



TIME TO TEAM

THE GUIDE



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Chapter 1

Introduction to Transsexuality. Stories, Stereotypes, and Tales

1.1. Beyond the Stereotype: Understanding Transsexuality

The term *transsexuality* is often the subject of confusion, prejudice, or simplification. To fully understand it, we need to move beyond stereotypical views and delve into the real experiences of transgender people, which are not limited to the biological or medical dimension, but concern identity, experience, and the right to be oneself.

Transsexuality refers to a condition in which a person's gender identity—that is, the deep and stable perception of belonging to a certain gender—does not coincide with the sex assigned at birth. Transgender people may or may not undergo physical, hormonal, or legal transition, but the central focus remains self-determination of their gender.

Society often tends to reduce this complexity to a binary discourse: man or woman, male or female, "before" and "after." In reality, the human race manifests itself in multiple forms and nuances, which cannot be traced back to a single biological or cultural model.

Transsexuality is not a “choice” or a “fad,” but an authentic and recognized part of human diversity.

1.2. The power of stereotypes

Stereotypes arise from the habit of simplifying what we don't understand.

In the case of transgender people, these stereotypes often manifest themselves in violent or reductive ways: “they are confused people”, “they want to change sex”, “they don't know who they are”.

Such phrases betray a superficial vision, because they ignore the depth of the identity journey that each person undertakes in recognizing, accepting, and living in harmony with their own body and mind.

During the project workshops TIME TO TEAM, one of the proposed exercises consisted in placing statements along an imaginary line that goes from stereotype to a *reality*. The goal wasn't to establish who was right or wrong, but to encourage honest discussion: to listen, reflect, and acknowledge how little we often really know about trans experiences.

This simple exercise highlights how cultural change cannot ignore self-questioning.

1.3. Words matter: telling your story

Sharing your life experiences is one of the most powerful tools for overcoming prejudice.

Many transgender people, when they find safe spaces to do

so, talk about freedom, not transformation.

Freedom to be called by their name, to dress as they feel, to not have to constantly explain who they are.

Language plays a crucial role: naming people correctly—using their chosen name and appropriate pronouns—means recognizing their identity.

Mistakes can happen, but respect comes from the desire to correct oneself and learn.

This is why, in the sporting context, inclusive language is the first step towards welcoming: a "hello everyone" or "hello team" may seem banal, but it communicates openness and belonging.

1.4. Stories that change your perspective

Behind every transition path there are different stories.

Some people began to feel "out of place" as children, others discovered it as adults, and others struggled with the fear of rejection or lack of legal recognition.

Many trans people say the hardest part isn't the physical change, but the attitude of the people around them: family, friends, colleagues, society.

In the world of sport, this theme takes on even greater force.

Where the body is at the center, gender rules are rigid and visible: separate locker rooms, different uniforms, men's and women's teams.

Yet, it is precisely in sport—a place of discipline, commitment, and shared passion—that one of the most

concrete forms of inclusion can arise.

When a coach welcomes a transgender athlete with respect, or a team takes a stand against discrimination, the effect is immediate and transformative: prejudice loses its power and becomes an opportunity for collective growth.

1.5. From prejudice to awareness

Understanding transsexuality is not simply about “accepting” someone different, but about recognizing the plurality of human experience.

Throughout history and in every culture, there have been people who lived gender identities that did not conform to social norms. However, only in recent decades have psychology, medicine, and human rights begun to fully recognize their dignity and the need for protection.

Educating people to have an empathetic and informed perspective is the key to breaking down stigma.

Change starts with knowledge: understanding, naming correctly, listening to stories.

Only in this way can sport—and society more generally—truly become a playground of freedom and equality.

Chapter 2

Transsexuality in the world: data, numbers, obstacles and denied rights

2.1. A population invisible in official numbers

Estimating the exact number of transgender people in the world is complex, because not all countries collect specific data and many people do not come out openly for fear of discrimination. However, the most recent research suggests a percentage between 0.3% and 0.6% of the world's population, with differences related to the cultural and legal context.

In Europe, according to the European Union Agency for Fundamental Rights Report (FRA, 2023), 60% of transgender people declared to hide his identity in various areas of daily life, and 43% have experienced discrimination in the last twelve months.

Behind these numbers lies an often invisible reality: people living on the margins of society, forced to choose between their safety and their truth.

Statistical invisibility is the first form of exclusion, because what is not measured is not considered in political, healthcare, and sports systems.

2.2. Rights recognized and denied: an unequal map

Globally, the status of transgender people varies enormously. In some European countries, come Malta, Denmark, Spain and Ireland, the law allows the gender rectification of documents through an administrative procedure based on self-determination, without the obligation of surgical interventions or medical assessments.

In others, such as Poland, Hungary or Bulgaria, the legal path is hindered by judicial constraints, invasive medical requirements or even by the explicit prohibition of changing one's registered sex.

In over 60 countries around the world, transgender people can be arrested or persecuted for their gender identity.

According to the Trans Murder Monitoring Project, in 2023 alone, have been documented 320 killings of trans and gender non-conforming people, largely concentrated in Latin America, but with cases also growing in Europe.

Statistics show that the trans women and black or migrant trans people are the most exposed to violence, particularly in contexts of poverty or forced prostitution.

2.3. Health, work, sport: three areas of daily exclusion

The most common barriers in the lives of transgender people stem not only from the lack of inclusive laws, but from cultural and institutional attitudes that make it difficult to access essential services.

1. Salute: Many health systems do not guarantee specific pathways for transition, or make them dependent on

psychiatric diagnoses and long waiting periods. This fuels anxiety, isolation, and mistrust. The World Health Organization removed transgenerism from the list of mental disorders in 2019, but its implementation remains uneven.

2. Work: the unemployment rate among transgender people is almost double the national average. In EU countries, many people experience bullying, job loss, or exclusion from the moment they begin their transition.

3. Sport: as highlighted during the project workshops TIME TO TEAM Sports barriers are a reflection of social barriers. Separate locker rooms, outdated documents, discriminatory federal rules, and a lack of staff training make gyms hostile places.

Yet, sport could be a powerful tool for inclusion, if managed with awareness.

2.4. Invisible walls: legal, social, and psychological barriers

In the language of social sciences we speak of “minority stress”: the constant pressure that people belonging to discriminated groups experience in everyday life.

For transgender people, this stress is fueled by:

- External discrimination, that is, episodes of violence, insults, exclusion or loss of opportunities;

- Internalized stigma, when a person absorbs society's prejudices to the point of feeling shame or guilt;
- Fear of rejection, which pushes one to hide to avoid humiliation or invasive questions.

This condition has documented effects on mental health: according to a study published in *Journal of Adolescent Health* (2022), transgender people are at risk 4 times greater to suffer from depression and 6 times greater of attempting suicide than average.

These data do not speak of individual fragility, but of a lack of acceptance.

