



collection
of
**GOOD
PRACTICES**

**TO COMBAT VIOLENCE AGAINST LGBT
AND GENDER NON-CONFORMING CHILDREN**

Diversity and
Childhood



This project was funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020) under agreement No 856680. The content of this document represents the view of the author only and is his/her sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.

Contributors to the Country Good Practices



Belgium



Croatia



Greece



Hungary



Poland



Portugal



Slovenia



Spain



Spain



Lithuania



COLLECTION OF GOOD PRACTICES TO COMBAT VIOLENCE AGAINST LGBT AND GENDER NON-CONFORMING CHILDREN

CONTENTS

- 1 Introduction
- 3 Best Practices in the field of Education
- 26 Best Practices in the Field of Health
- 36 Best Practices in the Field of Public Space
- 45 Best Practices in the Field of Families
- 55 Best Practices in the Field of Media
- 61 Conclusions

Introduction

This report offers a selection of 60 good practices to address violence against LGBT+ children in five key areas: Education, Health, Public Space, Family and Media.

To achieve one of the main goals set in the project, that is, to map good practices regarding attention in the intersection between gender, sexuality and childhood in 5 key spheres: school, health, family, public spaces and media, the partners of the project have conducted national research in nine European countries in order to identify the good practices for dealing with violence towards LGBT+ children. The involved countries in this project are Belgium, Croatia, Greece, Hungary, Lithuania, Poland, Portugal, Slovenia and Spain, all of them offering different social and cultural contexts with regards to LGBTI+ issues.

The selection includes good practices from different types of organizations: national public bodies, regional and local public bodies, NGOs, Social Movements and professionals in different spheres of life.

This document offers practical suggestions on how to improve the competences of public authorities, NGOs, professionals and decision makers when facing the different forms of violence experienced by LGBTI+ children in five spheres of their lives, as well as to support LGBTI+ children and promote diversity as a positive value in our society.

Each one of the selected good practices provides information about the country of implementation, organization, the scope of the policy, topics, major absences and policy texts. Some of the selected practices are not specifically addressed to LGBTI+ children, but they support the diversity of gender and sexuality in childhood and contribute to prevent or combat violence against LGBTI+ children. Some good practices presented in this document cover several areas, but we have reported them in the main area they cover.

Best Practices in the field of Education

Country: BELGIUM

Title of the good practice:

Lou

Issuing Institution / organization:

Provincial funding and Çavaria

Starting date of the practice / policy:

2016 to this day

The scope of the policy:

Regional

Lou is a unique educational toolkit for children from 4 to 7 years old. It was created under impulse of the province of Flemish Brabant. An innovative vision on diversity formed the basis for the book "Lou on the way to school" and all consequent further material developed (currently there are 3 books developed - "Lou celebrates carnival" and "Lou in the autumnal forest"). Not only gender and sexual diversity, but also diversity in terms of skin colour, age, religion and many others were taken into account. Thanks to a broad and consciously selected range of materials and activities, Lou manages to meet 70% of the development goals of Flemish kindergarten education. This makes Lou into a one of a kind book, hence the separate mention in this Best Practices document.

● Topics / Fields addressed in the document:

Gender and gender identity, Sexual diversity, Diversity, Intersectionality, Inclusive education, Developmental goals

● Major absences:

The success of this book lies completely in hands of a successful dissemination, and a willingness of schools to work on the topic. Luckily, many schools are very interested in the book -often because of its unique features of diversity without making them too explicit- but there are schools that choose to not include this book into their libraries.

Link:

<https://www.schooluitdekast.be/leerkrachten-kleuteronderwijs/methodieken/educatief-pakket-lou-het-herfstbos>

Country: BELGIUM

Title of the document:
Youth movements and Scouts

Issuing Institution / organization:
Youths and Scouts in Flanders (Scoutsen en Gidsen Vlaanderen), in cooperation with Transgender Infopoint, Çavaria, Young But Not Straight (Wel Jong Niet Hetero)

Starting date of the practice / policy:
2017

The scope of the policy:
Regional

The umbrella organization Youth and Scouts in Flanders (Scoutsen en Gidsen Vlaanderen) added a section to their vision and mission about 'gender conscious scouting' mid 2017. This section acknowledges that the binary gender division in society does not work for everyone, and that Youth and Scouts in Flanders wants to make sure that those who do not feel like they belong in either the 'male' or 'female' category feel welcome as well.

The genderbread person is used on the website to explain this to the different scouting divisions and stakeholders (see link below). Using the genderbread person, the webpage gives 5 tips to be a gender conscious scout(ing division). This is explained in the policy text below.

The webpage gives visitors 5 specific tips for gender inclusive scouting. Moreover the webpage encourages everyone to communicate their gender inclusive strategies by taking a photo of their gender-conscious activity on social media.

● Topics / Fields addressed in the document:

Growing up, sexual and gender diversity, genderbread person, peer inclusion, inclusive recreational activities, gender expression, gender conscious scouting

● Major absences:

It remains subject to the goodwill of individual scouts divisions or scouts leaders. The webpage is on the website and it is very well thought out, but to find it is not that easy. You have to go to 'other topics - loose pages - team diversity - taboo subjects' and only then you find the page 'gender conscious scouting'.

Link:

<https://www.scoutsengidsenvlaanderen.be/taboe/genderbewust-scouten>

Country: CROATIA

Title of the document:

Action Plan for the Prevention of School Violence for the period 2020-2024

Issuing Institution / organization:

Government of the Republic of Croatia

Starting date of the practice / policy:

2020

The scope of the policy:

National

Programs/projects of prevention have to include the prevention of gender-based violence, homophobic and transphobic violence and is necessary to implement programs for prevention of gender-based violence and violence in the relationship in schools. (...)

With different measures and activities this Action Plan includes gender-based violence (...), homophobic and transphobic violence that LGBTQ youth experience for not conforming to traditionally accepted social norms on gender, gender and sexuality. (...)

● Topics / Fields addressed in the document:

Prevention of violence, schools, education, gender-based violence, gender stereotypes

● Major absences:

Since the policy was issued in 2020 there is no data on the implementation of the policy. And although some measures include fighting against gender-based violence and gender stereotypes there are no specific mentions on gender expression and sex characteristics.

Link:

<https://mzo.gov.hr/UserDocsImages//dokumenti/StrucnaTijela//Akcijski%20plan%20za%20prevenciju%20nasilja%20u%20skolama%20za%20razdoblje%20od%202020.%20do%202024.%20godine.pdf>

Country: CROATIA

Title of the document:

Handbook for teachers and associates on combating homophobia and transphobia and violence against LGBTIQ students

Issuing Institution / organization:

Lesbian Organization Rijeka - LORI, NGO

Starting date of the practice / policy:

2016

The scope of the policy:

National

The main goals of this program are to reduce homophobia, biphobia and transphobia as well as peer violence and / or abuse among young people on the basis of sexual orientation, gender identity and expression, and to protect the human rights of the LGBT high school population.

● **Topics / Fields addressed in the document:**

Coming out, homophobia, biphobia, transphobia, violence

● **Major absences:**

Very small number of schools allow education about the above-mentioned topics so the implementation of the good practices from the document has been only regional (city of Rijeka and Opatija) in seven high schools.

Link:

http://lori.hr/images/stories/download/Prirucnik_2016_LORI.pdf

Country: GREECE

Title of the document:

Raising awareness of issues of Sexual Orientation, Gender Identity, Gender Expression and Gender Characteristics («Ευαισθητοποίηση μαθητριών/μαθητών σε ζητήματα Σεξουαλικού Προσανατολισμού, Ταυτότητας Φύλου, Έκφρασης Φύλου και Χαρακτηριστικών Φύλου»)

Issuing Institution / organization:

Rainbow School under the auspices of Ministry of Education Research and Religious Affairs

Starting date of the practice / policy:

2009

The scope of the policy:

National

“LGBTI people suffer at school. According to numerous surveys, in the school environment, LGBTQ students report that they often hear them call them with various derogatory comments from their classmates and 72% of school staff. This is a huge percentage. This situation turns the lives of these children into a nightmare and is not limited to school bullying, but it also manifests itself in unacceptable forms of abuse such as sexual harassment, rape, coercion, threats, insults, exclusion, and physical violence”.

“In school also, many children who are gender conforming, but whose external characteristics and / or behaviorbehaviour do not conform to gender stereotypes, are subjected to homophobic school bullying. The school must take care of bullying, harassment and violence as well as discriminating against LGBTQI people in education, thus creating a safe school environment for LGBTQI students.”

The practice is aimed at raising awareness, informing and training educators to contribute in a safe, friendly and inclusive school for every child.

● **Topics / Fields addressed in the document:**

Sexual orientation; Gender identity

● **Major absences:**

It was proposed in a voluntary basis in the thematic week for the lower high schools of the country. Thematic weeks are cancelled as of 03/01/2020.

