

APPENDIX 28a
INTERNATIONAL FLOORBALL FEDERATION



EQUALITY POLICY

Edition 2016

Decided by the IFF Central Board **?????**

Valid from 1st January 2016



Introduction

The International Floorball Federation (IFF) is the world governing body for all types of Floorball, providing a comprehensive range of services to our Member Associations and delivering international Floorball events throughout the world.

The Oxford dictionary defines equality as “*the state of being equal, especially in status, rights, or opportunities*”. The IFF believes that equality is about fair and equitable treatment, recognising inequalities and taking steps to address them to ensure that people have equal opportunities to participate and practice the sport. The pursuit of equality might involve changing the culture and structure of Floorball to ensure that it becomes accessible to all of members of society, and sometimes it might involve treating people differently in order to ensure equality of opportunity.

1. Statement of Intent

- 1.1. International Floorball Federation (IFF) is fully committed to the principles and practice of equality of opportunity. It is responsible for ensuring that all people, irrespective of their age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation, have a genuine and equal opportunity to participate in Floorball at all levels and in all roles. That is, as a participant, coach, official, volunteer, manager, administrator, employee or spectator.
- 1.2. IFF considers Floorball to be a “sport for all”. Floorball can and should be made accessible to everyone, to the greatest extent possible.
- 1.3. IFF will endeavour to provide equality of opportunity through all our actions and in the promotion and development of Floorball throughout the world.
- 1.4. The IFF considers that it, and its members, has an ethical, moral and business responsibility to take stock of their current position and plan for the inclusion of a wider range of participants.

2. Purpose of the Policy

- 2.1. IFF recognises that individuals and/or certain groups in our society have been affected by past discrimination and may be denied the opportunity to participate equally and fully in Floorball at all levels.
- 2.2. IFF recognises the need to provide different and diverse opportunities as a means of creating entitlement and access.
- 2.3. This policy has been produced to prevent/tackle any potential/current discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against its employees, members, participants and volunteers.

3. Objectives

- 3.1. To ensure that all present and potential members and employees of the IFF receive fair treatment.
- 3.2. To endeavour to provide all its services in a way that is fair and accessible to everyone.
- 3.3. It is the continuing aim of the IFF in its relationships with its members and employees and in the provision of its services, not to disadvantage any individual or group by imposing any conditions or requirements that cannot be fully justified.
- 3.4. To educate and guide employees, members, participants and volunteers on IFF’s commitment to and implementation of the equality policy.



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- 3.5. To recognise and take positive action to tackle barriers which may discriminate against particular identified groups.
- 3.6. To ensure that the format and content of competitions and regulations provide equality for all, except where it is necessary to implement certain conditions to ensure equitable, safe and reasonable competition, for example regional quotas for world championships events.
- 3.7. To ensure that all materials produced and distributed by or on behalf of the IFF portray a fully inclusive and positive image of the profile of all those involved in the game.

4. Actions

- 4.1. IFF will consult its employees and members in developing the Equality Policy and programmes to ensure reflection of the diversity of those within Floorball.
- 4.2. IFF will establish an Equality Commission to guide the implementation of the Equality Policy and monitor the effects of implementation.
- 4.3. IFF will produce and maintain an action plan to ensure that intent of this policy is delivered.
- 4.4. Many areas of the organisation will be shaped by this action plan which will be reviewed and updated on an annual basis.
- 4.5. IFF recognises that in some cases to achieve the principle of equality, unequal effort is required and, if appropriate will consider taking special measures &/or positive action in favour of any group that is currently under-represented in its membership, representative bodies or workforce.

5. Responsibility

- 5.1. The IFF Central Board has overall responsibility for the effective operation of this policy, ensuring its compliance, and reviewing when appropriate. With the guidance of the Equality Commission & the Ethics Commission, the Central Board is responsible for ensuring that key strategic decisions pay due regard to equality.
- 5.2. The IFF Secretary General has the overall responsibility for the implementation of this policy.
- 5.3. The IFF Equality Commission has responsibility for advising on the implementation, monitoring the delivery of the policy, reviewing the policy and providing recommendations on any necessary changes.
- 5.4. All IFF employees and appointed officials have a responsibility to comply fully with the policy and apply the policy in their day-to-day work programme.
- 5.5. All IFF members have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and endeavour to implement similar policy within their own organisation.

6. Implementation & Communication

- 6.1. The new/amended policy will be implemented immediately following the decision of the Central Board.
- 6.2. A copy of this policy will be available to all current employees and volunteers.
- 6.3. A copy of this policy will be distributed to all current members.
- 6.4. All new employees, members and appointed IFF officials will be made aware of this policy when they join the IFF.
- 6.5. A copy of this policy will be available on the IFF website.



7. Monitoring & Evaluation

- 7.1. This Equality Policy will remain in force until it is amended, replaced or withdrawn. A review of this Equality Policy will take place as and when required, but not less than once every three years.
- 7.2. The Equality Action Plan, created to ensure the objectives of this Equality Policy are delivered, will be reviewed by the IFF Equality Commission regularly. Progress relating to the policy will be recorded annually and a full report will be presented to the IFF Central Board to review the progress and the policy status.
- 7.3. Once approved by the Central Board, a report will be published internally and externally (with due regard to the sensitivity of the information), to show the impact of this Equality Policy and progress towards achieving the Equality Action Plan.

8. Disciplinary & Complaints Procedures

- 8.1. In pursuance of this policy, the IFF reserves the right to discipline any of its members &/or employees who practise any form of discrimination on the grounds of a person's age, gender, ability, race, religion, ethnic origin, creed, colour, social status or sexual orientation.
- 8.2. To safeguard individual rights under this Equality Policy, any employee, appointed official, volunteer, participant or member, who believes that he/she has suffered inequitable treatment within the scope of this policy may raise the matter through the appropriate grievance procedure.

TERMINOLOGY

Discrimination

The action that people take on the basis of their prejudices, which results in unfair and unjust treatment.

Direct discrimination - Treating one person less favourably than another would be in similar circumstances

Indirect discrimination - Having requirements or conditions which appear to apply equally to all but which, in practice, can be met only by certain advantaged individuals. Such requirements or conditions are lawful only if they can be objectively justified.

Equity

Equity is about fairness and access for all. The process of allocating (or reallocating) resources and entitlements, including power, fairly and without discrimination. It may use positive action initiatives and measures to address existing inequalities.

Harassment

Inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence to a person or group. It may be of a sexual or racial nature or it may be directed towards people because of their age, sexuality, disability or some other characteristic.

Positive Action

A range of measures or initiatives intended to redress the effects of past discrimination. Special measures may be introduced for any group that is under-represented in the membership, representative bodies or workforce.