



Litchfield Football Club LGBTQ+ Inclusion & Safety Policy

Reviewed December 2025

1. Purpose

Litchfield Football Club (LFC) is committed to creating a safe, respectful and inclusive football environment for LGBTQ+ people, including lesbian, gay, bisexual, transgender, queer, intersex and gender-diverse individuals.

This policy aligns with Sport Integrity Australia's Pride in Sport LGBTQ+ Guideline and the principles of safety, respect and equality.

2. Scope

This policy applies to all players, officials, volunteers, committee members, coaches, parents/guardians, spectators and club representatives participating in LFC activities or programs.

3. Policy Statement

LFC celebrates diversity and does not tolerate discrimination, harassment, exclusion or phobic behaviour based on sexual orientation, gender identity or intersex status.

All members share responsibility for fostering a welcoming and inclusive culture.

4. Principles & Commitments

INCLUSION & RESPECT:

- LFC promotes an environment where LGBTQ+ members feel safe, welcomed and supported.
- Respectful language and conduct is expected at all times, including online.

ZERO-TOLERANCE FOR DISCRIMINATION:

- Any behaviour that demeans, harasses or excludes LGBTQ+ individuals is prohibited.

INCLUSIVE DECISION-MAKING:

- LGBTQ+ inclusion experts or trained individuals will be included when relevant in decision or disciplinary processes.

EDUCATION & TRAINING:

- Coaches, committee members and tribunal members must complete LGBTQ+ inclusion education annually.

TRANSGENDER & GENDER-DIVERSE INCLUSION:

- LFC supports individuals to participate in the gender category consistent with their affirmed gender.
- Privacy and confidentiality relating to gender identity will be protected.

5. Safe Reporting & Complaints

LFC provides clear, confidential reporting pathways for concerns involving discrimination or harmful behaviour.

Complaints will be handled promptly, fairly and in line with LFC's Dispute Resolution and Disciplinary Policies.

Matters involving potential breaches of the National Integrity Framework may be referred to Sport Integrity Australia.

6. Confidentiality & Privacy

Information relating to sexual orientation, gender identity or intersex variations is confidential and must not be disclosed without the individual's consent.

7. Facilities, Uniforms & Participation

LFC will ensure access to non-gendered or flexible change room options where possible.

Uniforms and equipment will be inclusive and adaptable.

LGBTQ+ individuals will have equal access to participation, coaching and volunteer opportunities.

8. Promotion of Inclusive Culture

Leadership will champion inclusive values and behaviours.

LFC will support relevant inclusion campaigns and events such as Pride Round or Wear It Purple.

9. Related Policies

- LFC Code of Conduct
- LFC Dispute Resolution Policy
- LFC Disciplinary Procedure
- Child Safe & Member Protection Policies
- National Integrity Framework
- Pride in Sport LGBTQ+ Inclusion Guideline