

PST LGBTQ Policy

The USA Swimming Code of Conduct prohibits discrimination against any member or participant on the basis of age, gender, race, ethnicity, culture, religion, sexual orientation, gender expression, genetics, mental or physical disability, or any other status protected by federal, state, or local law (304.3.3).

Purpose:

This policy aims to further PST's goal of promoting LGBTQ inclusion and the prevention of discrimination and violence. LGBTQ People are part of the swimming community as athletes, officials, coaches and parents. Discriminatory and hostile attitudes exist and can be manifest in both overt and subtle way. These attitudes are often expressed by youth who have given them little thought and are unaware of their impact. Unfortunately, these expressions can have a devastating impact on young athletes who are just beginning to consider their own sexuality.

The following provisions are intended to secure a safe and comfortable environment for the LGBT community:

1. Any language or action either intended or felt to be hostile or discriminatory toward LGBTQ members of the PST community will not be tolerated. The initial response to the offending party should focus on counseling and education. However, repeat offense may be met with team suspension and expulsion.
2. All PST swimmers and community members are encouraged to act as role models and actively support the inclusion of LGBTQ swimmers in the sport.
3. Any swimmer who feels harassed by anti-LGBTQ sentiment in the team is encouraged to bring their concerns to any coach, the team SafeSport Coordinator or the Team Captain.
4. Informal education of small groups of swimmers will occur periodically and be facilitated by the coaching staff, the team Safe Sport Coordinator and the Team Captain. Special emphasis will be given to how comments which are not felt to be overtly discriminatory can lead to a hostile environment (see below for examples).

“That’s so gay”

“Wow, two girls, that’s hot”

“I’m not sleeping in the same room as a gay guy”

“I’m not homophobic, but...”



PST promotes a team environment which champions healthy athletes and individual excellence.

“You’re too pretty to be a lesbian”

“I like gay guys who aren’t, like, too gay, you know what I mean?”

“Are you sure you’re [insert sexual orientation or gender identity]?”

“What you do behind closed doors is none of my business.”

Appendix

A. Definitions

Lesbian: a woman who is attracted to other women.

Gay: a man or a woman who is attracted to people of the same gender.

Bisexual: someone who is attracted to people of the same and opposite gender.

Trans: An umbrella term used to describe people whose gender identity and/or expression differs from that they were assigned at birth, including – but not limited to – people who are transgender, transsexual, cross-dressers and transvestites.

Note: Homosexual is generally considered an overly clinical and old-fashioned term to use.

Sexual orientation: This term refers to who someone is attracted to. Sexual orientation is different from gender identity. Gender identity refers to whether an individual feels comfortable in the gender they were assigned at birth.

LGBT: an acronym commonly used to capture the community of Lesbian, Gay, Bisexual and Trans people.

Homophobia: an attitude be characterised as a range of negative attitudes and feelings towards homosexuality and people who are identified as or perceived as being homosexual.

Transphobia: a range of negative attitudes and feelings towards transsexualism and transsex

Queer

or

Questioning





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