

Working for Lesbian, Gay, Bisexual and Transgender Equality: Moving Forward

MINISTERIAL FOREWORD

Equality is at the heart of this Coalition Government and underpins our three guiding principles of freedom, fairness and responsibility. Last June we published *Working for Lesbian, Gay, Bisexual and Transgender Equality*, the first ever cross government work plan on LGB&T rights. This document now builds on that work to set out clearly how we will, right across Government, take action to tackle LGB&T inequality.

Real progress has been made towards LGB&T equality in recent years and we should celebrate that. We should be proud that same-sex couples can now enter into civil partnerships, and that transsexual people can have their true gender recognised.

But we must not be complacent. From homophobic bullying in our schools, to tragic incidents of hate crime, too many lesbian, gay, bisexual and transgender people face outdated prejudice because of their sexual orientation or gender identity, at every stage in their lives.



A handwritten signature in black ink, appearing to read 'Theresa May'.

Rt Hon Theresa May MP
Home Secretary and
Minister for Women and Equalities

Discrimination is unacceptable and we, along with our Ministerial colleagues, are committed to taking action to tackle the causes of this inequality as well as using targeted action to deal with the consequences. We must change attitudes and challenge discrimination wherever it occurs and at whatever stage in life.

Government will act as a leader and advocate for change. We will challenge prejudice in our schools and in the workplace and we will work to ensure that everyone can feel safe in their communities and can access public services that are tailored to their needs.

But Government cannot affect change alone. This action plan sets out how we will work with and through communities, sports groups, employers, schools and charities among others to make this change a reality. It will take all of us working together to build the strong, modern and fair Britain that we all want to see.



A handwritten signature in black ink, appearing to read 'Lynne Featherstone'.

Lynne Featherstone MP
Minister for Equality

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INTRODUCTION

Last year the Government published its Equality Strategy '*Building a Fairer Britain*'. The strategy set out a new approach to equality – one that moved away from dividing people into categories simply because they ticked a box on a form and instead recognised that we are a nation of 62 million individuals. The strategy also recognised that government and legislation cannot deliver equality alone. Individuals, communities, businesses, charities and voluntary groups all need to work together to enact change. But what government can do is act as a leader, advocate and catalyst for change. Where people continue to face specific barriers because of who they are or where they have come from, we must lead the way to break them down. Where prejudice remains, we must lead by example in challenging it.

It is clear that for too many LGB&T people specific barriers remain to equality:

- 65% of LGB secondary school pupils experience homophobic bullying at school;¹
- One in five gay or lesbian people have experienced a homophobic hate crime or incident in the last three years;²
- Between 50% and 90% of LGB people anticipate being discriminated against if they were to run for election as a member of a mainstream political party;³

- Homosexuality is still illegal in over 70 countries worldwide and punishable by death in 8.⁴

This Government is committed to changing things. Last summer we published the first ever cross Government workplan on LGB&T equality which set out our commitment to tearing down barriers and advancing equal opportunities in all areas of society – in schools, at work, in sport and for families. This document now sets out the specific actions we will take across Government to deliver on those commitments as well as new areas of work that we are undertaking.

In addition, we will be publishing the first ever Government transgender equality action plan later in the year to address the specific issues faced by the transgender community, highlighting where distinct action is needed in addition to the measures outlined in this plan.

Some policies that are set out in this action plan will apply across the UK or Great Britain, some to England and Wales and some to England only, reflecting the fact that the responsibility for some of these areas of policy are devolved and others reserved.

We will assess our progress through a call for evidence which will enable you to tell us what progress we have made, where we are succeeding and where we need to do more. This action plan will be a living document that we can update with progress, as and when necessary.