2.5. Europe as a laboratory of rights (and contradictions)

The European Union has formally recognized gender identity as a prohibited ground for discrimination, including it in its guidelines on fundamental rights. However, implementation remains patchy.

Countries like Malta and Ireland are examples of legislation based on self-determination. On the contrary, in Italy Until 2023, surgery was required to obtain a change of registry in many judicial offices, although more recent case law is opening up to more inclusive interpretations.

Even in European sport the situation is heterogeneous:

- Someone international federations, like rugby or swimming, exclude transgender women who have gone through male puberty;
- Others, such as the International Olympic Committee (CIO), promote policies based on self-determination, privacy and non-discrimination.

These divergences demonstrate that formal equality does not coincide with real equality: without culture, awareness, and training, laws alone are not enough.

2.6. From data to responsibility

Every number, every percentage, every statistic tells the story of a life that demands recognition.

Behind the numbers are people who do not want to be seen as "categories", but as individuals with aspirations, talents, limitations and dreams.

Society, institutions, and sports associations have a responsibility to create safe spaces where identity is not an obstacle but a resource.

Understanding transsexuality in the world therefore means moving from tolerance to participation, from curiosity to active solidarity.

And it is precisely from this perspective that sport can become a universal language of inclusion and respect, as we will see in the next chapter.

Chapter 3

LGBT+ Vocabulary: Words, Meanings, and Linguistic Respect

3.1. The value of language

Words are not simply tools of communication: they create reality.

The way we talk about identities, bodies, and gender reflects what we think about people and influences the quality of our relationships.

In the sporting context, where trust and group cohesion are fundamental, the correct use of language becomes a concrete form of inclusion.

Language, in fact, cannot hurt or to welcome, to exclude or to valorize.

For this reason, understanding the vocabulary related to gender identities and sexual orientations is not just a question of "political correctness," but of human and professional respect.

3.2. Biological sex, gender identity, gender expression, sexual orientation

During the project workshops TIME TO TEAM, participants worked in groups to correctly associate these four concepts,

which are often confused with each other.

Here's a helpful summary to clarify them:

- Biological sex

It is the sex assigned at birth, based on physical characteristics (genitals, chromosomes, hormones). However, there are not only "males" and "females": there are people intersex, who exhibit biological characteristics of both sexes or natural developmental variations. Being intersex is not a disease, but a part of normal human diversity.

- Gender identity

It is the way a person perceives and defines himself: man, woman, both, neither, or somewhere in between.

It does not depend on the body or sexual orientation, but on an internal and personal process.

- Gender expression

It is the way in which each person manifests their identity through clothing, voice, gestures, language or behavior.

A person can have a more masculine, feminine, neutral, or androgynous expression—none of these forms is “more authentic” or “more correct” than the other.

- Sexual orientation

It indicates towards whom one feels emotional, romantic and/or sexual attraction.

It can be towards people of the same gender (*homosexuality*), of a different kind (*heterosexuality*), of several genres (*bisexuality* *the pansexuality*), or towards no one (*asexuality*).

These four dimensions do not automatically overlap.

A transgender person can be heterosexual, homosexual, bisexual, or asexual; just as a cisgender (i.e., non-trans) person can live any orientation.

Understanding this distinction is essential to avoid biases and simplifications.

3.3. The main acronyms in the LGBTQIA+ world

The acronym LGBTQIA+ represents a constellation of identities and orientations.

Each letter has a specific meaning:

- L – *Lesbian*: woman who experiences romantic and/or sexual attraction towards other women.
- G – *Gay*: a man who is attracted to other men; sometimes also used as an umbrella term for homosexual people.

- B – *Bisexual*: a person attracted to more than one gender.
- T – *Transgender*: a person whose gender identity does not correspond to the sex assigned at birth.
- Q – *Queer*: a term recovered by contemporary movements to indicate fluid identities, which do not conform to traditional labels.
- I – *Intersex*: a person born with sexual characteristics that do not fit into the binary definitions of male or female.
- A – *Asexual or Aromantic*: a person who does not experience sexual or romantic attraction.
- + – Symbol that includes all other gender identities and orientations not listed.

The acronym is not a rigid formula, but a way to recognize the plurality of human experiences.


Behind every letter there are people, not categories.

3.4. Words to avoid, words to prefer

The correct use of language is also a political and relational act.

Many words that were once common are now considered offensive or outdated.

Here are some practical examples:

 To avoid:

“Transsexual” (in a pathologizing sense)

“Sex change”

“Biological man/woman”

“Transvestite” (if not self-attributed)

“Chosen to be gay”

 Preferred

“Transgender person”

“Transition path” or “gender affirmation”

“Persona cisgender”

“Persona transgender” o “persona gender non-conforming”

“Identified as gay” or “recognizes himself as gay”

Even common expressions, such as “men on one side and women on the other” or “girls against boys,” can be replaced by more inclusive terms: “group A and group B,” “blue team and red team,” “ciao a tutti” or “ciao squadra.”

In the sporting context, this language helps create a welcoming environment, where no one feels out of place.

3.5. Pronouns, names and respect for identity

One of the most important aspects of respecting a transgender or non-binary person is using the correct pronouns.

Pronouns — like *his*, *law* *the* *They* (in English *she/they*) — are not simple grammatical signs, but signals of identity recognition.

If you are not sure, the solution is simple: ask with respect.

Phrases like “What pronouns do you prefer?” or “What would you like me to call you?” show care and normalize diversity.

Mistakes can happen, but it's important correct oneself naturally: apologize briefly, correct, and move on.

This seemingly small attitude has a huge impact on transgender people's confidence and sense of safety,

especially in public settings like gyms, locker rooms, or sporting events.

3.6. Language as a tool for inclusion in sport

In the project TIME TO TEAM, coaches and sports operators have experienced how language influences the group climate. Using neutral and respectful terms, avoiding sexist jokes or references to gender roles, promoting communication based on mutual respect: all this creates safer, more motivating and productive environments.

An inclusive language is not an exercise in form, but in social responsibility.

Every word contributes to building a model of sport where all people—regardless of body type, identity, or orientation—can feel part of a team.

Chapter 4

The benefits of sport and its role in social inclusion

4.1. Sport as a universal language

Sports is one of the most powerful forms of nonverbal communication.

It speaks with the body, with commitment, with teamwork, and allows us to create connections beyond differences in language, origin, or culture.

On every sports field, gym, or swimming pool, micro-societies are formed where people learn to get to know each other, collaborate, respect the rules, and face hardship and victory together.

Precisely for this reason, sport represents one educational and social tool of enormous value, also recognized by European policies as a means to promote health, participation and equality.

When experienced with an inclusive spirit, it becomes a place where diversity is not an obstacle, but an enrichment.

4.2. The physical and psychological benefits of sport

Numerous scientific studies show that regular exercise improves physical health, reduces the risk of cardiovascular disease, diabetes, and obesity, and contributes to more stable

mental well-being.

