

Athletic Equality Index

- Data is collected by their research team from institutions policy manuals, student-athlete handbooks, and their official athletics website to examine their publicly evidenced policies and practices on LGBTQ inclusion.
- Scores on the AEI website are updated every 2 weeks and each institution's AEI score is recorded by the research team at least every 12 months.

Metric 1: Nondiscrimination Policies

- Has the athletic department publicly endorsed a nondiscrimination policy that protects the sexual orientation, gender identity, and gender expression of their athletes?

Part 1. - Accessibility/Location.

- Is a nondiscrimination policy publicly accessible on the official athletics department website?

If no = 0 points

If yes: Does the policy or surrounding language explicitly state the adherence of the athletic department to the policy, even if the policy seems university-wide? Yes=10 points, No=5 points

Part 2. - Implementation/Specifics

-Does the athletic department of university's nondiscrimination policy explicitly protect on the bases of A) sex and B) either gender (broadly) or sexual orientation?

If no = 0 points

If yes: Does it also protect on the basis of gender identity?

If no = 5 points

If yes: Does it also protect on the basis of gender expression?

If no = 10 points, If yes = 15 points

Metric 2: Transgender Inclusion Policies

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

- Does the athletics department website host a publicly available transgender inclusion policy to which the department explicitly adheres?
If no = 0 points
If yes: Is the policy unique to the athletics department/athletic conference, or is it a hosted version of/link to the NCAA transgender policy?
Link to NCAA: Is an athletics department representative identified as a contact for this policy?
 - If no = 5 points
 - If yes = 10 pointsUnique to AD: Is an athletics department representative identified as a contact for this policy?
 - If no = 10 points
 - If yes = 15 points

Metric 3: Sexual Misconduct Policies

- Has the department endorsed a sexual misconduct policy protecting LGBTQ athletes?

- Is a sexual misconduct policy publicly accesible through on the official athletic department website?
 - If no = 0 points

- If yes: What score did the athletics department receive on the implementation/specifics section of the nondiscrimination policy score? (worded differently, which protections extend from the nondiscrimination policy)
If 5 points were given at Metric 1/Part. 2 = 5 more points
- If 15 or 10 points were given at Metric 1/Part. 2: Is the policy written out on the AD website, and does it explicitly state the adherence of the athletics department to the policy?
If no: Is an athletics department representative identified as a contact person for this policy?
If no = 5 points
If yes = 10 points
- If yes: Is an athletics department representative identified as a contact person for this policy?
If no = 10 points
If yes = 15 points

Metric 4: Fan Codes of Conduct

- Has the department endorsed a fan code of conduct that prohibits anti-LGBTQ language?
- Does the AD website host a publicly available fan code of conduct?
If no = 0 points
- If yes: Does it apply to all sport/venues?
If no: Does it explicitly prohibit racist, sexist, and homophobic and transphobic behavior/or any language/behavior based on gender identity or sexual orientation?
If yes = 5 points
- If no = 0 points
If yes: Does it explicitly prohibit racist and sexual language/behavior?
If no = 0 points
- If yes: Does it also explicitly prohibit homophobic and transphobic behavior/any language/behavior based on gender identity or sexual orientation?
If no = 5 points
If yes = 10 points

Metric 5: Collaborations

- Does the department publicly partner with the campus LGBTQ center?
- Is there any publicly available evidence of partnerships or collaborations between the athletics department and LGBTQ groups within 12 months of the current audit?
If yes: Is there an LGBTQ+ center on campus?
If no: Does the evidence suggest a recurring annual partnership?
If no = 10 points
If yes = 15 points
If yes: Is the collaboration/partnership with the LGBTQ center/student groups, or outside LGBTQ groups?
Outside = 5 points
Center/Student = Does the evidence suggest a recurring partnership?
If no = 10 points
If yes = 15 points

Metric 6: LGBTQ Resources

- Does the department offer LGBTQ educational resources to student-athletes and staff?
- Does the athletics website list any LGBTQ resources?
If yes: Does the athletics website provide descriptions of these resources? (If not, they are usually links) If no = 5 points
If yes: Does the athletics website provide directions for who to contact about these resources?
If no = 5 points
If yes = 10 points

Metric 7: Staff Trainings

- Are department staff given an opportunity to participate in LGBTQ inclusion training?
- Does the athletics website host publicly available evidence demonstrating that the athletics department regularly offers LGBTQ inclusion training that is accessible to staff?
If no = 0 points
If yes = 5 points

Metric 8: Student-Athlete Trainings

- Are student-athletes given the opportunity to participate in LGBTQ inclusion training?
- Does the athletics website host publicly available evidence demonstrating that the athletics department regularly offers LGBTQ inclusion training that is accessible to athletes?
If no = 0 points
If yes = 5 points