Link:

<http://www.iep.edu.gr/el/thematiki-evdomada-2018-2019/foreis-them-evd/polyxromo-sxoleio-evaisthitopoiisi-mathitron-mathiton-se-zitimata-seksoualiko-y-prosanatolismoy-taftotitas-fylou-ekfrasis-fylou-kai-xarakteristikon-fylou>

Country: GREECE (and other European countries)

Title of the good practice:

Combating Homophobic and Transphobic bullying in schools- HOMBAT

Issuing Institution / organization:

Greece: KMOP; Lithuania: Diversity Development Group; Cyprus: Accept LGBT Cyprus;
The Netherlands: The Global Alliance for LGBT Education; Cyprus: Centre for the
Advancement of Research & Development in Educational Technology (CARDET)

Starting date of the practice / policy:

2017-2019

The scope of the policy:

National

Prevention of the homophobic and transphobic bullying in training teachers, advisors and parents on preventing and addressing homophobic and transphobic bullying. Awareness raising on homophobic and transphobic bullying in the educational environment.

"Adapt and extend the existing legal framework for the fight against discrimination in the field of education, with the aim of safeguarding the right of education for all. It should also, be included the discrimination caused due to the actual or the alleged sexual orientation, gender identity and gender characteristics of a person".

"Policies and action plans to promote the creation of safe environments, which are necessary for determining and implementing actions against homophobia and transphobia".

"Systematic documentation on bullying for monitoring the nature, frequency and impact of school violence and intimidation in general and in particular, for reason of sexual orientation, gender identity and gender characteristics".

● Topics / Fields addressed in the document:

Sexual orientation; Gender identity.

● Major absences:

Geographical Restriction. Trainings were conducted only in Athens, the capital of Greece. Pilot programme only lasted for two years. Not a large sample of beneficiaries.

Link:

<https://www.hombat.eu/>

Country: HUNGARY (and other European countries)

Title:

Diversity Education Working Group (Sokszinűség Oktatási Munkacsoport)

Issuing Institution / organization:

Háttér Society, partners: European Parents' Association, Peaceful Schools Program, Amnesty International Hungary, Hungarian Civil Liberties Union, Kék Vonal Child Crisis Foundation, Live Alone Live in Community (a group organized by people living with disabilities), Uccu Roma Informal Foundation, EJHA Network of Human Rights Educators, Hintalovon Child Rights Foundation, Haver Jewish Educational Foundation, Getting to Know LGBT People school program, Hungarian LGBT Alliance

Starting date of the practice / policy:

2018

The scope of the policy:

National

Working group formed by organizations running educational programs to organize a campaign called the School Diversity Week each spring.

Campaign materials and produced and distributed for those who register as participants.

Campaign materials include: a collection of lesson plans for teachers, videos for discussion, badges, leaflets, other informational materials.

● **Topics / Fields addressed in the document:**

Diversity, anti-bullying, prevention of harassment, promotion of equality and diversity.

● **Major absences:**

Absences stem from the political context in Hungary. These are civil society organizations, while there are no state programs and campaigns to foster diversity and protect students from harassment. Individuals rather than institutions usually join the campaign (committed school staff).

Link:

<http://sokszinusegoktatas.hu/>

Country: HUNGARY

Title:

Getting to Know LGBT People [Melegség és megismerés]

Issuing Institution / organization:

Labrisz Lesbian Association, Szimpozion Association

Starting date of the practice / policy:

2000

The scope of the policy:

National

NGO program that goes to schools on invitation within Hungary.

The 'Getting to Know LGBT People' school program was launched by Labrisz Lesbian Association in November 2000. In the program, 45-90 minute sessions are held in schools by two trained volunteers who are members of the LGBTQ community themselves. The program involves around 30-40 volunteers who facilitate classes in schools. The training for these volunteers is held by professional trainers experienced in the field of education. The program is open to approximately 30 schools per year. Besides individual classes, the program is often included in Human Rights Days and health education events in schools. They also provide training for school staff on invitation.

● **Topics / Fields addressed in the document:**

Combats misinformation and prejudice related to LGBT people.

● **Major absences:**

It only operates by invitation, and has less invitation than it used to because of the social and political climate in Hungary.

Link:

<http://melegsegesmegismeres.hu/> <http://melegsegesmegismeres.hu/english/>

Country: HUNGARY (and other European countries)

Title:

Concluding observations on the sixth periodic report of Hungary by the UN Committee on the Rights of the Child

Issuing Institution / organization:

UN Committee on the Rights of the Child

Starting date of the practice / policy:

2020

The scope of the policy:

National

Concluding observations on the 6th periodic report of Hungary by the United Nations Committee on the Rights of the Child

The Hungarian LGBT Alliance (an umbrella organization) participates in writing civil society reports to the UN Committee on the Rights of the Child. The Committee relied on evidence-based insights when urging the State “to develop a national strategy to prevent and address all forms of violence against children (...) paying particular attention to girls and children in disadvantaged situations, including (...) lesbian, gay, bisexual, transgender and intersex children; (...) and ensure that the strategy clearly informs children about the procedures available for reporting cases of violence.

● **Topics / Fields addressed in the document:**

Prevention of violence against children, LGBTI children.

● **Major absences:**

Human rights conventions do not contain any enforcement mechanism to compel states to comply with the principles of the convention or with the recommendations of the monitoring body, and the implementation of these conventions depends on the commitment of each country.

Link:

https://tbinternet.ohchr.org/Treaties/CRC/Shared%20Documents/HUN/CRC_C_HUN_CO_6_41507_E.pdf

Country: HUNGARY

Title:

“Peaceful Schools” program: practical steps to prevent and tackle bullying in school

Issuing Institution / organization:

Budapest district team (XIV. district, Zuglói Közbiztonsági Nonprofit Kft.).

Starting date of the practice / policy:

2006

The scope of the policy:

Local

Schools can join and apply the program called “Peaceful Schools”. Local and regional mediator teams can also join, and schools can turn to these teams if they need help.

The program was initiated in 2006 by a psychologist. It soon became a team of mediators dealing with school violence. They have applied the methodology to anti-LGBTIQ+ school violence. Methodology, protocols, training descriptions are available on the program’s website.

● **Topics / Fields addressed in the document:**

Training on the “Peaceful School” methodology, restorative justice methodology, mediation, anti-harassment and anti-bullying policies, and toolkits.

● **Major absences:**

Only a few schools have joined the program.

Link:

<http://www.bekesiskolak.hu/>

Country: HUNGARY

Title:

Equal Treatment Authority, Equal Treatment Act: Act CXXV of 2003 on equal treatment and the promotion of equal opportunities

Issuing Institution / organization:
Hungarian Parliament

Starting date of the practice / policy:
2003

The scope of the policy:
National

Section 4 contains that the principle of equal treatment shall be observed by (among others) the state, local governments, public service providers, as well as g) educational institutions, h) persons and institutions providing social and child protection care, and child welfare services, k) healthcare service providers.

Section 8 lists "protected characteristics" (characteristics on the ground of which discrimination and harassment is prohibited), including m) sexual orientation, n) gender identity.

The Equal Treatment Authority can examine cases upon request or ex officio. Sanctions include: fine, prohibition of wrong, publishing the case.

● **Topics / Fields addressed in the document:**

Anti-discrimination, equal treatment.

● **Major absences:**

The legislation is comprehensive, but many times people do not turn to the Equal Treatment Authority. Both teachers and students are in a dependent position in a school, and they often do not want to bring an action against their institution.

Link:

https://www.egyenlobanasmod.hu/sites/default/files/content/torveny/j2003T0125P_20190415_FIN%20%281%29.pdf

Country: LITHUANIA

Title of the document:

The Health and Sexuality Education, and Preparation for Family Life Programme

Issuing Institution / organization:

Ministry of Education and Science

Starting date of the practice / policy:

2016

The scope of the policy:

National

The programme sets out the objectives and guidelines for the health and sexuality education and preparation for family life in schools.

The programme prohibits any discrimination on the basis of a person's or their parents'/ fosters parents' sexual orientation. It also prohibits acts or behaviour that could encourage discontent with a person's body, appearance or sexual orientation.

● **Topics / Fields addressed in the document:**

Health and sexuality education, non-discrimination based on sexual orientation.

● **Major absences:**

The programme does not provide for specific measures on how to tackle potential discrimination or how to include content that is inclusive of LGBTQI people in the curricula.

Link:

<https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/285853b09aee11e68adcd1bb2f432d1?jfwid=-wd7z8q07r>

Country: LITHUANIA

Title of the document:
The Law on Education

Issuing Institution / organization:
The Parliament of the Republic of Lithuania

Starting date of the practice / policy:
1994

The scope of the policy:
National

The Law establishes the objectives, principles and structure of the education system in Lithuania. It also sets out the State's obligations in the field of education.

Article 23, introduced to the law in 2016, states that cyberbullying on the basis of sexual orientation may be reported through the official website www.draugiskasinternetas.lt. It which is administered by the Lithuanian Communications Regulatory Authority.