But beyond the physiological effects, sport also has a profound effect on identity and self-esteem.

For transgender people, these benefits take on a special meaning.

During the transition, physical activity helps to:

- reduce stress and symptoms of anxiety and depression;
- improve body perception, promoting a more positive relationship with your changing body;
- build social networks which counteract isolation and loneliness;
- strengthen confidence in oneself and in others.

As highlighted in the training material of TIME TO TEAM, sport can be a space of freedom, where trans people can finally move, breathe, and live in their own bodies without fear.

4.3. Sport as an antidote to exclusion

Despite its potential, sport is not always a welcoming place. Physical barriers (unsafe locker rooms, binary rules), cultural barriers (bias, discriminatory language), and institutional

barriers (outdated documents, lack of inclusive policies) often make it difficult for transgender people to participate.

For this reason, European projects such as TIME TO TEAM they work on two fronts:

1. Training of sports operators, to raise awareness and provide concrete tools for inclusion.
2. Experimenting with inclusive practices, such as co-ed activities, gender-neutral tournaments, gender-neutral locker rooms, and mentoring programs.

When sport becomes inclusive, it produces a multiplier effect: it improves the quality of life of those involved and transforms the communities in which it takes place.

Inclusion, in fact, is not an abstract goal, but a skill that is built day after day.

4.4. Sport as a space of identity and belonging

Belonging is a fundamental human need: feeling part of a group, recognized and valued.

In sport, this sense of belonging is built through the body, the team, and the sharing of goals.

For many transgender people, joining a gym or a team can represent an act of courage and a recognition of their identity.

The testimonies collected in the workshops of TIME TO TEAM they tell exactly this:

“For years, I avoided training because I didn't know which locker room to use. When I found a trainer who simply asked me what I wanted to be called, I knew I could stay.”

A seemingly small gesture—asking someone's name, using the correct pronoun, offering a neutral space—can mean the difference between exclusion and rebirth.

Sport, when experienced with this sensitivity, restores dignity and strength to people, becoming a true empowerment environment.

4.5. Sport and the building of inclusive communities

Social inclusion through sport is not just about those who participate, but also those who watch.

Every sporting event, every match or group course becomes an opportunity to shape cultural attitudes.

When a gym communicates openness, when a coach speaks of respect and diversity, when a federation adopts inclusive language, a public message of great impact is generated: “There is room for everyone here.”

In the project activities TIME TO TEAM, the partner associations (YMCA Roma, TDK Rosignano, Sportsroom Bulgaria and Clube Desportivo Miguel Torga Portugal) have worked together to create safe sports environments,

experimenting with common guidelines on hospitality, space management, and respectful communication.

The goal is not only to accept transgender people, but integrate diversity as a structural part of sporting identity.

4.6. From individual sport to team sport

Every athlete, every instructor, every sports manager has a role in promoting inclusion.

You don't need huge campaigns: just start with daily relationships.

Sport thus becomes a laboratory of active citizenship, where we learn to coexist with differences, manage conflicts, and recognize the value of plurality.

As stated by the Council of Europe (2022), "sport can be an effective means of building inclusive and cohesive societies, provided it is organised in a way that is fair, safe and accessible to all".

From this perspective, sports practice becomes a citizenship right, and inclusion a collective duty.

4.7. Conclusion: The transformative power of sport

Sport doesn't just change bodies: it changes mindsets.

Every time a trans person feels free to train, every time a team embraces diversity, every time a coach chooses to listen instead of judging, sport fulfills its highest function: educate for freedom.

Inclusion is not a finish line, but a journey made of small gestures, daily decisions, and ongoing training.

It is on this path that initiatives such as TIME TO TEAM demonstrate how the world of sport can become a point of reference for the whole of society.

Chapter 5

The role of sports association managers in inclusion

5.1. Sports management as a lever for social change

Every sports association is first and foremost an organized community.

Behind the activities, courses, and competitions are management choices that define the internal culture: staff selection, the language used in communication, the layout of spaces, internal rules, and the way new members are welcomed.

The sports manager is therefore a key figure not only in planning and administration, but also in building a safe and inclusive environment.

His responsibility is not limited to “managing”, but includes the task of to train, inspire and guide staff towards practices that respect the dignity of all people, including transgender and non-binary people.

As emerged in the laboratories of TIME TO TEAM, managers who understand the importance of inclusion become agents of change, capable of transforming the culture of the sports club into a positive example for the entire community.

5.2. Reception and internal policy: where to start

Inclusion doesn't happen by chance: it must be planned.

For a gym or sports club to become truly welcoming, it is necessary to start from a clear internal policy, built around four fundamental principles:

1. **Equal access:** Everyone should be able to register and participate in activities without discrimination based on sex, gender, orientation, or physical appearance.
2. **Respect for identity:** The association must recognize and use the names and pronouns chosen by people, updating forms and registers in an inclusive manner.
3. **Privacy Policy:** Personal and sensitive information must be protected, especially during registration and public communication.
4. **Zero tolerance for discrimination or harassment:** There must be internal procedures for reporting incidents of offensive language, exclusion, or bullying, ensuring prompt and protective intervention.

A *policy* is not just a document, but a daily commitment.

Every choice, from the secretariat to the technical management, must reflect the declared values.

5.3. Staff training: knowledge and skills

The second step is the staff training.

No manager can demand inclusion if coaches, instructors, and secretariat don't have the tools to put it into practice.

In the project TIME TO TEAM, the training sessions highlighted that:

- Many sports operators want to be inclusive, but they don't know how to behave in new situations (e.g. which changing room to suggest, how to address a trans person, how to handle any complaints from other members);
- Inappropriate language or an “innocent” joke can generate discomfort and alienation;
- Awareness and daily practice are more effective than any theoretical course.

For this reason, it is recommended that every sports association organizes at least one annual training for all staff, dedicated to:

- gender identity and sexual orientation;
- inclusive language and conflict management;
- good reception and privacy practices;

- regulatory updates on human rights and equal opportunities.

5.4. Internal and external communication

Inclusion must be visible.

Consistent, respectful, and open communication is one of the most powerful tools managers have at their disposal.

Inside the association, communication must promote transparency and trust:

- use neutral language in regulations, flyers, and emails (“members,” “participants,” “team”);
- avoid stereotypical images in promotional materials;
- display posters or messages in the premises that reiterate the commitment against discrimination (for example, “Here all identities are respected”).

Outside, it is important that the message of inclusion is clear and consistent:

- post content on social media that showcases diversity in sports teams;
- tell true stories of trans or queer athletes;

- collaborate with local LGBT+ associations for awareness-raising events;
- insert a section dedicated to the website diversity *policy*.

Visibility is a political and cultural gesture: it normalizes the presence of transgender people in sports and sends a signal of openness to those who, out of fear, have not yet approached a gym or sports field.

5.5. Critical issues management and mediation

Even in the most open organizations, tensions or conflicts can emerge.

