

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

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| 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: _____