● **Topics / Fields addressed in the document:**

Objectives, principles and structure of the education system.

Link:

<https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/TAIS.5560>

Country: LITHUANIA

Title of the document:

The Law on Equal Treatment

Issuing Institution / organization:

The Parliament of the Republic of Lithuania

Starting date of the practice / policy:

2003

The scope of the policy:

National

The Law establishes that educational, scientific, and academic institutions are obliged to ensure equal admission, scholarship/funding and/evaluation conditions for persons regardless of their sexual orientation.

The Law states that educational and academic institutions and as well as other bodies carrying out the informal adult education programmes must, within the scope of their competence, ensure that the curricula and learning materials do not promote discrimination on grounds of sexual orientation. The law also foresees that educational and academic institutions are required to ensure a harassment-free environment including harassment on the basis of sexual orientation. The law does not explicitly mention discrimination on grounds of gender identity and expression, or variations in sex characteristics.

● **Topics / Fields addressed in the document:**

Schools, equal admission, scholarship/funding and/evaluation conditions.

● **Major absences:**

The law does not cover protection on the ground of gender identity.

Link:

<https://www.e-tar.lt/portal/lt/legalAct/TAR.OCC6CB2A9E42/asr>

Country: LITHUANIA

Title of the document:

Data collection of bullying and harassment and monitoring of policies

Issuing Institution / organization:

National LGBT rights organization LGL

Starting date of the practice / policy:

2015

The scope of the policy:

National

Since 2015 the National LGBT rights organization LGL is actively involved in advocacy activities and data collection of bullying and harassment and monitoring of policies. Around 1000 school students took part in LGL's surveys on bullying since 2015.

In 2015, the National LGBT Rights Organisation presented a publication (Homophobic Bullying in Lithuanian Schools: Survey Results and Recommendations, introducing one of the most pressing, yet unrecognised issues in Lithuanian schools. This publication was the first step towards tackling the problem of homophobic and biphobic bullying in Lithuanian schools and aimed to provide teachers and other professionals working with young people the knowledge to help the fight against violence in the learning environment. This publication was intended to determine the actual extent of this problem, to find out about teachers' needs and their experience with the issue of homophobia in their daily work, and to learn about the experiences, needs and views of non-heterosexual students on this matter.

● Topics / Fields addressed in the document:

Bullying, homophobia, biphobia, transphobia.

● Major absences:

The government does not support the collection of data on the situation of LGBTQI students in schools. This information is, however, being collected by civil society organisations.

Link:

<https://www.lgl.lt/en/files/Patyciu-leidiny-anglu-internet-naujas1.pdf>

Country: POLAND

Title of the document:
Diversity Modelling

Issuing Institution / organization:
Individual Schools (among others I SLO im. Jama Saheba Digvijay Sinhj)

Starting date of the practice / policy:
1999

The scope of the policy:
Local

Encompassing both formal procedures as well as informal norms accepted by the teachers.

Analysis of whether school environments are LGBT+ friendly often focuses on occurrences of discrimination and violence. The mechanisms we often seek are the norms and procedures for reacting to discrimination. A crucial step further for ensuring the safety of LGBT+ children and youth at school is prevention. Most systemic approaches to prevention focus on educating children and staff about diversity. Some take into account the fact that the behaviour of teachers greatly influences that of children and thus incorporate measures directly designed to prevent intolerant behaviour of teachers.

One of the ways children learn is through observing others (modelling) and the behaviour of adults can be an influence as potent as any direct message. Teaching diversity acceptance at schools must happen in an environment where the staff is openly diverse.

● **Topics / Fields addressed in the document:**

Schools, teaching diversity, modelling, norms.

● **Major absences:**

The approach is implemented by individual schools and fully dependent on the principal's and teachers' knowledge and motivation. A more systemic approach to diversity is necessary for a positive social change.

Policy Text (excerpts re: LGBTIQ+ children) or short description of the micro practice.

Country: PORTUGAL

Title of the document:
National Observatory of Bullying

Issuing Institution / organization:
NGO - Associação Plano I

Starting date of the practice / policy:
2020

The scope of the policy:
National

Through an online questionnaire, it gathers information on Bullying in Portugal.

● **Topics / Fields addressed in the document:**
Bullying, Youth, Education.

● **Major absences:**

It does not have information for all educational levels. You can only participate online. It is not specific to LGBTI+ children and youth.

Link:

<https://www.associacaoplanoi.org/observatorio-nacional-do-bullying/>

.....

Title of the document:
LGBT Observatory of Education

Issuing Institution / organization:
NGO - Associação rede exaequo

Starting date of the practice / policy:
2006

The scope of the policy:
National

This observatory gathers complaints by students, teachers or other educational staff about discrimination based on gender identity or sexual orientation. Based on that data, an annual report is produced and disseminated in the media and to relevant stakeholders.

● **Topics / Fields addressed in the document:**
Bullying, Youth, Education.

● **Major absences:**

Updated only every 2 years.

Link:

<https://www.rea.pt/observatorio-de-educacao/>

Country: PORTUGAL

Title of the document:

ADD -Aliances for Diversity [Alianças da Diversidade]

Issuing Institution / organization:

NGO ILGA Portugal

Starting date of the practice / policy:

2019

The scope of the policy:

National

ILGA Portugal promoting the creation of self-organised diversity groups in schools to promote LGBTI and gender diversity issues at the school level.

● **Topics / Fields addressed in the document:**

Gender and sexual diversity for teenagers.

● **Major absences:**

Younger children; greater family engagement.

Link:

<http://add.ilga-portugal.pt/>

<https://www.facebook.com/pg/ADD.ILGA>

Brochure: http://add.ilga-portugal.pt/add_brochura.pdf

Country: SLOVENIA

Title of the document:
LGBT+ club [LGBT+ krožek]

Issuing Institution / organization:
Secondary Preschool education and Gymnasium Ljubljana

Starting date of the practice / policy:
2018

The scope of the policy:
Local

Schools in Slovenia offer optional contents (or courses) [obvezne izbirne vsebine] in their curricula that students have to select from. These contents range from choirs, extra foreign languages, theatre or music subscription, research work, etc. to school clubs. By the end of the year the students need to have a certain amount of hours from these activities to progress in the next year.

The LGBT club has been founded by two teachers who many have perceived as LGBT friendly years before. The duo established it after such need came up in discussions from the students many times. The main goal of the club is to provide a safe and supportive space for the students, where they can freely talk about topics related to gender and sexuality. In the time that the club has been established, their topics range from talking about the LGBT history, LGBT movement in Slovenia and worldwide, watching LGBT themed movies, commenting on the importance of visibility, to talking about personal issues that relate to experiences with coming out, discovering their own sexuality and gender identity, to mental health issues and experiences with bullying. The teacher duo is reporting that the club activities are starting to attract students from other schools and people who have previously still stayed in the closet.

● **Topics / Fields addressed in the document:**

Secondary education, safe space, LGBT history and movement, coming out, gender identity, sexuality, mental health.

● **Major absences:**

Students have expressed that they would need many more safe spaces with activities like this.

Policy Text (excerpts re: LGBTIQ+ children) or short description of the micro practice.

Link:

<https://www.svsgugl.si/za-dijake/oiv-in-ind/>

Country: SPAIN

Title of the document:
Rainbow Schools

Issuing Institution / organization:
FLG - Associació de Famílies Lesbianes i Gais [Association of Gay and Lesbian families]

Starting date of the practice / policy:
2012

The scope of the policy:
Regional

Eliminate homophobic or discriminatory language, and vocabulary, as well as homophobic, sexist, etc. attitudes, by raising awareness, first of all among teaching and school staff, and then to the students.

Eliminate bullying from classrooms and playgrounds.

Achieve the social, mental and physical well-being of LGBTQ girls and boys, so that school is not a hostile place but a welcome space.

The program offers training in gender and affective-sexual diversity to the school staff, providing educational materials and strategies.

● **Topics / Fields addressed in the document:**

Prevention, affective-sexual diversity, respect, homophobia, safe space.

● **Major absences:**

Lack of funding and resources to apply the program in schools outside Barcelona.

Link:

<https://familieslg.wixsite.com/escolesrainbow>

Country: SPAIN

Title of the document:

International day against homophobia in football

Issuing Institution / organization:

Local governments, city councils

Starting date of the practice / policy:

2010

The scope of the policy:

Local and regional

Activities in cities and towns related to the "International Day against homophobia in football". Children and adolescents are involved.

● Topics / Fields addressed in the document:

Football; public space, sport, diversity awareness.

● Major absences:

The practice depends on each city / town.

