About Athlete Ally and the AEI

Athlete Ally is a nonprofit organization that provides public awareness campaigns, educational programming, and tools / resources to foster inclusive sports communities. We believe everyone should have equal access, opportunity, and experience in sports — regardless of your sexual orientation, gender identity or gender expression. Our mission is to end the rampant homophobia and transphobia in sport and to activate the athletic community to exercise their leadership to champion LGBTQ+ equality.

The Athletic Equality Index (AEI) is an assessment of NCAA athletic departments’ policies and practices around LGBTQ+ inclusion. Launched in 2017, the report provides a comprehensive snapshot of how NCAA D-I institutions are supporting their LGBTQ+ student-athletes, coaches, administrators, staff, and fans.

The aims of the AEI are to:
- set a gold standard for LGBTQ+ policies and practices in collegiate athletics
- provide feedback to NCAA athletic departments on how their LGBTQ+ inclusion policies and practices compare to other institutions across the nation
- offer resources and provide clear examples to athletic departments hoping to implement or update their LGBTQ+ inclusion policies and practices

What the AEI Measures

To do this, a scale was developed that scores the implementation and accessibility of eight critical LGBTQ-inclusive policies and best practices:

<table>
<thead>
<tr>
<th>Athletic Department Policies</th>
<th>Score</th>
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<tbody>
<tr>
<td>Policy that Protects Sexual Orientation, Gender Identity, and Expression</td>
<td>25</td>
</tr>
<tr>
<td>Policy that Protects Transgender Varsity Student-Athletes</td>
<td>15</td>
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<tr>
<td>Policy that Protects LGBTQ Student-Athletes against Sexual Assault</td>
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<tr>
<td>Fan Code of Conduct that Protects LGBTQ Athletes, Staff, and Spectators</td>
<td>10</td>
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Athletic Department Practices and Resources

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<tr>
<td>Department Provides LGBTQ Educational Resources</td>
<td>10</td>
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<tr>
<td>Department Annually Partners with LGBTQ Campus Group / Center</td>
<td>15</td>
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<tr>
<td>Department offers LGBTQ Trainings for Staff</td>
<td>5</td>
</tr>
<tr>
<td>Department offers LGBTQ Trainings for Student-Athletes</td>
<td>5</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>100</strong></td>
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</tbody>
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How Institutions can Connect with our Research Team

As of 2020, we conduct monthly reviews of institutions' policies and request updates from institutions about any updates to pro-LGBTQ+ policies or practices they have made. Athletic departments can reach out to our research team at any time via:

- Email at aei@athleteally.org
- Scheduling a call at calendly.com/athleticqualityindex/2021

What the AEI Measures

1. Has the athletic department publicly endorsed a nondiscrimination statement which protects the sexual orientation, gender identity, and gender expression of their athletes?

   **Accessibility**
   - Athletics website and/or student-athlete handbook includes a written out nondiscrimination policy that is not a copy of the university nondiscrimination policy and is specific to the athletics department: **10 pts**
   - Athletics website and/or student-athlete handbook includes written out university nondiscrimination policy that appears simply copy-and-pasted: **5 pts**
   - Athletics website links directly to the university non-discrimination policy but has no other information provided in a student-athlete handbook or similar material. Athletics website and/or student-athlete handbook has no reference to any nondiscrimination
policy, including the university nondiscrimination policy. If non-discrimination policy is not available to the public, it falls under this category: 0 pts

Implementation

- Nondiscrimination policy protects sex, sexual orientation, gender identity, and gender expression: 15 pts
- Nondiscrimination policy protects sex, sexual orientation, and gender/gender identity, but not gender expression: 10 pts
- Nondiscrimination policy broadly protects sex and gender, but does not specify sexual orientation, gender identity, or gender expression. Nondiscrimination policy protects only sex and sexual orientation: 5 pts
- Nondiscrimination policy protects only sex: 0 pts

Note: These sections are separate - a school could receive 0 pts because it simply links to the university-wide policy, but receive 15 pts if that policy includes all required aspects.

Nondiscrimination Statement Checklist:

□ Written out nondiscrimination policy specific to the athletics department
□ Policy protects sex, sexual orientation, gender identity, and gender expression
□ Policy is publicly accessible on the athletics department website

2. Has the department publicly endorsed a policy protecting transgender varsity athletes?

- Athletics has a written out transgender inclusion policy that is specific to the athletics department with contact information for a point person on this policy: 15 pts
- Athletics has a written out transgender inclusion policy that is specific to the athletics department with no contact information for a point person. Athletics has a written out version of the NCAA transgender guidelines publicly available from the athletics website with contact information for a point person on these guidelines: 10 pts
- Athletics has a written out version of the NCAA transgender guidelines publicly available from the athletics website with contact information with no point person. Athletics website/student handbook provides a link to the NCAA transgender guidelines, says that they follow those guidelines, but otherwise provides no additional information: 5 pts
- Athletics does not have a transgender inclusion policy, or has one that is not publicly available: 0 pts
Note: Contact information for any policy includes the title of the person who manages the policy and any issues that come up related to the policy. There does not need to be a name / phone number / email address, but at least, the title of the person to contact.