SECTION 1: EARLY YEARS, EDUCATION AND SOCIAL MOBILITY

Children's early years and education have a profound influence on their life chances. Schools should be a safe and supportive environment for children to learn in. Tackling homophobic and transphobic bullying in our schools will not only improve the lives of victims, but it will help to challenge prejudiced views and behaviour early on, helping to ensure that our society becomes more tolerant. As part of our drive to promote good behaviour in schools, we will ensure schools have access to sound and authoritative guidance, which empowers teachers to tackle bad behaviour and bullying in schools, including help to identify and tackle homophobic and transphobic bullying. The new public sector Equality Duty, included in the Equality Act 2010 and coming into force on 6 April 2011, will make it a statutory duty for schools to consider how to advance equality for LGB&T people.

Key facts:

- 65% of LGB secondary school pupils experience homophobic bullying at school;⁵
- 97% of LGB pupils report regularly hearing homophobic language in school;⁶
- Secondary school teachers consider transgender students the least supported in school, with only 7% saying that the school supports them;⁷
- Children in England who report being bullied did 15% worse at GCSE and were twice as likely not to be in education, employment or training at age 16.⁸

Detailed action	Start date	End date	Lead Department
Rationalise and simplify anti-bullying guidance to help head teachers tackle all forms of bullying, particularly homophobic and transphobic bullying.	December 2010	March 2011	Department for Education (DfE)
Issue separate statutory guidance to extend head teachers' powers to respond to pupils who bully other pupils, including homophobic and transphobic bullying, outside the school premises.	December 2010	March 2012	DfE
Reform Ofsted schools inspections, including changes to the coverage of inspection, to give all forms of prejudice based bullying, including homophobic and transphobic bullying, more prominence.	January 2011	January 2012	DfE
Review the standards for Qualified Teacher Status (QTS) to ensure a strong focus on managing poor behaviour.	March 2011	October 2011	DfE
Work with schools and the internet industry to crack down on cyber bullying which impacts on all prejudiced based bullying and create a safer environment online.	April 2011	Ongoing	DfE
Work with organisations with a proven track record in tackling prejudice based bullying, such as the Anti-bullying Alliance and other relevant LGB&T organisations, so that schools can access appropriate resources to support them in tackling bullying.	January 2011	Ongoing	DfE
Within the Government-led review of the National Curriculum, explore how the content of the National Curriculum can support the embedding of equality and inclusion.	January 2011	Autumn 2012	DfE

SECTION 2: A FAIR AND FLEXIBLE LABOUR MARKET

Many employers in both the public and private sector are already leading the way to advance LGB&T equality in their workplaces. Government is committed to supporting their ambitions by ensuring that good quality advice on employees and employers rights and responsibilities is available and easily accessible.

We will take a range of measures to end discrimination in the workplace. The Government has commissioned research to look at the barriers employers face in developing LGB&T friendly workplaces, which will be published in March 2011.

Key facts:

- 1 in 5 LGB people think they have been harassed at work because of their sexual orientation;⁹
- 1 in 25 LGB people think they have been sacked because of their sexual orientation;¹⁰
- Transgender people highlight transitioning at work as one of the most significant triggers for discrimination.¹¹

Detailed action	Start Date	End Date	Lead department
Conduct and publish research on the barriers and opportunities faced by employers in developing lesbian, gay, bisexual and transgender friendly workplaces.	August 2010	March 2011	Government Equalities Office (GEO)
Update the web advice available on Businesslink and DirectGov for employers and LGB&T employees on their rights and responsibilities in employment.	March 2011	February 2012	GEO Department for Business Innovation and Skills (BIS)
Update and disseminate advice to employers on recruiting and employing transgender employees and how to support employees undergoing gender reassignment with their transition.	December 2011	May 2012	GEO, BIS, Businesslink and Acas
Review information available to employees and consider the need to provide employers with advice and information on the use of LGB&T champions and mentors within the workplace.	April 2011	October 2012	GEO
Publish the BIS economic business case for equality and diversity, which will include consideration of LGB&T issues.	January 2011	October 2011	BIS

SECTION 3: OPENING UP PUBLIC SERVICES AND EMPOWERING INDIVIDUALS AND COMMUNITIES

LGB&T people have a right to expect that their needs are considered and, where possible, that these needs are met, whether they be healthcare, housing, transport or other public services. The Equality Act 2010 includes a new public sector Equality Duty which places new duties on public bodies to actively tackle discrimination and harassment against LGB&T people and to consider their needs when designing and delivering services.