Link:

<https://panteresgrogues.cat/ca/seccions/futbol-masculi/156-dia-internacional-contra-la-homofobia-en-el-futbol>

<http://esport.gencat.cat/es/detalls/Noticia/nota-dia-homofobia-futbol>

<http://www.vilassardedalt.org/document.php?id=12203>

<https://www.naciodigital.cat/latorredelpalau/noticia/67540/terrassa/organitza/diverses/activitats/dia/internacional/contra/homofobia/al/futbol>

<http://web.sabadell.cat/dies-internacionals/>

[19-de-febrer-dia-internacional-contra-l-homofobia-en-el-futbol](http://web.sabadell.cat/dies-internacionals/19-de-febrer-dia-internacional-contra-l-homofobia-en-el-futbol)

<https://ripoll.cat/dia-internacional-contra-l-homofobia-en-el-futbol/>

Country: SPAIN

Title of the document:

Torroella de Montgrí High School LGBTI+ collective

Issuing Institution / organization:

Torroella de Montgrí public High School

Starting date of the practice / policy:

2016

The scope of the policy:

Local

LGBTI+ Students and staff of the Torroella de Montgrí public High School located in Catalonia make up a collective to 1) Sensitize other students, and 2) So that all students have adult referents who are not cis and heterosexual.

● **Topics / Fields addressed in the document:**

SOGIGE and teenagers, educational referents.

● **Major absences:**

Webpage / public info of the practice.

Title of the document:

Project Oasis

Issuing Institution / organization:

Candela, cooperative of community and feminist action

Starting date of the practice / policy:

2015

LGBTI teenagers between 13 and 17 years old. It started in 2015 as a summer camp for LGBTI teenagers, and they also include a monthly meeting in Barcelona.

● **Topics / Fields addressed in the document:**

SOGIGE diversity, safe space, education through leisure, adult referents, empowerment and care, family support.

● **Major absences:**

The possibility of engaging without having to come out to their parents/caregivers.

Link:

<http://oasislgtb.org/ca/el-projecte/>

Country: SPAIN

Title of the document:
This is me. Video production

Issuing Institution / organization:
INS La Garrotxa

Starting date of the practice / policy:
2018

General audience, in particular, participant students. The video, produced by high school students, explores the everyday life of several teenagers and their supposedly non adherence to normality, including SOGIGE diversity.

● **Topics / Fields addressed in the document:**

The idea of normality, LGBTI acceptance.

● **Major absences:**

The video has not been much disseminated.

Policy Text (excerpts re: LGBTIQ+ children) or short description of the micro practice.

Link:

<https://vimeo.com/308113459>

Best Practices in the field of Health

Country: BELGIUM

Title of the document:

The Genderteam at University Hospital Ghent and the Transgender Info Point (TIP)

Issuing Institution / organization:

University Hospital of the city of Ghent

Starting date of the practice / policy:

2013

The scope of the policy:

Local

The multidisciplinary team of the University Hospital of Ghent specializes in care for transgender people, including teenagers starting from the age of 9.

Within the gender team is the Transgender InfoPoint (TIP). TIP is the place for everyone with questions about the transgender topic, including family, job- and school related questions, trans care, discrimination, and much more. TIP is a neutral organization, it's freely accessible to everyone and completely anonymous.

● **Topics / Fields addressed in the document:**

Gender identity, Gender expression, Health care, Gender reconfirming surgery, Transition, Individual help, both psychological, social as well as medical.

● **Major absences:**

Since this is the only gender specific center in Flanders, the waiting list is very long. If you contact them today, your appointment will be in a year and a half to two years. At this moment (March 26th 2020) there are 624 people on the waiting list.

Link:

Website of gender team :

<https://www.uzgent.be/nl/zorgaanbod/mdspecialismen/genderteam/Paginas/default.aspx>

Website of TIP :

<https://www.uzgent.be/nl/zorgaanbod/mdspecialismen/genderteam/Paginas/transgender-infopunt.aspx>

<https://transgenderinfo.be/>

Country: GREECE

Title of the document:

Empowering The Trans Community (Ενδυναμώνοντας την Τρανς Κοινότητα)

Issuing Institution / organization:

Praksis - Transgender Association

Starting date of the practice / policy:

2017

The scope of the policy:

Local

The practice aims to support the trans community, through health promotion and empowerment actions in areas such as claiming rights, finding resources, communicating and more.

It also supports and empowers transgender people's families and partners and provides free legal and psychological assistance.

"Older transgender people are not eligible for a pension, while many transgender children were expelled from their families when they disclosed their gender identity, while others were forced to drop out of school because of school bullying".

● **Topics / Fields addressed in the document:**

Sexual orientation, Gender identity.

● **Major absences:**

Does not operate 24/7.

Link:

<http://tgender.gr/endynamonontas-tin-trans-kinotita/>

Country: HUNGARY

Title:

Yelon: a program operated by the Hintalovon Child Rights Foundation

Issuing Institution / organization:
Hintalovon Child Rights Foundation

Starting date of the practice / policy:
2017

The scope of the policy:
National

The program is accessible to anyone who speaks Hungarian.

Yelon is a sex education program offering LGBTQI inclusive information on sexuality, body image and relationships for youth aged 10 to 18. Through a chat line, youth can also converse with trained professionals on these subjects. Yelon also provides written information for adults who are responsible for children: parents, teachers and family members.

● **Topics / Fields addressed in the document:**

Information on sexuality, body image, relationships. LGBTQI inclusive information. Written information online, with live chat sessions 4 times a week.

● **Major absences:**

No absences, the program fulfills its objectives. Sexuality education, especially LGBTQI inclusive sexuality education is deficient in Hungary, therefore Yelon fills a gap as best as it can, providing answers to those who want to use it.

Link:

<https://yelon.hu>

Country: HUNGARY

Title:

Operation of the Kék vonal Child Crisis Foundation

Issuing Institution / organization:

Kék vonal Child Crisis Foundation

Starting date of the practice / policy:

1993

The scope of the policy:

National

Crisis helpline to children, LGBTQI inclusive and supportive.

The Kék vonal Child Crisis Foundation operates a helpline for children. It is LGBTQI inclusive, its leaders regularly attend training events and conferences organized by Háttér Society. Their statistics reflect that they have many LGBTQI child clients. They also refer clients and parents to Háttér's services. Kék vonal also offers interactive prevention programs to schools.

● **Topics / Fields addressed in the document:**

Mental health, helping LGBTQI children, advice to parents, prevention programs offered to schools.

● **Major absences:**

No absences. There are no services offered for LGBTQI children and youth specifically. It is important to have more and more services offered for youth that provide LGBTQI inclusive support.

Link:

<https://www.kek-vonal.hu/>

Country: LITHUANIA

Title of the document:

Emotional support services for children and youth

Issuing Institution / organization:

Youth Line and Children's Line

Starting date of the practice / policy:

1991

The scope of the policy:

National

Emotional support for children and youth, including LGBT and gender non-conforming children.

These services provide emotional support for young people, including learners who face discrimination. The service is free of charge and is operated by a non-governmental organisation that operates through private individuals, business and government support. They support students who struggle with difficult situations at school, but it is not specifically for LGBTQI students.

● **Topics / Fields addressed in the document:**

Emotional support; Gender non-conforming children.

● **Major absences:**

These emotional support services for children and youth are not specifically designed for LGBT and gender non-conforming children.

Link:

<https://www.jaunimolinija.lt>

<https://www.vaikulinija.lt>

Country: PORTUGAL

Title of the document:

National Health Strategy for Lesbian, Gay, Bisexual, Trans and Intersex People [Estratégia de Saúde para as pessoas Lésbicas, Gays, Bissexuais, Trans e Intersexo - LGBTI]

Issuing Institution / organization:

Health Ministry; and General Directorate for Health (Direção Geral de Saúde)

Starting date of the practice / policy:

2019

The scope of the policy:

National

Guidance for health professionals to deal with LGBTI people.

● **Topics / Fields addressed in the document:**

Legal and sociocultural context; Health issues regarding gender diverse and LGBTI people; Promoting health; Ensuring adequate intervention; Ethical guidelines;

● **Major absences:**

Specific guidelines addressing children and youth.

Link:

<https://www.dgs.pt/documentos-e-publicacoes/estrategia-de-saude-para-as-pessoas-lesbicas-gays-bissexuais-trans-e-intersexo-lgbti-pdf.aspx>

Country: PORTUGAL

Title of the document:

Guidelines for Psychological Intervention with Lesbian, Gay, Bisexual and Trans People [Guia Orientador da Intervenção Psicológica com Pessoas Lésbicas, Gays, Bissexuais e Trans (LGBT)]

Issuing Institution / organization:

Professional Association of the Portuguese Psychologists [Ordem Psicólogos Portugueses]

Starting date of the practice / policy:

2017

The scope of the policy:

National

Provides a set of ethical guidelines to be considered by psychologists in relation to sexual orientation, gender identity and gender expression. It includes attention to age differences and functional diversity, amongst other factors.

● **Topics / Fields addressed in the document:**

Guidance for psychologists to deal with LGBTI people (Ethical guidelines).

● **Major absences:**

Framed as recommendations, its implementation is not obligatory.