Transgender Inclusion Policy Checklist:
- Written out trans inclusion policy specific to the athletics department
- Contact information for point person responsible for the policy included
- Policy is publicly accessible on the athletics department website

3. Has the department endorsed a sexual misconduct policy protecting LGBTQ+ athletes?
- The athletics sexual misconduct policy specifically includes protection of sexual orientation, gender identity, and gender expression, along with contact information for a point person in athletics on this policy: 15 pts
- The athletics sexual misconduct policy specifically includes protection of sexual orientation, gender identity, and gender expression, but has no point person. Athletics has a written out version of the university sexual misconduct/Title IX policy publicly available from the athletics website (more than just a link) with contact information for a point person in athletics on this policy: 10 pts
- Athletics has a written out version of the university sexual misconduct/Title IX policy available on the athletics website but no contact information for a point person. Athletics website and/or student handbook provides a link to the university sexual misconduct/Title IX policy, but has no additional information: 5 pts
- Athletics does not have a sexual misconduct policy or one that is not publicly available: 0 pts

Note: The language in the nondiscrimination policy about who explicitly is protected extends to the sexual misconduct policy, which often does not explicitly state who it protects. If the University sexual misconduct / Title IX policy does not state who it protects, we defer to who the nondiscrimination policy protects.

Sexual Misconduct Policy Checklist:
- Written out sexual misconduct policy specific to the athletics department
- Contact information for point person responsible for the policy included
- Policy is publicly accessible on the athletics department website
4. Has the department endorsed a fan code of conduct that prohibits anti-LGBTQ+ language?

- Athletics has a fan code of conduct that covers all sports and all venues and addresses homophobic and transphobic language (or any abusive language that refers to sexual orientation or gender identity) is not permitted: **10 pts**
- Athletics has a fan code of conduct that addresses homophobic and transphobic language (or any language that refers to sexual orientation or gender identity), but only covers specific sports or venues (such as football). Athletics has a fan code of conduct that covers all sports and addresses sexist and racist abusive language: **5 pts**
- Athletics does not have a publicly available fan code of conduct. Athletics has a fan code of conduct for specific sports (such as football) but not one for all sports. Athletics has a fan code of conduct for all sports, but does not address abusive language: **0 pts**

*Fan Code of Conduct Checklist:*
- Written out fan code of conduct that addresses homophobic and transphobic language
- Policy is publicly accessible on the athletics website and applies to all sports/venues

5. Does the department offer LGBTQ+ educational resources to athletes and staff?

- Athletics has written out LGBTQ resources on their website that include descriptions of resources and a contact person on campus for these resources: **10 pts**
- Athletics has links to LGBTQ resources on their website, but provides no additional information. Athletics has written out LGBTQ resources on their website that include descriptions of resources but no contact person on campus for these resources: **5 pts**
- Athletics does not have publicly available LGBTQ resources: **0 pts**

*LGBTQ+ Educational Resources Checklist:*
- Written out educational resources for LGBTQ inclusion
- Resources are publicly accessible on the athletics website with a contact person

6. Does the department publicly partner with their campus LGBTQ+ center?

- There is evidence of consistent and recurring annual partnership between Athletics and the campus LGBTQ center / LGBTQ focused student groups: **15 pts**
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- There is evidence of some partnership between Athletics and the campus LGBTQ center/LGBTQ focused student groups in the last two years: 10 pts
- There is evidence of occasional partnership between Athletics and LGBTQ groups: 5 pts
- There has been no evident partnership between Athletics and LGBTQ inclusion groups, including the campus LGBTQ center: 0 pts

Partnerships and Collaboration Checklist:
- Athletics has an annual partnership with LGBTQ campus center / student groups
- Documentation of partnership or collaborative event is publicly accessible

7. Are athletics staff given an opportunity to participate in an LGBTQ+ inclusion training?

- Athletics has demonstrated that they offer an LGBTQ inclusion training on their website that is accessible to / tailored to athletics staff: 5 pts
- Athletics does not have an LGBTQ inclusion training for staff on their website, or has a training that is not publicly available: 0 pts

Staff Training Checklist:
- Athletics offers an accessible training that addresses LGBTQ inclusion for their staff
- Documentation of training is publicly accessible on the athletics website

8. Are student-athletes given an opportunity to participate in an LGBTQ+ inclusion training?

- Athletics has demonstrated that they offer an LGBTQ inclusion training on their website that is accessible to / tailored to varsity student-athletes: 5 pts
- Athletics does not have an LGBTQ inclusion training for athletes on their website, or has a training that is not publicly available: 0 pts

Student Athlete Training Checklist:
- Athletics offers an accessible training that addresses LGBTQ inclusion for their staff
- Documentation of training is publicly accessible on the athletics website