

CHARTER FOR GENDER DIVERSITY IN SPORTS



The members and volunteers of the club/association

in particular responsible persons such as the board of directors, trainers, and employees, are committed

1. RECOGNITION	to recognise, include, and support trans, inter, and non-binary athletes.
2. LANGUAGE	to use inclusive language that addresses all genders (really all) and does not convey gender stereotypes.
3. VISIBILITY	to actively promote and encourage trans, inter, and non-binary athletes when filling positions and offices.
4. DOCUMENTS	to revise forms, bylaws, contracts, cover letters, and other documents regarding the inclusion of all genders.
5. SPACES	to review spaces to identify barriers for trans, inter, and non-binary athletes, and to develop creative and sustainable solutions.
6. PROTECTION	to develop a gender diversity protection concept that respects and considers the intimacy, privacy, and specific safety needs of all trans, inter, and non-binary athletes.
7. INNOVATION	to develop gender inclusive sports programmes.
8. INTERSECTIONALITY	to think about and combat multiple discrimination through the intersection of, e.g., racism, antisemitism, classism, ableism, sexism, LGBTIQ phobias in equal measure.
9. COMMUNICATION	to regularly communicate, address, and continuously update all measures on gender diversity in the association.

Anti-discrimination work is a continuous process. The Charter can be seen as a starting point. Help for implementing the Charter is available at charta.seitenwechsel-berlin.de

Signed: _____ Date: _____