For society to be truly democratic, it is important that civil society represents every part of the community. Research we published at the end of 2010 highlighted that LGB&T people do participate in many areas of civil society. However, there are a number of areas where local and central Government can do more to remove the barriers which prevent LGB&T people from fully and visibly participating in civil society – from participating in a local community group to becoming a Member of Parliament. Government will work with the voluntary sector to provide information to the LGB&T community on how to get involved in civil society and promote relevant opportunities as they arise.

Key facts:

- Studies suggest that older LGB people find that care homes fail to provide them with a supportive environment;¹²
- 15% of lesbian and bisexual women over the age of 25 have never had a cervical smear test, compared to 7% of women in general;¹³
- Less than half of lesbian and bisexual women have ever been screened for sexually transmitted infections;¹⁴
- Between 50% and 90% of LGB people anticipate being discriminated against if they were to run for election as a member of a mainstream political party;¹⁵
- The number of openly LGB MPs in Westminster rose from 13 in 2009 to approximately 21 in 2011.¹⁶

Detailed action	Start date	End date	Lead Department
Public sector Equality Duty			
Work in partnership with the Voluntary and Community Sector (VCS) to produce an electronic toolkit to help VCS organisations understand the public sector Equality Duty.	January 2011	July 2011	GEO
Work to better understand the nature and size of the transgender population and how to support public bodies to deliver public services to the transgender community.	April 2011	March 2013	GEO
Health and social care			
Work with the NHS to increase awareness of LGB&T health issues and how medical staff can work more sensitively with their LGB&T patients. In addition, develop a national network of LGB&T "champions".	February 2011	July 2011	Department of Health (DH)
Support NHS providers to appropriately collect data on sexual orientation.	April 2011	July 2011	DH
In partnership with LGB&T groups, ensure that evidence on LGB&T health issues are used to influence public health strategies and policies.	April 2011	July 2012	DH
Consider what further action could be taken to support the health and social care needs of older LGB&T people.	April 2011	December 2012	DH GEO
In advance of the publication of the cross government transgender equality action plan, engage with transgender communities to identify specific health issues faced by this group. Work with the Equality and Human Rights Commission (EHRC) to analyse the current process for commissioning and service provision for gender identity services and identify best practice.	February 2011	December 2011	DH GEO

Detailed action	Start date	End date	Lead Department
Transport			
Identify how we can work with the transport industry to ensure LGB&T people have confidence in travelling by public transport, including making sure staff are able to recognise hate crime, as well as homophobic and transphobic language and behaviour.	April 2011	February 2012	Department for Transport (DfT)
Housing			
Work with LGB&T support organisations, housing providers and their representative bodies to provide guidance and support to social landlords on the accommodation needs of LGB&T tenants, where appropriate.	January 2011	December 2012	Department for Communities and Local Government (DCLG)
Work with housing sector organisations to develop new best practice guidance for social landlords on preventing and tackling anti-social behaviour, including protecting tenants who are subject to homophobic and transphobic harassment and hate crime.	January 2011	July 2011	DCLG
Civil society			
Ensure that information related to Big Society initiatives is available to LGB&T organisations and through the LGB&T media.	April 2011	Ongoing	Cabinet Office (CO)
Support the development of the transgender voluntary sector (local and national) to enable them to support communities and engage with local and central government.	April 2011	April 2013	GEO
Work with the LGB&T voluntary groups to understand their challenges and, in the context of wider Government work with the VCS, explore how best government can support this sector. This includes how mainstream voluntary and community sector groups can better respond to the needs of LGB&T people.	April 2011	April 2012	GEO
Promote the European Year of Volunteering with LGB&T organisations, enabling them to submit bids for funding and providing opportunities to support relevant events.	January 2011	December 2011	OCS