A well-prepared manager must recognize and manage these situations, preventing them from becoming grounds for exclusion or division.

The most common situations include:

- members who oppose the use of mixed or neutral changing rooms;
- discriminatory jokes or attitudes by coaches or athletes;

- adjustment difficulties for trans people undergoing physical or legal transition.

In these cases, the manager must intervene with firmness but balance:

1. listen to the parties involved without judgment;
2. remember the values and rules of the association;
3. provide training clarifications, if necessary;
4. adopt disciplinary measures in case of repeated discriminatory behavior.

Conflict can become an educational opportunity if managed with awareness and competence.

5.6. Inclusive Leadership: Leading by Example Counts

Every manager is also a role model.

People observe behaviors more than words: for this reason, the leadership inclusivity manifests itself in the coherence between what is said and what is done.

An inclusive manager:

- values diversity as a resource;
- promotes the participation of everyone, even those who feel marginalized;
- takes on the responsibility of continuous training;
- conveys to its staff that respect is non-negotiable.

In European projects such as TIME TO TEAM, sports managers who have applied these principles have noticed not only an improvement in the internal climate, but also increased member loyalty and a positive reputation outside.

Inclusion, in other words, is also a sustainability strategy.

5.7. From leadership to impact

Creating truly inclusive sports spaces takes time, training, and consistency.

But the results are tangible: more peaceful environments, greater participation, new collaborations with organizations and schools, and a social impact that goes beyond sport.

The sports manager of the future is not just an administrator, but a community builder.

Through inclusive policies, it invests in people's well-being and the growth of society.

This is the vision that TIME TO TEAM promoted throughout Europe: sport as a bridge, not a barrier.

Chapter 6

Administration and management of premises

6.1. Space as a message

Every space speaks.

A bright and welcoming entrance, a neutral sign in the changing rooms, an updated registration form: everything indicates whether a sports club is truly inclusive or whether, unknowingly, it continues to exclude.

The space management and administrative practices are not just a logistical or aesthetic issue, but a cultural one.

Anyone who enters a gym must be able to sense, from the first minutes, that they are in a place where respect and individual freedom are protected.

For transgender and non-binary people, these details make the difference between feeling welcomed or feeling seen.

6.2. Reception and secretarial services: the first contact counts

The welcome starts from front office.

The secretariat is the first point of contact with new members and must be trained to manage registration and communications in an inclusive manner.

Good administrative practices:

1. Update your registration forms, including fields such as “chosen name” and “pronouns” next to the personal data.
2. Avoid mandatory gender fields, or offer an open option (“other / I prefer not to specify”).
3. Use neutral language in communications (“care participant” instead of “mister/madam”).
4. Ensure confidentiality, avoiding disclosing sensitive information, such as gender assigned at birth or transition stage.
5. Offering listening and availability, especially if the person expresses fears or doubts about how they will be received.

In the project TIME TO TEAM, several sports clubs have chosen to set up a reception *policy written* document, also accessible online, which declares the association's commitment to respecting all gender identities.

This small step has increased trust and participation, making the office a place of well-being, not judgment.

6.3. Changing rooms: a key place for inclusion

Locker rooms are one of the most sensitive spaces for transgender people.

Fear of being watched, judged, or excluded leads many to avoid the gym or team sports altogether.

To overcome this barrier, it is possible to adopt simple but decisive solutions:

- Create neutral or individual changing rooms, where anyone can change in privacy and security.
- Allow every person to choose the place where you feel most at ease, without having to give explanations.
- Equip changing rooms with curtains, cabins or movable panels, which guarantee discretion.
- Place inclusive signs (“This space is for everyone”, “Respect the identity of others”) to promote mutual respect.
- Ensure equal access to showers and bathrooms, avoiding discrimination in the use of common spaces.

These measures not only protect transgender people, but also improve overall comfort for all members by reducing situations of embarrassment or discomfort.

6.4. Bathrooms, showers and signage

Visual signage is a powerful tool for inclusion.

A sign that only shows “Men / Women” communicates that there are no other recognized identities.

Many associations, even small ones, have already introduced gender-neutral bathrooms, indicated by inclusive symbols (e.g. “Toilets for all” or “Services accessible to all”).

The goal is not to eliminate existing distinctions, but expand the possibilities.

People should be able to choose where they feel safest.

Furthermore, the facilities must also be accessible to those with physical or sensory disabilities, because inclusion does not only concern gender, but also diversity in all its forms.

6.5. Document and administrative management

Another critical area is the internal document management.

During registration, membership, or communication with sports federations, personal data that does not reflect the person's current identity is often used.

This can lead to embarrassment or involuntary outing.

Operating instructions:

1. Use the chosen name for all internal communications, badges and membership cards.

2. Use the legal data only when strictly necessary (for example, for insurance or tax reasons).
3. Ensure absolute confidentiality sensitive data must be processed only by authorized personnel.
4. Insert a privacy protection clause-specific provisions for transgender people in internal regulations.

In TIME TO TEAM, the correct management of documentation has been identified as one of the main “invisible barriers”: the lack of administrative discretion can compromise years of work on reception.

For this reason, managers and secretaries have been trained to treat gender identity as protected personal data.

6.6. Visual communication and physical environment

The visual environment profoundly influences the perception of inclusion.

Posters, flyers, photographs and decorations should represent the real diversity of people who play sports.

Showing different bodies, different identities, people of different ages and cultural backgrounds is not just an aesthetic choice: it is a political message.

Furthermore, a welcoming place is also a place well-kept and safe:

- good lighting,
- accessible spaces,
- comfortable and functional furnishings,
- absence of architectural barriers,
- clear instructions for accessing services.

A well-managed environment conveys respect and professionalism, and invites people to return.

6.7. Collaboration and continuous monitoring

Inclusion isn't built once and for all.

Needs change, as do the people who frequent sports facilities.

For this reason it is important that those responsible for the structure:

- collect periodic feedback through anonymous questionnaires or interviews;
- involve LGBTQIA+ members in decisions on premises and internal policies;

- monitor regularly the level of comfort and safety perceived by members;
- update the standards based on new European regulations and good practices.

As shown by TIME TO TEAM, effective inclusion is always participatory and dynamic: a process that evolves together with the community.

6.8. Conclusion: from physical space to symbolic space

Managing sports facilities inclusively means going beyond the walls.

Space becomes a symbol of welcome, freedom, and respect. When a transgender person walks into a gym and feels seen and accepted, it's not just a management success: it's an act of social justice.

Good governance is, therefore, a concrete form of education. Every logistical decision – from the sign to the form, from the changing room to the reception – can contribute to building a powerful message: in sport, every body has the right to exist and to belong.

Chapter 7

The Journey and the Change

7.1. The journey as part of identity

The term “journey” is often used to describe a transgender person’s transition, but it actually has a broader meaning.

Each individual experiences their own journey of discovery, transformation, and awareness.

