

WFDF POLICY ON NON-DISCRIMINATION



Approved by the WFDF Board on 20 September 2020

WFDF POLICY ON NON-DISCRIMINATION

1. Introduction

The World Flying Disc Federation (WFDF) is the world governing body for all disciplines of the sport of Flying Disc, providing a comprehensive range of services to our Member Associations and delivering international Flying Disc events throughout the world.

The Oxford dictionary defines equality as “the state of being equal, especially in status, rights, or opportunities.” WFDF believes that equality is about fair and equitable treatment, recognizing 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 Flying Disc 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.

2. Statement of Intent

- a. World Flying Disc Federation (WFDF) is fully committed to the principles and practice of equality of opportunity. It is responsible for ensuring that all people, irrespective of race or ethnic origin, culture, religion or belief, gender, sexual orientation, age, disability, socio-economic status, and physical attributes, have a genuine and equal opportunity to participate in Flying Disc at all levels and in all roles. That is, as a participant, coach, official, volunteer, manager, administrator, employee or spectator.
- b. WFDF considers Flying Disc to be a “sport for all.” Flying Disc can and should be made accessible to everyone, to the greatest extent possible.
- c. WFDF will endeavor to provide equality of opportunity through all our actions and in the promotion and development of Flying Disc throughout the world.
- d. The WFDF considers that it, and its members, have an ethical, moral and business responsibility to take stock of their current position and plan for the inclusion of a wider range of participants.

3. Purpose of the Policy

- a. WFDF recognizes 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 Flying Disc at all levels.
- b. WFDF recognizes the need to provide different and diverse opportunities as a means of creating entitlement and access.
- c. 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.

4. Objectives

- a. To ensure that all present and potential members and employees of the WFDF receive fair treatment.
- b. To endeavor to provide all its services in a way that is fair and accessible to everyone.

- c. It is the continuing aim of the WFDF 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.
- d. To educate and guide employees, members, participants and volunteers on WFDF's commitment to and implementation of the equality policy.
- e. To recognize and take positive action to tackle barriers which may discriminate against particular identified groups.
- f. 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.
- g. To ensure that all materials produced and distributed by or on behalf of the WFDF portray a fully inclusive and positive image of the profile of all those involved in the game.

5. Responsibility

- a. The WFDF Board of Directors has overall responsibility for the effective operation of this policy, ensuring its compliance, and reviewing when appropriate. With the guidance of the Women in Sport Commission, the Athletes' Commission, and the Sport for All and Development Commission, the Board is responsible for ensuring that key strategic decisions pay due regard to equality.
- b. The WFDF Executive Director has the overall responsibility for the implementation of this policy.
- c. All WFDF employees and appointed officials have a responsibility to comply fully with the policy and apply the policy in their day-to-day work program.
- d. All WFDF National Member Associations have a responsibility to respect, act in accordance with and thereby support and promote the spirit and intentions of the policy and endeavor to implement similar policy within their own organization.

6. Implementation and Communication

- a. The new/amended policy will be implemented immediately following the decision of the Central Board.
- b. A copy of this policy will be available to all current employees and volunteers.
- c. A copy of this policy will be distributed to all current members.
- d. All new employees, members and appointed WFDF officials will be made aware of this policy when they join the WFDF.
- e. A copy of this policy will be available on the WFDF website.

7. Monitoring and Evaluation

- a. This Non-Discrimination Policy will remain in force until it is amended, replaced or withdrawn. A review of this Non-Discrimination Policy will take place as and when required, but not less than once every four years.

- b. A Non-Discrimination Action Plan, created to ensure the objectives of this Non-Discrimination Policy are delivered, will be prepared and presented to the WFDF Board of directors no less than once every four years. The report will review progress relating to the policy and present action items to better fulfill the objectives of the Policy.
- c. Once approved by the WFDF Board, a report will be published internally and externally (with due regard to the sensitivity of the information), to show the impact of this Non-Discrimination Policy and progress towards achieving the Non-Discrimination Action Plan.

8. Disciplinary and Complaints Procedures

- a. In pursuance of this policy, the WFDF reserves the right to discipline any of its members and/or employees who practice any form of discrimination on the grounds of a person's race or ethnic origin, culture, religion or belief, gender, sexual orientation, age, disability, socio-economic status, or physical attributes.
- b. To safeguard individual rights under this Non-Discrimination Policy, any employee, appointed official, volunteer, athlete, 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.

9. Terminology

- a. **Discrimination:** The action that people take on the basis of their prejudices, which results in unfair and unjust treatment.
 - i. **Direct discrimination** - Treating one person less favorably than another would be in similar circumstances
 - ii. **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.
- b. **Equality:** Equality means equal ease of access to resources and opportunities regardless of gender, race, or other aspects that may lead to discrimination. This includes economic participation and decision-making; and the state of valuing different behaviors, aspirations and needs equally.
- c. **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.
- d. **Harassment:** Inappropriate actions, behavior, 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.
- e. **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.