Detailed action	Start date	End date	Lead Department
Support the LGB&T voluntary sector by ensuring they are aware of funding programmes such as Community First grants programme, the volunteering infrastructure fund and the transition fund. We will also highlight the initiatives outlined in the Giving Green Paper.	March 2011	First payments in April 2011	OCS
Draw on the widest views from the transgender community, reporting back on these views in order to help support and influence Government work on transgender issues, including the shaping and development of the first cross Government transgender equality action plan.	April 2011	December 2011	GEO

SECTION 4: CHANGING CULTURE AND ATTITUDES

Too many LGB&T people still face outdated prejudices and experience discrimination both at home and abroad. We have strong legislation designed to tackle discrimination and hate crime and we will continue to ensure that tough action is taken when people break the law.

But legislation alone will not be able to challenge the attitudes that lie behind this behaviour. We will work with communities to promote positive interactions, build connections and trust between people. Sport has always played a central role in bringing communities together, yet some LGB&T people experience discrimination when they participate in or watch sport. When the eyes of the world are on the UK in 2012 for the Olympic and Paralympic Games, we must ensure that a lasting legacy for these games is the safe and successful inclusion of LGB&T people.

The UK has already stopped the deportation of asylum seekers who have had to leave particular countries because their sexual orientation or gender identification puts them at proven risk of imprisonment, torture or execution. But we need to do more to promote LGB&T rights abroad. We will work with international partners and structures to progress LGB&T equality internationally raise human rights standards overseas and protect the rights of British citizens living, working or travelling abroad.

In addition, we will take action on the next steps for civil partnerships by implementing section 202 of the Equality Act 2010 and we will work with all those who have an interest in equal civil marriage and partnerships, on how legislation can develop.

Key facts:

- 1 in 5 gay or lesbian people have experienced a homophobic hate crime or incident in the last three years;¹⁷
- But 7 in 10 LGB people do not report hate crimes or incidents to anyone;¹⁸
- 7 in 10 fans who have attended a match in the last 5 years have heard homophobic abuse on the terraces;¹⁹
- Homosexuality is still illegal in over 70 countries worldwide and punishable by death in 8;²⁰
- 42 Commonwealth countries still retain homophobic legislation.²¹

Hate crime

Detailed action	Start date	End date	Lead Department
Develop and publish a new hate crime work programme, which will cover the five monitored hate crime strands, including homophobic and transphobic hate crime.	December 2010	September 2011	Home Office (HO) Ministry of Justice (MoJ)
Publish a refreshed Hate Crime Manual to offer guidance to police officers on how to tackle and respond to hate crime.	October 2010	March 2011	Association of Chief Police Officers (ACPO)
Publish guidance for community safety partnerships which include how local communities can tackle homophobic and transphobic hate crime.	June 2010	September 2011	HO
Through consultation with the Police, improve the collection of homophobic and transphobic hate crime data.	April 2011	Summer 2012	HO
Produce additional information for specialist prosecutors, and Hate Crime Coordinators to assist them in tackling all hate crime, including homophobic and transphobic hate crime.	January 2011	December 2012	Crown Prosecution Service (CPS)
Publish the Hate Crime Annual Report which will include an update on progress to tackle homophobic and transphobic hate crime.	December 2010	December 2011	CPS
Collect and share best practice in the delivery of appropriate refuge support for transgender people in need of safe and secure accommodation.	January 2012	March 2012	GEO
Conduct research into the handling of transphobic hate crime within the CPS to help improve services.	January 2012	December 2012	CPS

