such event/activity with evidence attached.**  Outline/Description:  Evidence of event attached, named **Question 2.1(c):** Yes / No |

## SECTION 2.2: EXTERNAL VISIBLITY OF LGBTI INCLUSION

*This section is used to determine the visibility of LGBTI inclusion* ***externally. Evidence may include activity of NSO/SSO Administration****. Please do not include any extraneous information. Your responses should be specific to the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **External visibility of LGBTI inclusion** | **Evidence Required** | **Evidence provided** |
| 2.2(a) | We have provided resources or information to families re: homophobia in sport within the last two years. | 1. Please provide a copy of this information. 2. Please also provide some context around how this information was distributed 3. Please identify approximate reach. | *Please provide response here. If you attaching as a separate file,* ***please name the file Question 2.2(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.2(b) | Our NSO/SSO stand on homophobic behaviour and/or LGBTI related bullying, harassment and/or abusive language has been communicated externally, outside of our organisation within the 2017 calendar year. | 1. Please provide some context around how this information was communicated 2. Please provide a copy of the content as evidence 3. Please identify approximate reach. | *Please provide response here. If you attaching as a separate file,* ***please name the file Question 2.2(b)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.2(c) | We have within the 2017 calendar year held **external** events or activities that have promoted LGBTI inclusivity or our stand against homophobia/transphobia. | Please answer the questions and supply the evidence requested in the next column. | Please provide a list of internal events/activities held promoting LGBTI inclusivity or your stand against homophobia/transphobia:  1.  2.  etc.  **Outline/description of one such event/activity with evidence attached.**  Outline/Description:  Evidence of event attached, named **Question 2.2(c):** Yes / No |
| 2.2(d) | We have within the 2017 calendar year contributed to external commentary, press, blogs, newspapers, media coverage or advertising in support of LGBTI inclusion within sport. | Please provide one piece of evidence. | *If you attaching as a separate file,* ***please name the file Question 2.2(d)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.2(e) | We have publicly available information on our website that effectively communicate our NSO or SSO’s stand against homophobia/transphobia in Australian sport. | Please provide the URL in the column to the right. | *Please provide the URL here.* |

## SECTION 2.3: LEADERSHIP SUPPORT

*This section is used to determine the level of leadership support for LGBTI inclusion. Please do not include any extraneous information. Your responses should be specific to the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Leadership support** | **Evidence Required** | **Evidence provided** |
| 2.3(a) | Our most senior leader/leadership has communicated their stand against homophobia/transphobia in sport internally or externally within the 2017 calendar year. | Please provide evidence. This must not include any communications already included within this submission. | *If you are attaching a separate file,* ***please name the file Question 2.3(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.3(b) | We have an executive champion, ally or ambassador who regularly promotes and support our LGBTI inclusion initiatives. | Please provide evidence of at least **two** such instances. This must not include any communications already included within this submission. | *If you are attaching a separate file,* ***please name the file Question 2.3(b)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |

## SECTION 2.4: COACH SUPPORT

*This section is used to determine any support provided to coaches in identifying and addressing homophobia/transphobia in sport****.*** *Please do not include any extraneous information. Your responses should be specific to the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Coach Support** | **Evidence Required** | **Evidence provided** |
| 2.4(a) | We have provided our coaches with the knowledge/information and/or resources that they need to promote LGBTI inclusivity within support. | Please provide an overview of the support you have provided to coaches in order to promote LGBTI inclusivity and attach one piece of evidence to support your response. | *If you are attaching a separate file,* ***please name the file Question 2.4(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.4(b) | We have provided coaches with support on how to identify and address homophobic behaviour in their sport. | Please provide an overview of how you support coaches in identifying and addressing homophobic/transphobic behaviour in sport providing one piece of evidence to support your response. | *If you are attaching a separate file,* ***please name the file Question 2.4(b)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |

## SECTION 2.5: ROLE MODELS

*This section is used to determine the visibility of OUT ROLE MODELS within your sport and the promotion of their stories.* ***Evidence provided my include activity of NSO/SSO Administration*.** *Please do not include any extraneous information. Your responses should be specific to the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Role Models** | **Evidence Required** | **Evidence provided** |
| 2.5(a) | We have promoted our OUT role models within our sport within the 2017 calendar year. | Please provide 1-2 pieces of evidence to support your response. | *If you are attaching a separate file,* ***please name the file Question 2.5(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |

## SECTION 2.6: LGBTI ALLY/CHAMPION NETWORKS

*This section is used to determine the existence and promotion of any LGBTI Ally / Champion initiatives within your sporting organisation. Ally networks are often referred to as LGBTI Employee Networks or LGBTI Champion initiatives and are open to all people, regardless of how they personally identify.* ***Evidence provided my include activity of NSO/SSO Administration*.** *Please do not include any extraneous information. Your responses should be specific to the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **LGBTI Ally/Champion Networks** | **Evidence Required** | **Evidence provided** |
| 2.6(a) | We have an LGBTI Ally or Champion Network within our NSO/SSO | If you have a network, please identify whether or not the network is newly formed or well established. | *Please provide your response below:* |
| 2.6(b) | We have a formal approach to tracking membership of our Network | If you track numbers, please identify:   1. How you track membership 2. The current membership of your network | *Please provide your response below:* |
| 2.6(c) | We actively promote the existence of our Network | If you promote your network, please provide:   1. An overview of how you promote the network 2. Evidence of one such promotion within the 2017 calendar year. | *Please provide your response below. If you are attaching a separate file,* ***please name the file Question 2.6(c)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.6(d) | We have held Network events | Please provide evidence of one such event. | *If you are attaching a separate file,* ***please name the file Question 2.6(d)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.6(e) | The Network has documented objections or a plan in place to increase the inclusivity and/or visibility of LGBTI inclusion within sport and/or our organisation. | Please provide a copy of your stated objectives/plans. | *If you are attaching a separate file,* ***please name the file Question 2.6(e)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 2.6(f) | The Network has within the 2017 calendar year actively promoted the anti-homophobia/transphobia message within Australian sport. | Please provide evidence. | *If you are attaching a separate file,* ***please name the file Question 2.6(f)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |

# SECTION 3: TRAINING IN LGBTI AWARENESS/INCLUSIVITY

**All responses must relate to the 2017 calendar year.**

*Evidence may include activity of NSO/SSO Administration. Please do not include any extraneous information. Your responses should be specific to the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Training** | **Evidence Required** | **Evidence provided** |
| 3.1(a) | We have provided face-to-face or online training that reinforces the *No to Homophobia/Transphobia* *in Sport* message to **staff, officials or volunteers** within the 2017 calendar year. | Please provide:   1. An outline of the LGBTI specific content covered within the training 2. An approximate duration for the LGBTI specific content within the training 3. Approximate number of people who would have gone through this training over the 2017 calendar year 4. Evidence of one of these sessions being held. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 3.1(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 3.1(b) | We have LGBTI inclusion training to **coaches** within the 2017 calendar year. | Please provide:   1. An outline of the LGBTI specific content covered within the training 2. An approximate duration for the LGBTI specific content within the training 3. Approximate number of coaches who would have gone through this training over the 2017 calendar year 4. Evidence of one of these sessions being held. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 3.1(b)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 3.1(c) | We have provided training, resources, information to **players/athletes** re: homophobia within sport, detailing our behavioural expectations within the 2017 calendar year. | Please provide:   1. A list of any training/resources/information provided to players/athletes 2. Evidence of at least one of these to support your response. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 3.1(c)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 3.1(d) | We have provided training, resources or information specifically targeted to our youth, re: homophobia in sport within the 2017 calendar year. | Please provide:   1. An outline of the LGBTI specific content delivered to youth 2. An approximate duration for the LGBTI specific content within the training 3. Approximately how many youth participated in the training within the 2017 calendar year 4. Evidence of one of these sessions being held. | *If you attaching as a separate file,* ***please name the file Question 3.1(d)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 3.1(e) | We have provided training, resources or information re: LGBTI inclusion and the role of an Ally to our LGBTI Ally/Champion network. | Please provide evidence.  Please provide:   1. An outline of content delivered to your network group 2. An approximate duration for the LGBTI specific content within the training 3. Approximately how many people within your network attended the training within the 2017 calendar year. 4. Evidence of one of these sessions being held. | *If you attaching as a separate file,* ***please name the file Question 3.1(e)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below* |

# SECTION 4: COMMUNITY ENGAGEMENT

**All responses must relate to the 2017 calendar year.**

*Please do not include any extraneous information. Your responses should be specific to the 2017 calendar year.*

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Community Engagement** | **Evidence Required** | **Evidence provided** |
| 4.1(a) | We have participated in fundraising activities, volunteering and/or speaker provision for LGBTI community organisations within the 2017 calendar year. | Please identify any of the following and provide one piece of evidence for each area selected to support your response:   * Fundraising for community organisations * Volunteering * Speaker Provision | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 4.1(a)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 4.1(b) | We have participated in LGBTI community events under the official banner of our sport within the 2017 calendar year (ie. Pride Parades, Mardi Gras, IDAHOT (International Day against Homophobia & Transphobia), Wear It Purple. | Please list the events participated in and provide one piece of evidence for each listed. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 4.1(b)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 4.1(c) | We have been responsible for the promotion of the anti-homophobia/transphobia message within a significant game /trial / event within the 2017 calendar year. | Please outline the extent of the promotion and provide one piece of evidence to support your response. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 4.1(c)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |
| 4.1(d) | Our players and/or coaches have taken on official community ambassador roles relating to the anti-homophobia/transphobia message (or LGBTI inclusion in sport) within the 2017 calendar year. | Please outline the extent of ambassador activity undertaken and provide one piece of evidence to support your response. | *Please provide evidence here. If you attaching as a separate file,* ***please name the file Question 4.1(d)*** *and indicate in the space below that you have attached your response in this file. We cannot take any responsibility for attachments that have not been (a) named accordingly, (b) identified as being included within the space below.* |

SECTION 5: ADDITION LGBTI RELATED ACTIVITIES

**All responses must relate to the 2017 calendar year.**

This is an opportunity for you to submit further information in regard to activities or work not covered elsewhere within this index.

Examples may include, but are not limited to:

* Mentoring other club/sporting organisations
* Local contribution that has had international impact
* Contribution to studies or research
* Taking a public stand on issues affecting the LGBTI community (ie. marriage equality, mental health, suicide ideation, bullying/harassment)
* Influencing of key sponsors and/or suppliers to participate in LGBTI inclusion and/or anti-homophobia/transphobia activities.

*Please add a new row for every individual activity or piece of work that you are submitting*

|  | Brief description of the work (several words) | Details of the work undertaken and its impact. | Evidence Provided – If the space within this column is not adequate for your evidence, please save in a separate file including the Question Number and Row identifier in the filename. Please indicate that you have attached a separate document within the evidence column provided. |
| --- | --- | --- | --- |
| 5(a) |  |  | *If you are including an attachment, identify the filename here (must include question number and row letter).* |
| 5(b) |  |  | *If you are including an attachment, identify the filename here (must include question number and row letter).* |
| 5(c) |  |  | *If you are including an attachment, identify the filename here (must include question number and row letter).* |
| 5(d) |  |  | *If you are including an attachment, identify the filename here (must include question number and row letter).* |

*Please add additional rows as required.*