In the case of transgender people, this path may include aspects medical, legal, psychological and social, but it does not reduce to any of them.

Talking about “change” does not mean transforming into someone else, but to recognize oneself.

It is a process of reappropriation of the body, of the name, of the voice, of the presence.

And like any human journey, it requires time, respect, and support.

In this sense, sport can become a fundamental ally: helps re-establish a healthy connection with the body, promotes self-confidence and offers an environment of belonging and sociability.

7.2. The stages of change: from body to mind

Every transition journey is unique, but it often includes some recurring phases:

1. Awareness and acceptance

The person begins to recognize their gender identity, often after years of dissonance between what they feel and what society expects of them.

It is a delicate phase, which can generate fear but also relief.

2. Self-expression

Changing your clothes, your haircut, your name, or your pronouns: these are small gestures that restore freedom.

They often occur before any medical intervention, but they have an enormous psychological impact.

3. Medical or legal transition (for those who wish)

Some people choose to pursue hormonal or surgical options, others do not.

There is no “right” way to be transgender: everybody and every experience is valid.

The important thing is that the choices are free and informed, not dictated by social pressure.

4. Integration and stabilization

Over time, the person builds a new daily routine: relationships, work, sports, socializing.

It is the phase in which change becomes life, and identity finds balance.

7.3. The role of sport in the process of change

During the project TIME TO TEAM, many transgender participants described how sport has been a stability element.

Training, feeling your body react, perceiving strength and endurance, are experiences that help you regain confidence.

The benefits of sport in the transition process include:

- Improved body awareness: the body is no longer an enemy, but an instrument.
- Stress Reduction: physical activity stimulates the production of endorphins and serotonin.
- Increased self-esteem: Achieving physical goals also strengthens emotional security.
- Building Healthy Routines: Training regularly helps you regain balance after periods of intense change.
- Positive socialization: the sporting context can offer new connections and a sense of belonging.

In particular, people who go through hormonal changes find sport an effective means to gradually adapt to the body's changes, improving strength, coordination and endurance in a safe and personalized way.

7.4. Training mindfully: general guidelines

Everyone has specific needs, but there are some universal principles for exercising healthily during or after transition:

1. Listen to your body– Every change takes time. Forcing it can lead to injury or frustration.
2. Choose disciplines suited to your physical condition– Start with gentle activities like swimming, yoga, Pilates, walking, or functional training.
3. Set realistic goals– Small, measurable, and sustainable progress motivates and builds confidence.
4. Taking care of your breathing and posture– Essential for those experiencing hormonal changes or changes in muscle distribution.
5. Training in safe environments– Avoid judgmental or competitive environments in the initial stages.

6. Share the path with trained instructors, who are aware of the needs related to gender transitions and promote an inclusive approach.

7.5. I video tutorial di TIME TO TEAM

As part of the project TIME TO TEAM, have been made video tutorials for inclusive sports training, designed to show that physical activity can be adapted to different stages of life and transition.

Please, to see the videos, visit our website:
www.oltrenetworklab.com/ttt

These videos are not meant to “uniform” bodies, but to celebrate the diversity of human movement. Everyone, regardless of gender, can find an authentic and liberating form of expression in sport.

7.6. Testimonies: changing is living

In the path of TIME TO TEAM, several transgender people have shared how participating in inclusive sports programs has been a turning point.

"For years, I felt like my body was a cage. Only when I started training in a welcoming environment did I rediscover the pleasure of moving, of feeling alive, of feeling like myself."

"My coach never asked me for explanations, but he always called me by my name. There's no need for grand gestures, just respect."

"At first I was afraid I wasn't good enough. Then I realized I didn't have to prove anything: I just had to feel good in my body."

These words show that the most profound change is not physical, but emotional.

Sport, when practiced consciously and inclusively, becomes a form of self-care, a bridge between who we are and who we want to become.

7.7. From individual transition to collective change

A trans person's journey doesn't just affect those who experience it: it also affects the society that observes it.

Every time a sports association welcomes a transgender person with respect, educates an entire community about diversity.

The change, therefore, is twofold:

- individual, because the person finds balance and confidence;
- collective, because sport becomes a space for coexistence, respect, and awareness.

The project TIME TO TEAM He wanted exactly this: to show that sport is not just a playing field, but a social laboratory, where we learn empathy, solidarity and freedom.

7.8. Conclusion: the strength of movement

Change is never a point of arrival, but a continuous movement.

Every step, every breath, every workout is an act of resistance and rebirth.

Sport teaches that there is no strength without balance, nor freedom without acceptance.

In the experience of those who go through a transition process, the body becomes a story, movement becomes language, and change becomes a form of truth.

And in this truth, sport finds its most authentic mission: helping each person feel part, not apart.

Chapter 8

Interviewing a Transgender person: what to promote, what to avoid

8.1. The importance of dialogue

Every human relationship is born from language, and the way we speak to someone reveals the level of respect we give them.

In the case of transgender people, the interview is never a simple conversation: it is a moment in which the ability to listen without prejudice and to welcome the other in his authenticity.

In a sports context—at the gym, during a workout, in the office, or in a meeting—the way you talk to a trans person can determine their level of trust and their decision to stay or leave.

The language, here more than elsewhere, is a form of ethical training.

8.2. First rule: listening

The first step to establishing a respectful dialogue is really listening.

Listening means suspending judgment, not interrupting, not

anticipating responses, and, above all, not taking for granted what the other person thinks or feels.

Many transgender people arrive at an interview with a high level of mistrust, because they have experienced discrimination or intrusive curiosity.

Active listening helps to rebuild trust.

During the trainings of TIME TO TEAM, it has been seen that a sincere listening attitude on the part of a coach or sports manager can be more effective than any written rulebook.

8.3. What to promote: positive and inclusive behaviors

Here are some best practices for establishing a constructive dialogue with a transgender person, valid in any context but particularly useful in the sports field:

1. Use the correct name and pronouns.
If you're unsure, ask politely, "What do you prefer me to call you?" or "What pronouns do you use?"
This simple gesture communicates respect and openness.
2. Show availability and humanity.
A smile, a calm tone, and a welcoming attitude can break down barriers much more than a rehearsed sentence.

3. Create a safe space.
Make sure the conversation takes place in a quiet place, where the person feels safe and unobserved. In sporting settings, avoid talking in the locker room or in front of other members.
4. Use neutral, non-sexualized language.
Avoid expressions that imply judgment or stereotypes (“you are very feminine for a trans person,” “you don’t look like one at all”).
5. Focus on the topic of conversation, not the identity.
If you're talking about membership, training, or performance, don't digress into the person's personal life unless they bring up the topic.
6. Admit mistakes.
If you make a mistake with a pronoun or a noun, just apologize briefly and correct yourself. The important thing is not to minimize or dramatize.
7. Be consistent over time.
Inclusion is not measured by a gesture, but by the continuity of respect.
Trust is built through consistent behavior.