Civil partnerships and civil marriage equality

Detailed action	Start date	End date	Lead Department
Consult on how to enable those religious organisations that wish to, to host civil partnership registrations on their premises and amend the relevant legislation.	April 2011	November 2011	GEO and General Register Office (GRO)
Work with all those who have an interest in equal civil marriage and partnerships, on how legislation can develop.	July 2011	Ongoing	GEO MoJ GRO

Historical convictions

Detailed action	Start date	End date	Lead Department
Legislate to remove convictions for consensual gay sex from criminal records and work with VCS groups to ensure people receive adequate support when applying for their conviction for consensual gay sex to be removed from their criminal record.	February 2011	December 2013	HO GEO

Sport

Detailed action	Start date	End date	Lead Department
Continue to work with National Governing Bodies and LOCOG (following a roundtable in February) to explore further ways to tackle homophobia and transphobia in sport.	February 2011	February 2013	GEO Department for Culture Media and Sport (DCMS)
Publish and attract signatures to a Charter against homophobia and transphobia in sport.	March 2011	February 2012	GEO DCMS
When renegotiating sports' National Governing Bodies (NGB) 'Whole Sport Plans' ensure they implement all requirements of the Equality Act 2010.	March 2012	March 2013	Sport England (SE)
Ensure the upcoming Sport England strategy is inclusive across the equality agenda.	Ongoing	April 2013	SE

Detailed action	Start date	End date	Lead Department
Review the data from Sport England's Active People Survey 5, which measures participation in sport including, for the first time, measurement of participation by LGB&T people.	July 2011	December 2011	SE
Ensure the safety and security of LGB&T volunteers and spectators at the Olympic and Paralympic Games 2012, including a focus on preventing incidents of hate crime.	February 2011	October 2012	HO
Review and, where necessary, amend and update guidance issued for sports' NGBs to support LGB&T people who participate in sport.	October 2011	January 2013	DCMS SE
Work with Sport England to engage appropriate NGBs to help ensure a safe and supportive environment for LGB&T participants and spectators.	September 2011	Ongoing	DCMS SE
Seek to use major sporting events in the UK to promote equality and diversity, both through messaging and by example.	February 2011	Ongoing	DCMS
Work with NGBs to encourage diverse and fully representative NGB boards.	April 2011	Ongoing	DCMS SE

Promoting rights internationally

Europe			
Work with and influence the current and future holders of the EU Presidency and the EU External Action Services to include a focus on LGB&T issues, including throughout the EU's foreign policy agenda.	June 2010	Ongoing	Foreign & Commonwealth Office (FCO) GEO
Actively promote the inclusion of LGB&T rights in new EU country specific human rights strategies. Ensure that any occurrences of human rights violations towards LGB&T people or human rights defenders are accurately and consistently reflected in the periodic reports submitted.	March 2011	Ongoing	FCO

Work towards the full implementation in the UK and across Europe of the Council of Europe's recommendations 'Measures to combat discrimination on grounds of sexual orientation or gender identity' including by using our Chairmanship of the Council of Europe from November 2011 to review progress.	June 2010	June 2013	FCO GEO
Worldwide			
Amend the Civil Partnership Act 2004 to update Schedule 20 which lists the overseas same-sex partnerships automatically recognised by the UK as equivalent to UK civil partnerships.	March 2011	December 2012	GEO
Work bilaterally with other countries to overcome the legislative or policy barriers which prevent UK civil partnerships being recognised abroad.	June 2010	Ongoing	GEO FCO
Use our political dialogue with other countries to push for the recognition of LGB&T rights and advocate for changes to discriminatory practices and laws that criminalise homosexuality and same sex behaviour. We will also work with EU and international partners to oppose the introduction of new anti-homosexual legislation.	June 2010	Ongoing	GEO FCO Department for International Development (DfID)
Encourage more countries to support the UN statement which calls on States to ensure that sexual orientation or gender identity may under no circumstances be the basis for criminal penalties. We will also work with like-minded international partners to support a future UN statement on the situation of LGB&T people.	June 2010	Ongoing	FCO GEO
Use the UN led Universal Periodic Review to robustly examine and question the human rights records of every UN Member State towards LGB&T people, as appropriate.	May 2011	Ongoing	FCO
Work to raise the profile of LGB&T issues in preparation for Commonwealth meetings, including at the Commonwealth Heads of Government Meetings in October 2011 and November 2013.	March 2011	November 2013	FCO

