



# RAINBOW WELLIES







A campaign to create an environment where every individual regardless of sexual orientation or gender identity feels welcome.

## WELFARE

Promoting the welfare of LGBT people

## EQUALITY

Promoting equal opportunity to all to reach their full potential

## DIVERSITY!

Increasing the visibility of LGBT people

*“Rainbow laces have been hugely influential so we decided to do our own fun twist for rowing”*

### 1. **Definitions:**

**1.1** LGBTQ stands for Lesbian, Gay, Bisexual, Transgender, Questioning and/or Queer

**1.2** Bullying is defined as a situation or situations where “a person uses strength or influence to harm or intimidate those who are weaker”. This includes:

**1.2(i)** verbal bullying

**1.2(ii)** physical abuse

**1.2(iii)** cyber bullying

**1.3** Homophobia, biphobia and transphobia refer to a “dislike of or prejudice” against homosexual, bisexual or transgender persons

**1.4** Prejudice is defined as a “preconceived opinion that is not based on reason or actual experience”

### 2. **Founding principles:**

[Insert your clubs founding principles]

### 3. **We will:**

**3.1** Continue to allow LGBTQ persons to express themselves without fear of discrimination or bullying

**3.2** Continue to allow any persons to define themselves as they choose

**3.3** Respect any person’s decisions to use gender-neutral pronouns, including but not limited to ‘They’ and ‘Ze’

**3.4** Take into account the preferred changing room facilities of every individual

**3.5** Continue to refrain from activities which could be interpreted as discriminatory or exclusionary, including and not limited to homophobic, biphobic or transphobic language

**3.6** Ensure LGBTQ persons are aware of the support networks on campus and externally to offer support if they feel it is needed

### 4. **Procedures for those subject to bullying, homophobia, biphobia or transphobia:**

**4.1** Individuals are encouraged to keep a record of all instances of bullying, homophobia, biphobia or transphobia should it occur

**4.2** When keeping a record individuals are also encouraged to keep a record of any witnesses who may have heard or seen the word or action

**4.3** The first option is called ‘informal action’. Informal action takes place within the [insert name of your club or team]. This can be used by the individual subject to bullying, homophobia, biphobia or transphobia. Through this procedure the individual can explain to the alleged perpetrator why their actions or words were unwanted, offensive or harmful

**4.4** This can be through a face to face discussion, through an intermediary or happen in writing.

**4.5** The individual will be allowed to choose their favoured method

**4.6** In explaining the problem(s) the individual can and should:

**4.6(i)** Draw on a particular examples from their records

**4.6(ii)** Discuss the impact of the words or actions

**4.7** As a result of the process the individual and the alleged perpetrator should come to an agreement on the need for a change in behaviour

**4.8** If this option fails or the individual wishes to seek an alternative resolution from the outset they can pursue ‘formal action’

**4.9** The [insert name of your club or university] has a variety of formal structures in place to ensure students can report incidents and receive support:

[Insert your club or universities formal structures]

## Did You Know...

LGBT History Month is celebrated in February in the UK but their work to challenge homophobia, biphobia and transphobia continues throughout the year.

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[www.uybc.org.uk](http://www.uybc.org.uk)