Link:

https://www.ordemdopsicologos.pt/ficheiros/documentos/guidelines_opp_lgbt_marco_2017.pdf

Country: SLOVENIA

Title of the document:

The doctor's office of Assist. Prof. Dr. Maja Drobnič Radobuljac, Consultant child and adolescent psychiatrist [Ambulanta Doc. Dr. Maje Drobnič Radobuljac, dr. med., spec. otr. in mlad. psih.]

Issuing Institution / organisation:

University Psychiatric Hospital Ljubljana, Unit for Intensive Child and Adolescent Psychiatry, Center for Mental Health.

Starting date of the practice / policy:

2012

The scope of the policy:

Local

The doctor's office of Maja Drobnič Radobuljac is a part of the Center for Mental Health, which is a part of the public health system in Slovenia. It is available to people who get a proper medical referral based on (mental) health problems. Her practice is a part of the Interdisciplinary 'Sex Change' Board (terminology used based on the original), directed at children and adolescents and is in charge of giving permission and confirmation to those wishing to start the process of medical transition.

While talking to the only trans specific organisation in Slovenia on good practices in health, there were many bad ones. Psychiatrist Maja Drobnič Radobuljac was directly mentioned as a very good example of good practice when working with transgender children and adolescents. The key point that was mentioned from the director of TransAkcija Institute was the direct and honest conversation about why the children/adolescents need to be given a psychiatric diagnosis of transsexualism (medical coverage) and how she does not stand by the diagnosis and also explains how WHO has removed it from its disease manual.

● **Topics / Fields addressed in the document:**

Public health service, child and adolescent psychiatry, medical transitioning, transgender, transsexualism.

● **Major absences:**

While this psychiatrists' practice is mentioned as a good practice it does however also act as an obstacle to children and adolescents who want to start medical transitioning. Her practice is fully booked and can hardly be reached by telephone, as stated by a parent of a 16 year old trans person, they've been trying for months and their referral will expire now. By having just one psychiatrist available for children (there are two for adults), the right to a second opinion (Patients' Rights Act, Article 40) is also being violated.

Link:

The office hours for Center of Mental Health

<https://www.psih-klinika.si/index.php?id=132>

Country: SPAIN

Title of the document:

Health Assistance to transgender children and teenagers.
Comprehensive Assistance Process

Issuing Institution / organization:

Ministry of Health. Government of Andalusia.

Starting date of the practice / policy:

2016

The scope of the policy:

Regional

Non-pathologizing perspective which understands transgender matters as part of human diversity.

Presence of a service of reference in each province of the Autonomous Community of Andalusia, called PAI.

● **Topics / Fields addressed in the document:**

Health assistance, children, teenagers, paediatrics.

● **Major absences:**

Training to the whole medical community, beyond people involved in the services.

Link:

https://www.juntadeandalucia.es/export/drupaljda/salud_5af1956dc5c6d_trans_infancia_adolescencia_29_06_2017.pdf

Country: SPAIN

Title of the document:

Trànsit

Issuing Institution / organization:

Catalan Health Service

Starting date of the practice / policy:

2012

The scope of the policy:

Regional

Trans* (in a broad sense) people, both adults and minors, across Catalonia, who need any kind of health assistance related to gender and sexuality

Health service for trans* people of any age, located at a Primary Health Centre in Barcelona. They have a biopsychosocial perspective, which includes specific medical, surgical, psychological, and social assistance. In the case of trans* minors, assistance is not limited to them but it also includes their families.

Besides, they also train other doctors on the specificities of trans* patients, and they carry out action of awareness raising directed to the general population.

● **Topics / Fields addressed in the document:**

Trans* health, hormones, adults, children, minors.

● **Major absences:**

The service is overloaded and cannot assist any more new cases at the moment.

Link:

[https://catsalut.gencat.cat/ca/serveis-sanitaris/altres-serveis/model-atencio-salut-persones-trans/index.html#googtrans\(ca|en\)](https://catsalut.gencat.cat/ca/serveis-sanitaris/altres-serveis/model-atencio-salut-persones-trans/index.html#googtrans(ca|en))

Best Practices in the field of Public Space

Country: BELGIUM

Title of the document:
Belgian Quidditch Federation

Issuing Institution / organization:
Belgian Quidditch Federation

Starting date of the practice / policy:
2015

The scope of the policy:
National

Since its inception, quidditch has sought gender equality and inclusion on the pitch. A quidditch game allows each team to have a maximum of four players who identify as the same gender in active play on the field at the same time. The gender that a player identifies with is considered to be that player's gender, which may or may not correspond with that person's gender assigned at birth, accepting also those who don't identify with male or female. This makes Quidditch the only official sports discipline that doesn't only encourage gender diversity within teams, but is explicitly open to non-binary gender identities as well.

● Topics / Fields addressed in the document:

Gender identity, gender inclusion in sports, gender equality in sports, non-binary gender in sports

● Major absences:

Although the popularity of Quidditch is growing, it remains a rather nice sports discipline. While its goal is admirable (inspire other disciplines and athletics for more gender inclusion and a broader view on what 'gender' means), it won't make much of a difference if it remains in the shadows. Media, big sports events, and influential people play an important role in helping the sports gain popularity and enter the mainstream field.

Link:

<http://ghentgargoyles.be> , <https://www.quidditchbelgium.be>

Country: GREECE

Title of the document:

Tell Us (Πες το σ' εμάς)

Issuing Institution / organization:

NGO- Colour Youth

Starting date of the practice / policy:

2013

The scope of the policy:

Regional

The goal of this project is documentation of homophobic and transphobic violence raising awareness about violent instances providing legal and psychological support to victims of violence.

Institutional recognition of gender identity, accessible to all ages. The categorical prohibition of its institutional recognition gender identity of people below a certain age is incompatible with existing international good practice rules for the rights of the child. Institutional recognition of gender identity will must be available, without medical, psychiatric or other conditions, in children and adolescents."

"Addressing domestic violence, particularly when it is addressed against a child by their parents / guardians / family environment because of their sexual orientation - gender identity and expression according to the UN Convention on the Rights of the Child. (...) We call for explicit reference to respect for sexual orientation and gender identity.

● **Topics / Fields addressed in the document:**

Homophobic and transphobic violence and discrimination; Sexual orientation; Gender identity; Violence at education, at streets, at the workplace, at public services and the internet; Domestic violence.

● **Major absences:**

Geographical restriction: documentation of violent instances and free legal and psychological support only in Attica.

Link:

<https://www.colouryouth.gr/wp-content/uploads/2016/06/Ekthesi-Ergou-Pes-to-S-emas.pdf>

Country: POLAND

Title of the document:

Reporting to the Commissioner for Human Rights

Issuing Institution / organization:

Commissioner for Human Rights

Starting date of the practice / policy:

1987

The scope of the policy:

National

The practice offers the possibility of making complaints to the Commissioner for Human Rights (if an employee of the state or local government in any way contributes to a violation of human rights of any citizen). The Commissioner has the power to intervene, monitor the work of public employees and recommend solutions. Bureau of the Commissioner for Human Rights assists in many cases of LGBT+ discrimination as well as preserves statistics on cases that involve crimes and infractions against LGBT+. Several aspects of the process could be singled out as good practice, including: ease of reporting, the provided support and advisory reactions in most common cases as well as – on the citizenship side – the sole action of reporting a crime.

● **Topics / Fields addressed in the document:**

Hate crimes statistics, ensuring proper procedures, legal help.

● **Major absences:**

Difficulties to the consideration of some discrimination and hate actions as hate crime reporting.

The Commissioner of Human Rights is enabled by law to insert into cases in which a public employee took part. Although the Commissioner does issue statements which can influence people or the legal opinion up to a point -- in many cases it is a very restricted influence.

Link:

<https://www.rpo.gov.pl/content/jak-zglosic-sie-do-rzeczniaka-praw-obywatelskich>

There is a report about the legal situation of non-heterosexual and transgender people in Poland, released in 2019 by the Commissioner for Human Rights

<https://www.rpo.gov.pl/sites/default/files/Raport%20RPO%20Sytuacja%20prawna%20os%C3%B3b%20LGBT%20w%20Polsce.pdf>

Country: POLAND

Title of the document:
Local Authorities' LGBT+ Charter

Issuing Institution / organization:
City Officials in partnership with LGBT+ NGOs

Starting date of the practice / policy:
2019

The scope of the policy:
Local

In 2019 the president of the city of Warsaw signed an official document called The LGBT+ Charter. The process that led to the signing of the document required joint effort and active participation of many organisations and city officials. Whereas one specific organisation came up with the initial proposals (the Love Does Not Exclude Association), they immediately included other LGBT+ organisations present in the city into the discussion realising the importance of participation in creating a well-rounded proposal that would best address the key LGBT+ issues. As the city officials agreed to the talks and a joint task force of NGO, experts and city representatives further negotiated the final context and wording of the document. The participatory nature ensured the quality of the content as well as success of the talks as the city president signed the document the same year. The LGBT+ Charter includes a preamble declaring Warsaw the city that strives for diversity and wishes to eliminate discrimination and hate speech against the LGBT+ people. The preamble gives context to the directions for future action that constitute the main part of the document. The sections of the document correspond to key areas for action and are as follows: safety, education, culture & sports, work and administration.