UK Embassies and Posts overseas will continue to support efforts of civil society organisations and human rights defenders internationally to change laws and social attitudes, including by supporting Pride events and the International Day Against Homophobia and Transphobia.	June 2010	Ongoing	FCO GEO
Where appropriate, use ministerial overseas visits (including in Lynne Featherstone's capacity as Ministerial Champion for Tackling Violence Against Women Overseas) as levers to influence other countries' domestic record on LGB&T equality and progress this agenda internationally.	December 2010	Ongoing	GEO
Asylum			
Develop, roll out and review the effectiveness of a new training programme for asylum decision makers to support new guidance on managing asylum claims brought on the grounds of sexual orientation. An audit will be undertaken on the effectiveness of training and guidance in LGB Cases.	September 2010	September 2011	UK Border Agency (UKBA)
Work with the UN Refugee Agency (UNHCR) and Stonewall to develop a protocol for evaluating the effectiveness of the new guidance on managing asylum claims brought on the grounds of sexual orientation.	January 2011	March 2011	UKBA
Continue to ensure that accurate, reliable and objective country information relating to LGB&T claims is collated and disseminated for the benefit of those involved in the Refugee Status Determination process.	September 2010	Ongoing	UKBA

MAKING IT HAPPEN

Working for Lesbian, Gay, Bisexual, and Transgender Equality: Moving Forward is a blueprint for the Government's action to tackle LGB&T inequality. It lays out our vision and the focus for the Government's commitment to build a strong, modern and fair society.

The actions in this document are the first steps towards achieving this vision. Government will act as a leader, a catalyst and an advocate for change but Government alone can only ever make limited progress. As part of our plans to enhance transparency and accountability in central and local government, we are committed to undertake the following:

- Work in close partnership with people, communities, civil society, sports groups, schools and businesses to monitor the implementation of the action plan and make LGB&T equality a reality;
- Launch a Call for Evidence (CfE) in 2012. The CfE will be an evidence gathering exercise to enable anyone with an interest in LGB&T equality to share their views and insights on how each section in the detailed action plan can be successfully implemented, what has gone well and where the challenges remain. We anticipate that the CfE will last for approximately three months;

- This action plan will be a living document which we will update with progress as and when necessary, taking on board the responses from the CfE.

Only if we work together will we achieve the fairer, more equal and more prosperous society that we all want to see.



Government
Equalities Office

Putting equality at the heart of government

For further copies of this document or to learn more about how Government is progressing on these commitments, please visit the Government Equalities Office website at www.equalities.gov.uk

GLOSSARY

Acas	Advisory Conciliation Arbitration Service	NGB	National Governing Bodies
ACPO	Association of Chief Police Officers	OCS	Office of Civil Society
BIS	Department of Business Innovation and Skills	SE	Sport England
CO	Cabinet Office	UKBA	United Kingdom Border Agency
CPS	Crown Prosecution Service		
DCLG	Department for Communities and Local Government		
DCMS	Department for Culture, Media and Sport		
DfE	Department for Education		
DfID	Department for International Development		
DH	Department of Health		
DWP	Department for Work and Pensions		
EHRC	Equality and Human Rights Commission		
FCO	Foreign and Commonwealth Office		
GEO	Government Equalities Office		
GRO	General Register Office		
HO	Home Office		
LOCOG	London Organising Committee for the Olympic and Paralympic Games		
MoJ	Ministry of Justice		

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