8.4. What to avoid: common mistakes and attitudes to correct

Many uncomfortable situations arise from poorly managed linguistic habits or curiosities, often unintentional.

Here are some common mistakes to avoid:

1. Asking intimate or medical questions.
Asking “Did you have the operation?”, “What was your name before?”, “Are you really a man or a woman?” is intrusive and disrespectful.
This information is not required for any sporting or administrative activity.
2. Using the “deadname”(the previous legal name).
Even if it is present in the documents, it should never be used, not even for "clarity".
The name chosen is the real one and valid in every situation.
3. Making jokes or comments about physical appearance.
Even well-intentioned compliments (“you look more beautiful now,” “you don’t look like you’re trans”) are inappropriate, because they reduce a person to their body.
4. Treating the person as fragile or problematic.
Transsexuality is not an illness.
Offering help is fine, but without pity or paternalism.

5. Involving others without consent.

If a trans person speaks to a coach or secretary, the conversation remains private.

Sharing information with other members or colleagues without permission is a violation of privacy.

6. Denying identity with relativizing sentences.

Expressions like “to me you're all the same,” “I don't believe in these things,” “the important thing is sport” deny the other person's reality.

Equality does not mean ignoring differences, but recognizing and respecting them.

8.5. Empathic communication in the sports context

In the gym, dialogue is often rapid, practical, and linked to physical action.

For this, empathetic communication is needed: brief, clear, and welcoming.

An instructor who says:

“If you need a more comfortable space to change, let me know, and we'll see how we can organize it together.”

He is conveying trust and respect, without forcing the conversation.

A manager who states:

“We use the name you prefer on our profiles, just tell me how you want us to register you” is creating a relationship based on self-determination.

Small gestures like these generate a climate of safety. And safety is the foundation of every sporting and human journey.

8.6. Managing emotions and misunderstandings

It can happen that, despite good intentions, moments of tension or misunderstandings emerge.

In these cases it is important:

- maintain calm and helpfulness;
- don't react defensively (“I didn't mean to offend you”, “you're too sensitive”);
- apologize and ask how to improve (“You're right, I hadn't thought of that, thanks for telling me”).

The transgender person does not expect perfection, but attention and willingness to learn.

Mistakes can become an opportunity for growth, both individual and organizational.

8.7. Training and collective awareness

Inclusion cannot depend on the sensitivity of the individual: it must be part of the association's culture.

For this reason it is useful to foresee periodic training for all staff, in which real situations of dialogue and reception are simulated.

In the laboratories of TIME TO TEAM, coaches and managers participated in role-plays in which they put themselves in the shoes of trans people or operators with communication difficulties.

This exercise increased empathy and preparedness in handling sensitive conversations.

Promoting dialogue means listening, not just the rules.

8.8. Conclusion: Respect as daily training

Talking to a transgender person does not require special skills, but a fundamental human quality: respect.

Respect for the name, for the body, for the history, for the silences.

Every word can be a bridge or a wall, and choosing the bridge is a form of social responsibility.

In the world of sport, where the body and the relationship are central, learning to communicate in an inclusive way means training for humanity.

The right dialogue is not the perfect one, but the authentic one.

And in this authenticity the true meaning of inclusion is built.

Chapter 9

Inclusive sports activities

These activities are designed to support the creation of inclusive, safe and respectful sports environments where everyone can participate fully, regardless of gender identity. In many sports contexts, traditional structures, binary categories and performance-driven approaches still represent significant barriers for trans people, often leading to exclusion, discomfort or self-exclusion from physical activity.

The following activities respond to these challenges by rethinking how sport is organised and experienced. They focus on cooperation, self-determination and reflection, promoting a vision of sport that values well-being, diversity and belonging over competition and stereotypes. Rather than creating separate spaces, the activities are meant to be integrated into regular sports programmes, helping clubs, coaches and organisations build a more inclusive culture that benefits the entire community.

1. ACTIVITY #1 cooperative sports activity without gender divisions

Objective

To ensure equal access and active participation in sport for everyone, regardless of gender identity, by reducing gender-based stereotypes and performance pressure typical of traditional competitive sport.

Activity description

This activity includes team-based sports games (ball games, station-based challenges, modified small-sided games) organised without any gender division. Teams are composed in a balanced and heterogeneous way, and roles are assigned based on functions rather than physical strength or speed.

Roles can rotate and include, for example, coordination, communication, tactical vision, support or task management.

Game rules are adapted to:

- limit direct physical contact
- reward cooperation, passing and collective problem-solving
- introduce shared goals that require everyone's contribution

Competition is intentionally de-emphasised in favour of collaboration and group dynamics.

Why it is inclusive for trans people

Removing gender categories eliminates one of the main barriers faced by trans people in sport: being forced to choose or being assigned to a binary category that does not reflect their identity. The focus on cooperation rather than physical dominance also reduces anxiety linked to body comparison and perceived physical expectations.

Educational value

The activity promotes:

- deconstruction of gender stereotypes in sport
- respect for bodily diversity
- a stronger sense of belonging and group cohesion

2. ACTIVITY #2 inclusive and self-determined functional training

Objective

To promote physical and psychological well-being through training that respects individual limits, choices and personal experiences of the body.

Activity description

Group functional training sessions based on simple exercises (mobility, strength, balance, light endurance), where each exercise is offered with multiple intensity options. Participants freely choose the version that best suits their body and energy level on that day.

The trainer or facilitator:

- uses inclusive and gender-neutral language
- avoids references to “male” or “female” bodies
- offers alternatives without asking participants to justify their choice

Corrections are given individually and respectfully, never publicly or in a way that draws attention to bodies.

Why it is inclusive for trans people

Many trans people have complex or fragile relationships with their bodies, especially in sport environments. This activity:

- reduces exposure anxiety and fear of judgement
- avoids aesthetic or performance-based standards
- supports bodily autonomy and self-awareness

It is particularly suitable for people in different stages of medical transition or those who have previously experienced exclusion from sport.

Educational value

The activity encourages:

- listening to one's own body
- respect for personal limits
- a non-performative and well-being-oriented sports culture

3. ACTIVITY #3 sports activity with guided inclusive debriefing

Objective

To turn sport into a physically and emotionally safe space by creating moments of reflection and shared awareness after physical activity.

Activity description

The activity consists of two parts:

1. a short, accessible and non-competitive sports activity
2. a structured reflection moment in a circle, facilitated by a trained person

During the debriefing, the facilitator proposes open-ended questions such as:

- how did you feel during the activity
- was there a moment when you felt particularly comfortable or uncomfortable
- what worked well in the group and what could be improved

Speaking is always voluntary. Listening is explicitly recognised as a valid and active form of participation.

Why it is inclusive for trans people

This space allows participants to:

- express emotions that are often ignored in sport contexts
- identify subtle exclusion dynamics or unintentional behaviours
- build trust and psychological safety within the group

For trans people, being able to share experiences without having to explain or justify their identity is a key element of genuine inclusion.