● Topics / Fields addressed in the document:

LGBT+ friendly cities, local government, cooperation, planning, LGBT+ safety.

● Major absences:

It does not constitute law in that lack of implementation does not carry any legal consequences. Therefore it relies on goodwill and politicians' motivation to follow through with what they signed. As such it is susceptible to political climate change.

Link:

<https://mnw.org.pl/app/uploads/2019/02/warszawska-deklaracja-lgbt.pdf>

Country: SLOVENIA

Title of the document:

Rainbow in the pocket, Addressing LGBT+ topics through art
(Mavrica v žepu, Uporaba umetniških orodij za naslavljanje LGBT+ tematik)

Issuing Institution / organization:

Legebitra

Starting date of the practice / policy:

2019

The scope of the policy:

National

To raise the quality of youth work and education in gender and sexuality diversity all over Europe.

“Each school experiences its share of bullying, violence, insults, prejudice and stereotypes based on the students’ personal circumstances. Schools deal with the violence to the best of their competences and expertise. Experience shows that any successful dealing with and prevention of such violence primarily depends on the educators’ professional qualifications and continual training.”

“ So, how should you approach the manual? You can do it in a number of ways; depending on the needs of your group, you can choose in terms of: the topic(s) the workshop focuses on, the age of the participants (the workshops are intended for three age groups: up to 9 years, from 10 to 14 years, over 15 years). the group’s size, the level of difficulty, or the art technique.”

● **Topics / Fields addressed in the document:**

Manual, youth workshops, art tools, active participation, heteronormativity, cisnormativity, gender identity, sexual orientation.

● **Major absences:**

Some workshops are intended to be carried out by a very knowledgeable individual, which is a risk for things to go wrong. They do offer additional literature, topics to be careful about and other helpful tips for readers to use.

Link:

Rainbow in the pocket, Addressing LGBT+ topics through art [pdf in English]:
<https://legebitra.si/wp-content/uploads/2019/10/Rainbow-in-the-pocket-digital.pdf>

Country: SLOVENIA

Title of the document:

Protection against Discrimination Act [Zakon o varstvu pred diskriminacijo]

Issuing Institution / organization:

Republic of Slovenia

Starting date of the practice / policy:

2016

The scope of the policy:

National

The Act defines and prohibits discrimination, determines the bodies and measures to promote equal treatment, determines the position and competencies of the Advocate of the principle of equality, the procedure with the advocate in the case of establishing the existence of discrimination and the specific legal protection of the discriminated persons.

Article 1. This act determines the protection of any person against discrimination regardless of their gender, nationality, race or ethnicity, language, religion or beliefs, disability, age, sexual orientation, gender identity or gender expression, social status, economical status, education or any other personal circumstance.

● Topics / Fields addressed in the document:

Discrimination, equal treatment, The advocate of the principle of equality, personal circumstances.

● Major absences:

While the act includes additional specific topics in the field of personal circumstances, formerly not present (gender, gender identity and gender expression) and it does institute a new Advocate, most of the advocacy and practical fieldwork is still based on the work of NGOs. The Act does however offer an option of a direct proposal of identifying potential discrimination to the Advocate, who has then the task of carrying out an inspection.

Link:

<http://www.pisrs.si/Pis.web/pregledPredpisa?id=ZAKO7273>

Country: SPAIN

Title of the document:

LAW 11/2014, of October 10th, to guarantee the rights of lesbian, gay, bisexual, transgender and intersex and to eradicate homophobia, biphobia and transphobia.

Issuing Institution / organization:

Generalitat de Catalunya (Regional Government of Catalonia)

Starting date of the practice / policy:

2014

The scope of the policy:

Regional. Catalonia

"The contents of school, educational and training materials, in any format, and the language used, must consider diversity in terms of sexual orientation, gender identity and gender expression and to prevent any kind of discrimination for this reason."

"Respect for diversity regarding sexual orientation, gender identity or gender expression and the principles of this law must be effective throughout the education system, in the centres and entities of the training, adult education, training of mothers and fathers, school sports activities and leisure activities for children and youth."

● **Topics / Fields addressed in the document:**

Contents of school materials; school sports and leisure activities; training of parents; prevention of school bullying; recommendations to audio-visual media; prevention and supporting measures for adolescents and young people in vulnerable situations and for people who may suffer multiple discrimination.

● **Major absences:**

Intersex specificities are not developed.

Link:

https://portaljuridic.gencat.cat/ca/pjur_ocults/pjur_resultats_fitxa/?documentId=672704&action=fitxa

Country: SPAIN

Title of the document:

Painting pedestrian crossings & public benches

Issuing Institution / organization:

Several local councils across Spain

Starting date of the practice / policy:

2016

The scope of the policy:

Local

The practice consists in painting pedestrian crossings and public benches in the rainbow colours to raise awareness about LGBTI people, and makes visible the existence of sexual and gender diversity.

● **Topics / Fields addressed in the document:**

LGBTI visibility, awareness raising.

● **Major absences:**

They are conceived from an adult perspective. Adults might recognise that the colours refer to the LGBTI flag, but children, particularly young ones, might not understand that this has to do with gender and sexual diversity, so it does not interpellate them. Also, sometimes it is the only “LGBTI action” that the council carries out.

Link:

Here're some examples in the news:

https://www.lasexta.com/noticias/sociedad/denuncian-ayuntamiento-denia-pintar-paso-cebra-colores-bandera-orgullo-lgtb_20160706577cd1096584a859c7752efd.html

<https://www.maglesrevista.es/santa-coloma-gramanet-pinta-6-pasos-peatonos-los-colores-la-bandera-gay/>

<https://www.lavozdeasturias.es/noticia/gijon/2020/01/15/gijon-tendra-propios-bancos-arcoiris/00031579109588587122217.htm>

Country: SPAIN

Title of the document:
Rainbow flag in City Hall balconies

Issuing Institution / organization:
Various city councils

Starting date of the practice / policy:
2010

The scope of the policy:
Local

The practice consists in hanging the rainbow flag on June 28th, the International LGBTI Pride Day. Some of the cities that do it are: Barcelona, Girona, Sevilla, Madrid, or Santiago de Compostela.

● Topics / Fields addressed in the document:

Rainbow flag, visibility, city hall.

● Major absences:

They are conceived from an adult perspective. Adults might recognise that the colours refer to the LGBTI flag, but children, particularly young ones, might not understand that this has to do with gender and sexual diversity, so it does not interpellate them. Also, sometimes it is the only “LGBTI action” that the council carries out.

Link:

Here's some examples in the news:

<https://www.lavozdegalicia.es/noticia/santiago/santiago/2015/06/26/bandera-gay-ondea-concello-santiago/00031435318010600668318.htm>

<https://www.elperiodico.com/es/barcelona/20130628/ayuntamiento-barcelona-cuelga-bandera-gay-2444350>

https://www.diariodesevilla.es/sevilla/Ayuntamiento-Sevilla-bandera-Orgullo-LGTBI_O_1367263542.html

Best Practices in the field of Families

Country: BELGIUM

Title of the document:

Every family different, all Ghent (Elk gezin anders, allemaal Gent)

Issuing Institution / organization:

City of Ghent, Casa Rosa, Youth division city Ghent, IN-Gent, Unia equal opportunities center, multiple NGO's for young people in Ghent region

Starting date of the practice / policy:

2018

The scope of the policy:

Local

On the international day against homo- and transphobia (IDAHOT), the city of Ghent worked together with several Ghent-based organizations and NGO's to organize a public street event in which differences in families are welcomed and celebrated. A total of 500 people stopped at the stand of Casa Rosa to talk about sexual and gender diversity.

● **Topics / Fields addressed in the document:**

Sexual orientation, Gender identity, awareness raising for diverse families, support.

● **Major absences:**

The setting (out on the street) wasn't right for an in-depth conversation about gender and gender identity. That being said, since the event took place right in the city center of Ghent, with a lot of passersby who were introduced to the rainbow network and Casa Rosa for the first time and who took an interest. Some of them came back at a later date for a more in depth conversation.

Link:

<https://ookmijn.stad.gent/wijseuropa/activiteiten/elk-gezin-anders-allemaal-gent>
<https://persuimte.stad.gent/165965-gent-steunt-de-internationale-dag-tegen-homo-en-transfobie>

Country: CROATIA

Title of the document:

My Rainbow Family picture books (4 different picture books and one colouring book)

Issuing Institution / organization:

Rainbow families (Dugine obitelji)

Starting date of the practice / policy:

2018

The scope of the policy:

National

The aim of the picture book "My Rainbow Family" is to strengthen the social integration of children with same-sex parents and to promote tolerance and respect for diversity. The booklet is intended for preschool children and shows thumbnails from the lives of two children with same-sex parents.

● **Topics / Fields addressed in the document:**

Rainbow families, LGBTIQ persons, children.

