



NHATA LGBTQ+ ADVISORY COMMITTEE PRESENTS:

LGBTQ+ DISCRIMINATION: ARE YOU IN OR OUT?

DISCRIMINATION IN ATHLETICS

- Each time a LGBTQ+ person is victimized, such as physically or verbally harassed or abused, the likelihood of self-harming behavior increases by 2.5
 - Limited report system
 - Hesitant to open up to peers
- On average peer victimization can be linked to depression, loneliness, social anxiety, and low self esteem with LGBTQ+ community
- Athletic spaces can be hostile for those in the LGBTQ+ community due to:
 - Initiation/hazing rituals
 - Negative recruiting or comments
 - Peer violence
- Peer victimization has a significant health concern linked to depression, loneliness, social anxiety, and low self esteem with LGBTQ+ community
 - increased risk of isolation/withdrawing
 - increase the risk of psychological problems such as drug abuse and suicidal ideation

DISCRIMINATION IN WORKPLACE

- Discrimination towards LGBTQ+ is pervasive in workplace
 - Discriminations can be found in hiring policies or implicit bias by coworkers and staff.
- These types of negative attitudes tend to manifest in fast paced environments that require quick decision-making. (Athletic training)
- 37% of LGBTQ+ have experienced discrimination in workplace in last 5 years due to identity.
- Workplace discrimination can have detrimental outcomes such as decreased work satisfaction and mental health issues such as depression, anxiety, isolation, etc.



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LGBTQ+ DISCRIMINATION: BE AN ALLY

DO YOU HAVE A "SAFE SPACE"

- Have you thought about the inclusivity of your facility?
- Have you thought about the environment in which your athletes are walking into and receiving care, and if there is an atmosphere of bullying?
- Do all of your athletes feel safe in the athletic training facility?
- Do you see bullying and say nothing?

HOW TO CREATE YOUR "SAFE SPACE"

- As AT's we need to be able to create a comfortable environment where people can talk openly about their experiences
- Be proactive; don't ignore bullying
 - When you're in the room, Be In the room!
 - Listening to what people are saying, stop it exactly when it happens
- Create an environment of respect and caring for all student athletes
 - "Safe Zone"
- Establish clear policies about harassment and bullying in your facility
 - "Doesn't matter who said it, I don't want to hear that language in my ATR. Is that clear?"
- Educate the individual and do it on the spot
 - If not then, make it known you would like to have a discussion about it later
 - Make your intent clear and communicate the issues
- Be an ally that stands up for all athletes who are harassed
- We are a critical component to create a welcoming and safe athletic environment that's essential to an athletes success