



IFI Gender Equality Policy

Gender Equality is the result of the absence of discrimination on the basis of a person's sex with regard to opportunities, allocation of resources or benefits and in access to services.¹ The aim of IFI is to create a gender inclusive organisational culture. We want to encourage and support the promotion of gender equality in Icestocksport sports at all levels.

To increase gender equality in organisational structures, systems might need to be reviewed.

Gender Equality means that we support the equal representation of all genders at a volunteer and professional level. Gender mainstreaming at all levels means gender equality in leaderships, managers, coaches, athletes etc.

We will establish a safe and secure sports environment where gender-based violence has no place. We will avoid sexist gender stereotypes in sport and create a positive and social educational climate for all.

We want to encourage our member organisations and support them in activities promoting gender balance in all positions.

Equality in Leaderships:

- Promoting equality between women and men in decision-making
- Reach the target of at least 40 % of the under-represented gender in executives and commissions
- Implement limitations on terms of office to increase turnover and give opportunities to more people and avoid a select few staying too long in positions
- Gender-balanced list of candidates for elections and for leadership positions
- Create clear role descriptions and job analysis for executive positions
- Transparency in the recruitment and selection process
- Member National Federations should implement leadership and executives training and development programmes for under-represented groups

Equality for athletes:

- Equal pay of women and men in sports
- Equal representation of women and men at the highest, most visible levels of disc sport
- Support dual career for all athletes
- Prevention of harassment under athletes and establishment of a reporting email or helpline within federations

¹ Definition of EU action plan on gender equality in sport 2014-2020; **Gender** identifies the social relations between men and women. It refers to the relationship between men and women, boys and girls, and how this is socially constructed. Gender roles are dynamic and change over time.



Female and Male Coaches:

- Support the under-represented groups (i.e. women) to become qualified coaches
- Member National Federations should develop mechanisms, including mentoring programmes and a network of elite level female coaches both at all levels, to ensure female elite level coaches' access further and specialized coach education and support

Gender-based Violence²

- Fight sexism against women and men (gender-based violence)
- Start awareness-raising activities
- Continue to promote changes in attitudes and behavior through code of ethics
- Protecting and supporting victims: develop and implement mandatory procedures when sexual harassment and abuse occur, including complaint procedures.
- Member National Federations should support the development of education and training programmes for different groups on gender sexual harassment and abuse and make training programs to prevent gender sexual harassment and abuse.

Commercial and Marketing

- Show Gender Equality in Media (i.e. pictures of men and women on Facebook, reporting about high level sports of all categories)
- Support an equal visibility of female and male athletes, highlight and improve the image of under-represented gender (i.e. find role models)
- Improve the gender equality in commercial value of events, and improve sponsor relations for under-represented gender
- Use images and language in order to create a message which reflects the desired gender inclusive culture

Next steps IFI can do:

- Develop and determine a gender equality plan with main points based on the snap survey
- Implement gender equality in the good governance policies
- Communication about gender equality strategy and ambitions with the member National Federations
- Implement a gender-equal recruitment procedures that ensure that there are male and female candidates in recruitment processes
- Aim for diversity management overall by including also questions of working inclusively with all genders, minorities, disabilities etc.

² **Gender-based violence** is defined as violence directed against a person because of that person's gender (including gender identity/expression) or as violence that affects persons of a particular gender disproportionately. In this report this includes sexual violence (including rape, sexual assault, abuse and harassment)