● **Major absences:**

The picture book doesn't address LGBTIQ and gender non-conforming children, only the children of LGBTIQ couples. The picture book represents only traditional, heteronormative families.

Also, the Ministry of Science and Education denied the official distribution of the picture books in the educational institutions. In spite of this decision around 30 kindergartens, libraries and teachers ordered the picture book.

Link:

<https://www.dugineobitelji.com/slikovnica/>

Country: HUNGARY

Title:

Publication for the parents of intersex children in Hungarian

Issuing Institution / organization:

Háttér Society

Starting date of the practice / policy:

2019

The scope of the policy:

National

This is a publication for parents of intersex children, translation (adapted to the Hungarian context) of a publication by IGLYO, OII Europe and EPA: How to support your intersex child.

● **Topics / Fields addressed in the document:**

The booklet explains what intersex status is, answering frequently asked questions; provides information and advice on how to decide about medical / surgical intervention; on how parents can talk to their child as well as to others on their being intersex; on the questions parents are most often asked by others, and on how they can talk to teachers, doctors and other professionals. It also contains a glossary and a list of useful resources.

● **Major absences:**

It is difficult to reach out to parents of intersex kids and make sure that they can find such publications and information.

Link:

<http://hatter.hu/sites/default/files/dokumentum/kiadvany/inter-guide-hu-web-singlepages.pdf>

Country: HUNGARY

Title:

Family Day programs organized by Háttér Society

Issuing Institution / organization:

Háttér Society

Starting date of the practice / policy:

2018

The scope of the policy:

Local

Háttér organizes "Family Day" programs for the family of LGBTQI people (including youth, of course) as well as for LGBTQI parents. Until now such programs have been organized 2 times a year. It brings together parents of LGBTQI youth and young adults, specific program elements have helped them create a parents' group.

● Topics / Fields addressed in the document:

Parents and families of LGBTQI people (including youth), visibility, coming out, supporting kids, dealing with discrimination, consciousness raising, supporting self-help group for parents of LGBTQI people.

● Major absences:

This program series fulfils a gap, as it provides a possibility for parents and other family members of LGBTQI people who want to discuss their questions and problems with one another and support service providers. The only problem is that it (as well as the discussions of the parents' of LGBTQI kids support group) takes place in Budapest, so it is not easily accessible for people who live in the countryside.

Policy Text (excerpts re: LGBTIQ+ children) or short description of the micro practice:

Link:

Discussions with parents:

<https://www.facebook.com/126539424061030/videos/450376692033078/>

<https://www.facebook.com/126539424061030/videos/708045022916093/>

Short film: interviews with parents of LGBTQI children

<https://www.youtube.com/watch?v=mAo6ticay-O&t=176s>

Country: POLAND

Title:

Emergency LGBT+ Hostel

Issuing Institution / organization:

Lambda Warszawa

Starting date of the practice / policy:

2015-2016

Due to the lack of funds for the maintenance of the hostel, we had to suspend its operations.

The scope of the policy:

National

In Polish society, with its considerable amount of prejudice, the family relationships are often difficult for LGBT+ people. The situation can become especially dire for LGBT+ youth and adults, who are dependent on their parents or caregivers. For those who, fearing for their safety or experiencing physical or emotional abuse, had to leave their home, the LGBT+ hostel was an asylum of sorts. A place where they could stay for a short while and regain their footing in life.

First and foremost, the hostel offered a roof over one's head. Its location was not made available to the public so that people staying in the hostel could feel completely safe from the violence and abuse they left behind.

The true uniqueness of the Emergency LGBT+ Hostel lays in that it provided many tools necessary for permanent life change for the better. It offered psychological help so that LGBT+ youth and adults could deal with the difficult experiences they ran away from. It provided legal help to aid in solving past problems and any obstacles to starting anew. Complex expert support in settling social, legal issues, plan finances and one's future -- and to leave the hostel certain of one's path made it a place of successful interventions and a turning point in life for many.

● **Topics / Fields addressed in the document:**

Domestic violence, asylum, complex assistance

Link:

[http://lambdawarszawa.org/lambdawarszawa/co-robimy/
program-bezpieczenstwo/hostel-lgbt/](http://lambdawarszawa.org/lambdawarszawa/co-robimy/program-bezpieczenstwo/hostel-lgbt/)

Country: PORTUGAL

Title of the document:

What if it was a different colour [E se fosse outra cor]

Issuing Institution / organization:

NGO Associação para o Planeamento da Família (APF), State Commission for Citizenship and Gender Equality (CIG) and Multinational Enterprise Fundação Vodafone.

Starting date of the practice / policy:

2020

The scope of the policy:

National

It consists of a platform for informing and supporting youth, families and teachers about sexual orientation and gender-based equality.

● **Topics / Fields addressed in the document:**

Gender diversity for teenagers.

● **Major absences:**

The practice does not address children's views. It rather deals with youngsters and their families.

Link:

<https://esefosseoutracor.com/>

Country: PORTUGAL

Title of the document:

Guides for Families of Children with Gender Diverse Roles and Behaviours

Issuing Institution / organization:

Private Institution of Social Solidarity (charity) - Institute in Support of Children (IAC) and NGO Parents' Association for the Freedom of Sexual Orientation and Gender Identity (AMPLOS)

Starting date of the practice / policy:

2020

The scope of the policy:

National

Guide for families on how to deal with gender diversity (and also sexual diversity, but not as extensively as the focus on gender diversity) of their children members. Note: a similar Guide has been issue by the same authors targeting professionals from the Education sector.

● **Topics / Fields addressed in the document:**

Gender diversity for children and teens.

● **Major absences:**

Intersex and non-binary; intersectionality is largely absent.

Link:

https://drive.google.com/file/d/0B8jz2WgQ10yXY2J5d21pNFFTcm02bmFMX3R0bmhmZXUyZORR/view?fbclid=IwAR3CqX3VQX0hTH7r44laPy9VG_GLswWLku0so71yH15WHTbyhZvt_44FfEo

Country: PORTUGAL

Title of the document:

Domestic Violence: good practices for professionals to support LGBT victims [Violência doméstica: boas práticas no apoio a vítimas LGBT: guia de boas práticas para profissionais de estruturas de apoio a vítimas]

Issuing Institution / organization:

CIG - State Commission for Citizenship and Gender Equality

Starting date of the practice / policy:

2016

The scope of the policy:

National

Guidelines for professionals working in institutions and shelters for domestic violence addressing specifically LGBT victims, including a chapter on LGBT youth.

● **Topics / Fields addressed in the document:**

Supporting LGBT victims of domestic violence.

● **Major absences:**

Intersex, non-binary

Policy Text (excerpts re: LGBTIQ+ children) or short description of the micro practice.

Link:

https://www.cig.gov.pt/wp-content/uploads/2017/03/Violencia-domestica_boas-praticas-no-apoio-a-vitimas-LGBT-Guia-para-profissionais-de-estruturas-de-apoio-a-vitimas.pdf

Country: SLOVENIA

Title of the document:

Rainbow Families Go to School: Children's, Parents' and Teachers' Perspectives
[Mavrične družine grejo v šolo: perspektive otrok, staršev in učiteljic]

Issuing Institution / organization:

Faculty of Social Work, University of Ljubljana

Starting date of the practice / policy:

The book was published in 2012

The scope of the policy:

National

The book was published in the time of a huge public debate on the Family Code in Slovenia which it supported. It shed a light and was based on foreign comparative research of the situation of children in Rainbow families in Sweden, Germany and Slovenia, but focuses mainly on Slovenia.

The book offers the reader a view on violence, especially all the strategies of homophobic violence in a heteronormative society. It sheds a light on children's perspective: "If I don't have to tell, I don't", "They actually thought I was different", "If the outside world was different, the whole situation would be different". It also offers a reader to have an insight to all the strategies that same gender parents use. What is most interesting is also the teachers' perspective, where it comes to show that individual teachers can include LGBT+ topics, but are weary to do so. In order to empower them, the book concludes with a manual on teaching about family diversity.

● **Topics / Fields addressed in the document:**

Same-sex (Rainbow) family, heteronormativity, discrimination, perspectives, manual for teachers.

● **Major absences:**

There is no evidence to what extent (if at all) the book is used in practice by professionals. Furthermore the book also talks about children who are a part of a family with parents who identify as LGBT+ but are not necessarily LGBT+ themselves.

Link:

<https://www.gender.hu-berlin.de/de/rainbowchildren/downloads/studie/siosl>

Country: SPAIN

Title of the document:

"Somos Amor" (We are love) educational guide

Issuing Institution / organization:

Zaragoza City Council, Equality

Starting date of the practice / policy:

2018

The scope of the policy:

Local

The guide is a pedagogical support to an exhibition and a documentary, although it can also be used independently. It comes with several tools, such as a methodology to work with children on the exhibition and the documentary, as well as some recommendations, a reflection on the idea of the family, didactic units split into age groups, to name a few.