Educational value

The activity contributes to:

- more reflective and conscious sports environments
- groups capable of self-evaluation and mutual respect
- the development of empathy and social skills through sport

SAMPLE INCLUSIVE REGISTRATION FORM

NAME OF THE SPORTS ASSOCIATION

Registration and informed consent form *–Inclusive sports environment*

Personal data of the registered person

- Name (as per documents, if relevant for insurance):

- Name used / chosen name (if different):

- Surname:

- Date of birth: ____ / ____ / ____
- Telephone: _____
- Email: _____

(Always call people by their chosen name)

Gender identity and pronouns

(Optional data, collected exclusively to ensure respect and well-being in social and sporting contexts)

- Gender identity I identify with (optional):

- Pronouns you wish to be referred to (optional):

Inclusion, accessibility and specific needs

(Optional – fill in only if desired)

Do you have any special needs related to your gender identity or your well-being in the sports space?

(Examples: preference for changing rooms, privacy, logistical needs, comfort during activities)

Changing room / changing area choice

(Optional. The association guarantees safe and respectful alternatives for all).*

- Changing room you prefer to use:

Women

- Men
- Neutral / private space (if available)
- I prefer to talk about it directly with the staff

Health and safety

(Optional information, used only for the protection of the person during sports practice)

- Any conditions relevant to sports practice:

- Allergies or other needs to be aware of:

Emergency contacts

Name and surname:

Telephone: _____

Informed consent

I declare that I have read and understand the association's regulations, which include guidelines against discrimination based on gender identity, gender expression, and sex characteristics.

Yes No

Consent for updates and communications

I authorize the association to send me information about activities and initiatives.

Yes No

Consent for photos and videos (optional)

I authorize the use of photos and videos of me for informational and promotional purposes of the association.

Yes No

Yes, only in contexts where no sensitive information about my identity or personal history appears.

Privacy and Personal Data Processing (GDPR)

I declare that I have read the privacy policy and consent to the processing of personal data, including any sensitive data voluntarily shared, exclusively for:

- ensure a safe and respectful sporting environment;
- insurance purposes;
- administrative purposes of the association.

Yes No

Signature of the registered person and Data

EXAMPLES OF INCLUSIVE COMMUNICATION

These examples of inclusive communication are ideal for creating graphics, posts, brochures, and posters that broaden and powerfully spread messages of inclusion.

A. Informational posts for Instagram / Facebook

Post 1 – Inclusion in our locker rooms

Text:

In our sports space, everyone must feel safe.

That's why we offer inclusive changing rooms and flexible solutions for anyone who needs them.

Respecting the gender identity of every athlete is our priority, on and off the field.

Call to action:

Sport is for everyone. Always.

Post 2 – Recognizing Pronouns and Identity

Text:

Calling someone by their correct pronoun is a simple gesture that creates a more welcoming environment.

In our team, we always ask new members what they would like to be called.

Respect begins with words.

CTA:

Sport grows when the community grows.

Post 3 – Sport and Trans People**Text:**

Trans and gender diverse people have the right to experience sport without fear of judgment.

As an association, we are committed to creating spaces where every body and every identity are recognized and respected.

CTA:

We train inclusion, every day.

Post 4 – Our commitment**Text:**

- ✓ No discrimination.
- ✓ Zero tolerance for hostile language.
- ✓ Continuous training for staff and volunteers.
- ✓ Inclusive changing rooms and customized solutions.
- ✓ Listening and support for everyone.

This is the environment we are building. Together.

B. Short reel or video caption

- “In sport, there isn't just one way of being. There's yours.”
- “Respect is not a rule: it is the basis for training together.”
- “Identities are different, the right to sport is the same for everyone.”
- “Sport doesn't ask who you are, but how free you are to be.”

C. Welcome messages

Version 1

Welcome to our association!

Here, we respect the identities, pronouns, and needs of each athlete. If you have specific requests, we're here to listen.

Version 2

We are happy to have you with us.

Here you can train in a safe, inclusive, and non-judgmental space. Feel free to talk to us about what you need to feel good: we're here for you.

D. Story examples (short, impactful)

Story 1

“Your body deserves respect.”

“Your identity deserves space.”

“Your place is here.”

Story 2

Sticker question:

“What do you need to feel good in the gym?”

(Anonymous answers to encourage listening)

Story 3

Photo of the sports center

Text: “Safe spaces. Inclusive training. Real community.”

E. Communication formulas to use / to avoid

To use

- “Trans people / gender diverse people / intersex people”
- “Correct pronouns / gender identity”
- “Safe and respectful spaces”
- “Well-being and comfort during sports”

- “Customized solutions”
- “Zero tolerance for discrimination”

To be avoided

- Pathologizing or medicalizing terms
- “Transsexuals” as a single category → better “people across”
- “Tolerance” as a concession
- Language that presumes identity (“boys/girls” as the only way to address the group)
- Jokes or references to the body or transition path

F. Examples of inclusive responses to comments

Comment: “Why do you ask for pronouns? What’s the point?”

Answer: “It’s important to us to address each person in their own way. It’s a simple gesture that helps create a more respectful environment for everyone.”

Comment: “Can trans people train here?”

Answer: “Certainly. Our association welcomes everyone, regardless of gender identity, expression, or sexual characteristics.”

GUIDELINES FOR RESPECTING PRIVACY

Ensuring the privacy of trans people is essential to their safety, dignity, and well-being.

These guidelines help the association create a truly protected sports environment.

A. Fundamental principles

1. Absolute confidentiality

Any information received about gender identity, name used, pronouns, or personal history cannot be disclosed without the person's explicit consent.

2. Don't ask for unnecessary information

Staff should never ask:

- details on the transition path;
- medical information not useful for sports practice;
- reasons why a person uses a different name or pronoun than the documents.

Identity is respected, not investigated.

3. Minimize sensitive data

Gather alone the data strictly necessary for:

- safety;
- insurance;
- operational communications.

Everything else is optional.

B. Management of nouns and pronouns

1. Name used / chosen name

- It must be used in all internal communications (training sessions, WhatsApp groups, lists, badges, email communications).
- The legal name is used only when strictly required for legal/insurance reasons.

2. Pronouns

- Each coach and volunteer must always use the pronouns indicated by the person.

- If you are unsure, you can ask discreetly:
“How would you prefer me to address you?”

3. Protection in lists and registers

- Publicly displayed lists must never contain sensitive data.
- If the name needs to be indicated, the chosen name is used.
- Creating shared documents with information related to gender identity is prohibited.

C. Public and social communications

1. Zero involuntary outings

- Never post photos, videos, or stories that unintentionally reveal a person's identity or background.
- Always ask for specific permission before posting content.

2. Clear and differentiated consent

The photo/video form should offer options such as:

- Yes;
- no;
- Yes, but only if there are no references to my gender identity.

