



# INTERNATIONAL FLOORBALL FEDERATION (IFF)

*Recognised by the IOC  
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## APPENDIX 25

### **Report on the European Women in Sport (EWS) Conference 2016**

Stockholm, Sweden

8<sup>th</sup> – 10<sup>th</sup> April 2016

IFF Competition Coordinator, Sarah Mitchell, attended this conference in her role as the IFF Equality Officer. The Conference theme was “Moving towards gender equality in sport” and there were participants from National Olympic Committees, International & National Federations, European Commissions and several Educational bodies. Sessions included:

- Gender balance & equality in decision-making in sport
- Negative gender stereotypes in sport & the role of the media
- Gender-based violence in sport
- Gender equality in coaching

The meeting was addressed by the Swedish Minister of Sport and the President of the Swedish Sports Confederation, as well as representatives from the Council of Europe, the European Commission and several European NOCs.

The challenges in regards of gender equality in sport, whether at international, national or grass-roots level, have very common (& recurring) themes – How do you get more women involved at the top level decision-making positions? How do you get more women involved in coaching? How can you get the media to pay more attention to women’s sport? How can you break the gender stereotypes in sport?

The key issues that were most relevant to Floorball were:

#### ***Sexual Harassment***

- IFF lacks any inclusion on sexual harassment in sport and how it should be dealt with. IFF needs to develop a “Guidelines to Prevent Sexual Harassment & Abuse” and to provide clear directives for handling of these issues in Floorball
- IFF & NAs need to have a dedicated Equality/Integrity contact person. Integrity issues could include anti-doping, sexual harassment, betting etc
- IFF to have standard sanctions regarding sexual abuse convictions which must be adopted by NAs

#### ***Representation***

- IFF to continue to improve the gender-balance in key decision-making positions
- Rather than quotas, a better option could be to adopt a representation on executive committees that is proportional to member representation, with a minimum of at least 2 of each gender. (Eg. If 35% of the members (licensed players) are female then 35% of the executive should also be female)
- NAs should be rewarded for increasing their female representation.
  - o Eg. If there is a fee for attendance at IFF seminars then a certain number of female participants should be allowed for free or at a reduced rate



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- Eg. At the General Assembly each country is given a maximum of two votes. They are allowed to have two representatives, however, if both of these representatives are male then they are only allowed one vote
- Eg. An increase in female participation, either as licensed players, or in executive roles could be rewarded with a discounted membership fee

### **Coaching**

- IFF should encourage mixed-gender coaching teams at IFF events
- Introduction of regulation for women's national teams at IFF events to have at least one female staff member (preferably in a coaching role)

### **Media**

- Our own media must portray men & women equally – videos that we share/create, number of stories, photos etc
- Encourage the inclusion of women in media positions, reporting on both men's & women's floorball