● **Topics / Fields addressed in the document:**

LGBTI families, diversity of families, stakeholders.

● **Major absences:**

It's a rather complete guide without major absences.

Link:

<http://www.zaragoza.es/contenidos/sectores/mujer/guia-didactica-somos-amor.pdf>

Best Practices in the field of Media

Country: BELGIUM

Title of the document:

The doctor Bea Show (De Dokter Bea Show)

Issuing Institution / organization:

Ketnet - A public children's television channel owned and operated by the VRT, Flanders' public television broadcaster.

Starting date of the practice / policy:

2017

The scope of the policy:

Regional

De Dokter Bea Show is a Flemish educational television show for viewers between 9 and 12 years old. Its purpose is educating children about puberty and sexuality. She talks with both experts and children sharing their experiences. Every episode also includes a panel conversation with 15 to 19-year olds and a skype call with someone publically known, most often a popular figure with kids.

The first episode on the 13th of October 2017 was watched by 104.751 viewers, of which about 50.000 were 4 to 12 years old. Another 47.843 viewers watched De Dokter Bea Show online.

De Dokter Bea Show is a Flemish educational television show for viewers between 9 and 12 years old. Its purpose is educating children about puberty and sexuality. She talks with both experts and children sharing their experiences. Every episode also includes a panel conversation with 15 to 19-year olds and a skype call with someone publically known, most often a popular figure with kids.

● Topics / Fields addressed in the document:

There have been many episodes of De Dokter Bea Show. Topics include but are not limited to: Kissing, Falling in love, Genitals, Setting boundaries and consent, Homosexuality, Reproduction, Masturbation, Menstruation, STI's, Gender and gender identity. The representation of these topics and celebrities and experts talking about the topics of teenage sexuality and gender identity makes the topic very approachable.

● Major absences:

Like almost all shows aired in Flanders, this program is in Flemish (Dutch). This means there's a geographical restriction to the Dutch speaking part of Belgium. Wallonia (the French speaking south of the country) does not have an equivalent in French.

Link:

<https://www.vrt.be/vrtnu/a-z/de-dokter-bea-show/1/de-dokter-bea-show-sla16-gender/>

Country: BELGIUM

Title of the document:

At Home (Thuis)

Issuing Institution / organization:

This soap opera airs on één, which is one of the channels of VRT, the national broadcasting channel of the Dutch speaking region of Belgium, Flanders.

Issue date:

February 3rd 2016

Starting date of the practice / policy:

1995

The scope of the policy:

Regional

The soap opera started airing in 1995 and quickly grew to the number one soap, with 900.000 viewers. It is currently in its 22nd season and has aired almost 5,000 episodes.

From 2003 to 2013, a character called 'Franky' was a recurrent character, a rebellious teenager who came out as gay during puberty. His struggles with coming out to his parents and starting his first relationship was a very important representation for young LGB people at the time. In the next season, Franky gets married to a man. The wedding is celebrated by almost all characters and regarded as unique, but nonetheless accepted.

In 2015, Franky returns to Thuis. Quickly it becomes clear that Franky is transgender and wants gender reconfirming surgery. In 2016 the character Franky returns as a transgender woman named Kaat.

● Topics / Fields addressed in the document:

Puberty, Coming out, Marriage equality, Representation in popular media, Gender identity.

● Major absences:

Since the show speaks to a broad audience and needs to captivate it, the representation, although relatively well researched is slightly sensationalized and only touched upon superficially. Furthermore it reinforces the binary notion of gender, in that transgender means 'man becoming a woman' or 'woman becoming man'. A non-binary or genderqueer option is not talked about. Apart from that, the character playing Kaat is a beautiful cisgender actress.

Link:

<https://www.een.be/thuis/herbekijk-thuis>

Country: GREECE (and other European countries)

Title of the document:

E.T.Ho.S Project: Eliminating Transphobic, Homophobic and biphobic Stereotypes through better media representation

Issuing Institution / organization:

KMOP, Colour Youth; Lithuania: LGL; Croatia: Centre for Civil Initiatives Porec

Starting date of the practice / policy:

2018

The scope of the policy:

National

Raise awareness in journalists and media students about homophobia, transphobia and biphobia in the media and the reproduction of harmful stereotypes for LGBTI groups.

● Topics / Fields addressed in the document:

Stereotypes of LGBTI people in the media; Gender identity; Sexual orientation; Gender transition; Hate crimes.

● Major absences:

Was only conducted for a few years, available to a small amount of people.

Link:

<https://www.ethos-project.eu/wp-content/uploads/2019/12/Policy-Recommendation-Paper-GR.pdf>

https://www.ethos-project.eu/wp-content/uploads/2019/11/ethos_training_manual_EN_ISBN-1.pdf

<https://www.ethos-project.eu/>

Country: SLOVENIA

Title of the document:

Manual for reporting on transgender topics in the media [Priročnik za medijsko poročanje o transspolnosti]

Issuing Institution / organization:

TransAkcija Insitute [Zavod TransAkcija]

Starting date of the practice / policy:

2017

The scope of the policy:

National

TransAkcija Insitute was formed in accordance with The Non-Governmental Organisations Act. As such it is a public service provider, specifically in the field of providing support, information, empowerment and alliance to transgender people in Slovenia. Their main goal is advocacy for human rights and freedoms of transgender and cisgender non-normative people. This manual was made as a response to the existing media discourse and the lack of respectful reporting on transgender topics.

● Topics / Fields addressed in the document:

Reporting on transgender and cisgender non-normative topics, media, respectful practice, bad practice and alternatives, important transgender topics, glossary, frequently asked questions.

● Major absences:

It is only available in Slovenian language

Policy Text (excerpts re: LGBTQ+ children) or short description of the micro practice.

Link:

Manual for reporting on transgender topics:
<https://transakcija.si/wp-content/uploads/2019/11/Priro%C4%8Dnik-za-medijsko-poro%C4%8Danje-o-transspolnosti.pdf>

Country: SPAIN

Title of the document:

Special Queen

Issuing Institution / organization:

TV3 (Catalan public broadcaster, Televisió de Catalunya), Consell de l'Audiovisual de Catalunya

Starting date of the practice / policy:

2017

The scope of the policy:

Regional

Children talking on public tv about sexual-affective diversity.

● **Topics / Fields addressed in the document:**

LGBTI concepts; non-discriminatory language; visualization of LGBTI identities and topics in media; do not treat trans and intersex identities as pathologies; plural representation of the LGBTI community.

● **Major absences:**

It addresses homosexuality, but no other non-normative sexual orientations.

Link:

<https://www.ccma.cat/tv3/super3/infok/infok-31102018/video/5795368/>
https://www.cac.cat/sites/default/files/2018-02/Acord%2034%20combinat_CA.pdf

Country: SPAIN

Title of the document:
Image of LGBTI people in media

Issuing Institution / organization:
Media.cat

Starting date of the practice / policy:
2018

The scope of the policy:
Regional

The report explains how LGBTI people's presence in media is mainly through the image of the young, male, gay boy. It deepens into the representation of all LGBTI identities.

● **Topics / Fields addressed in the document:**
How LGBTI people are portrayed in media.

● **Major absences:**
LGBTI minors in media, which is just mentioned once.

Link:
<https://www.media.cat/2018/05/15/lgbti-mitjans/>

CONCLUSIONS

This collection of good practices illustrates on the different ways to promote the wellbeing of LGBT+ childhood and to combat violence against LGBT+ children. Both NGOs and public bodies have developed tools and implemented actions aimed at tackling different forms of violence towards LGBT children in different spheres of life (education, health, public spaces, families and media).

Living childhood and adolescence in a violence-free environment is key for the proper development of the individual. In this sense, the EU Charter of Fundamental Rights stands out the rights to protection, care and well-being of children. Likewise, the UN Convention on the Rights of the Child compels states parties "to protect the child from all forms of physical or mental violence, injury or abuse". However, according to the EU survey for LGBTI people (FRA, 2020), an average of 65% of respondents report having heard/seen always or often negative comments or negative behaviour when a schoolmate was perceived to be either transgender, lesbian, gay or bisexual during their schooling before the age of 18. For this reason, these selection of good practices become relevant, precisely because all them contribute to furthering the implementation of EU Charter of Fundamental Rights as well as the UN Convention on the Rights of the Child.

This collection of good practices shows that the educational field has the highest number of good practices, followed by the health field. However, considering the data of the EU LGBTI survey, not enough actions are in place to ensure the well-being of LGBT+ children across Europe. This fact becomes a concern if we look at other areas relevant to children's lives, which have fewer specific initiatives.

Finally, the policies and practices to combat the violence against LGBT+ children are fairly new in Europe. However, they have already been developed consistently to the point that assessment mechanisms have been set. Despite the difficulty of assessing these practices, both the analysis of the impact of policies as and well as the evaluation of the actions show that it is necessary to improve and promote future initiatives, in order to make resources more efficient, and in short, put an end to the different forms of violence against LGBT children.