3. Neutral language in communications

Avoid forms of address that presuppose identity (e.g. “guys”, “gentlemen”).

Prefer:

- "athlete*"
- "participants"
- "squad"
- "community"

D. Changing rooms and sensitive areas

1. Protecting privacy in the changing rooms

- Offer alternative options (e.g., private or neutral space).
- Don't ask for explanations.

- Don't force assignments.

2. Information that cannot be shared

The staff **must not** explain a person's choice of locker room to other members.

E. Data retention according to GDPR

1. Limited access

Only the Privacy Officer or strictly authorized persons can access sensitive data.

2. Secure storage

- Paper documents → locked away.
- Digital documents → password-protected folder, limited access.

3. Minimum storage times

Retain sensitive data only for the period required for administrative or insurance purposes.

F. Staff training

1. Mandatory annual training on:

- privacy and management of sensitive data;
- inclusion of trans and gender diverse people;
- respectful communication.

2. Clear protocol for questions or incidents

Staff must know how to handle:

- incorrect use of pronouns (correct yourself immediately, without insisting);
- discriminatory comments (intervene immediately);
- situations where there is a risk of being outed.

G. What to do in case of an error

1. In case of accidental misgendering

- Correct yourself immediately.

- Don't apologize excessively or embarrassingly.
- Resume the conversation normally.

2. In case of unauthorized disclosure

- inform the person immediately;
- communicate the fact to the Privacy Officer;
- activate the remedial measures provided for.

H. Golden Rule: “Never discuss someone else's identity without permission.”

Any detail about a person’s gender identity, personal history, or body is never information that should be shared, not even “to help,” “to explain,” or “to clarify.”

Conclusion

This e-book was born from a shared journey.

A journey of listening, dialogue, education, and movement, in which sport has become the language through which to talk about inclusion, make it visible, and experience it firsthand.

During TIME TO TEAM, coaches, operators, young people, and transgender people together built a space for authentic discussion, where each story was recognized as part of the collective game.

In this space, the body was not judged, but celebrated in its uniqueness; diversity was not hidden, but recognized as a resource for growing together.

The project showed that inclusion cannot be taught: it must be practiced.

It is practiced in the words we choose, in our daily gestures, in the places we make accessible, and in the silences we learn to listen to.

Every gym, every field, every sports club can become a laboratory of respect, if guided by awareness and responsibility.

Cultural change starts with small gestures: using the right name, welcoming without prejudice, proposing an activity in which everyone can participate.

These are simple, yet revolutionary actions, because they transform sport into a true training ground for citizenship.

The message of TIME TO TEAM is clear:

Sport belongs to no one, but concerns everyone.

It is a right, a universal language and an instrument of freedom.

Being inclusive doesn't just mean "letting others in," but moving together: practicing empathy, respect, and collaboration.

Every game played with respect, every training session conducted with attention, every look that recognizes the other for who he or she is, represents a small social victory.

And it is from these victories, silent but real, that the sports communities of the future are born: open, welcoming, and aware.

Because, as this project has taught us, it's not about changing people, but about changing the rules of the game.

And when the game becomes fair, inclusive, and shared, those who participate truly win.

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DOWNLOAD, PRINT AND HANG UP OUR TTT ADVOCACY CAMPAIGN

NEXT PAGES ARE DEDICATED TO THE ADVOCACY CAMPAIGN TO USE IN YOUR SPORTS CLUB. HERE, YOU WILL FIND A CREATIVE IDEAS AND ACTIONABLE STRATEGIES TO EFFECTIVELY PROMOTE AND IMPLEMENT OUR TTT (TIME TO TEAM) ADVOCACY CAMPAIGN IN YOUR SPORTS CLUB. THIS INITIATIVE IS DESIGNED TO FOSTER TEAMWORK, INCLUSION, AND MUTUAL RESPECT AMONG ALL MEMBERS.

OUR GOAL IS TO EMPOWER CLUBS TO CREATE AN ENVIRONMENT WHERE EVERYONE FEELS VALUED AND MOTIVATED TO CONTRIBUTE TO THE TEAM'S SUCCESS. EACH SECTION OF THIS GUIDE WILL PROVIDE YOU WITH TOOLS, TIPS, AND RESOURCES TO ENGAGE YOUR COMMUNITY, ORGANIZE EVENTS, AND SPREAD THE MESSAGE OF UNITY AND COLLABORATION.

TOGETHER, WE CAN MAKE A SIGNIFICANT IMPACT, ENSURING THAT EVERY ATHLETE, COACH, AND SUPPORTER FEELS A TRUE SENSE OF BELONGING AND PURPOSE. LET'S GET STARTED ON THIS EXCITING JOURNEY TOWARDS A MORE UNIFIED AND VIBRANT SPORTS COMMUNITY!



TIME TO TEAM

EVERYONE BELONGS IN SPORT
SPORT IS NOT A PRIVILEGE. IT'S A RIGHT.

EVERY PERSON DESERVES TO MOVE, PLAY AND
FEEL GOOD IN THEIR BODY — WITHOUT EXCLUSION

BUILD SPACES WHERE
EVERY ATHLETE
IS SEEN AND RESPECTED.



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TIME TO TEAM

SAFE SPACES MATTER
SAFETY IS THE FIRST RULE OF THE GAME.

FOR MANY TRANS PEOPLE, FINDING A PLACE TO
TRAIN WITHOUT FEAR IS ALREADY A VICTORY

CREATE ENVIRONMENTS
THAT WELCOME,
NOT JUDGE.



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TIME TO TEAM

RESPECT REAL BODIES
REAL BODIES. REAL STORIES. REAL ATHLETES.

EVERY BODY DESERVES DIGNITY — NO MATTER
HOW IT LOOKS, CHANGES OR IS PERCEIVED.

CHALLENGE STEREOTYPES
ABOUT BODIES IN SPORT.



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TIME TO TEAM

INCLUSION IS STRENGTH
INCLUSION MAKES THE TEAM STRONGER.

TEAMS THAT EMBRACE DIVERSITY GROW, LEARN
AND PERFORM BETTER — AS PEOPLE AND AS
ATHLETES.

TRAIN COACHES AND STAFF
TO LEAD WITH INCLUSION.



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TIME TO TEAM

LET PEOPLE PLAY,
LET PEOPLE PLAY,
LET PEOPLE BE.

TOO MANY TRANS PEOPLE LEAVE SPORT BECAUSE
THEY DON'T FEEL WELCOME. THAT'S NOT WHAT
SPORT IS FOR.

REMOVE
BARRIERS NOT PEOPLE.



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TIME TO TEAM

RIGHTS OVER OPINIONS
IDENTITY IS NOT AN OPINION. IT'S A RIGHT.

SPORTS RULES SHOULD PROTECT PEOPLE, NOT
EXCLUDE THEM. DIGNITY COMES BEFORE
PREJUDICE.

CREATE ENVIRONMENTS
THAT WELCOME,
NOT JUDGE.



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