

INTERNATIONAL HOCKEY FEDERATION

GENDER EQUALITY POLICY

With effect from 29 November 2017
Updated and Approved on 22 October 2020





Introduction

Article 1.4 (a) of the FIH Statutes records FIH's commitment to ensuring that all members of the Hockey family do not face discrimination of any kind such as race, ethnicity, colour, gender, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.

The Gender Equality Policy of the International Hockey Federation (FIH) aims to promote gender equality in the sport of Hockey.

Purpose

This policy aims to:

- encourage gender balance within the FIH, because it is a matter of good governance to represent the hockey population at the management level (fifty per cent men and fifty per cent women); and
- ensure the prevention of any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Covered Persons on the grounds of gender that may preclude them from participating fully in any aspect of hockey.

Aim

FIH is committed to encourage and support the participation of women and men in hockey at all levels. This will be achieved by creating awareness of the importance of equality for both women and men playing Hockey, as well as all levels of its management.

Creating awareness means using all possibilities to explain and to promote the importance of working on and off the field with both genders equally and to change attitudes, behaviours and beliefs that reinforce inequalities between women and men.

It is the intention of the FIH to review its practices once every 2 years. It is the intention to ensure the commitment of the FIH Executive Board and the FIH Committees to come to a 50/50 representation off the field of play. FIH Panels will continue to be based on the specific expertise required but are strongly encouraged to recruit a balance of suitably qualified, professional women and men. FIH wants to ensure that the creation of awareness of gender equality is not only about the numbers of female and male representatives, but also about the (recruitment) processes involved across all Continental Federations and National Associations.

FIH shall also promote the use of gender-neutral terms in its governance documents.

At a sport level, this also means a commitment to increasing the recruitment and development of women coaches, umpires and officials at the highest level of the sport to achieve greater gender balance in the sport.

The Continental Federations play an important role in 'spreading' the message of creating awareness.



They are encouraged by the FIH Women in Sports Committee to implement this Policy at its Board level and to encourage their NAs to do the same.

Applicability

This policy is applicable to Covered Persons (as defined in the FIH Integrity Code¹).

Commitments

In support of its commitment to ensure gender equality, the FIH has undertaken the following goals (which list will continue to evolve):

- a) Amended the FIH Statutes to require that of the 8 elected ordinary FIH Executive Board members, 4 must be men and 4 must be women (achieved since 2010);
- b) Invited the FIH Executive Board to become HeforShe Ambassadors (achieved since March 2017);
- c) To encourage and promote a gender-aware and gender responsible organisational culture within FIH, the CFs and NAs (ongoing);
- d) To ensure a balance of applications for women and men for nomination to FIH Committees (achieved since March 2019);
- e) To create a coherent succession Policy within FIH to make it attractive for both women and men to take the step up from athlete or official to a management position within FIH (to be achieved).
- f) To install an Award for the best performing Continent, the so called Equally Amazing Award (to be achieved).
- g) To organise webinars focused on gender equality in hockey, by the FIH Women in Sports Committee in collaboration with the Continental Federations, through the FIH Academy (to be achieved).
- h) To provide the opportunity for more women to attend yearly coaching courses organised by the FIH and to monitor with KPIs (ongoing).

Accordingly, this policy aims to support an open environment for all those involved in playing Hockey throughout the world and/or are involved in the administration of the sport.

¹ Covered Persons Definition in FIH Integrity Code: <http://www.fih.ch/media/12943893/2018-01-15-final-approved-fih-integrity-code.pdf>



Transgender/Gender reassignment/Transsexual athletes

With due regard to the element of fair play, FIH, as a gender-affected sport, aims to allow transgender athletes the ability to compete at the highest level. FIH recognizes the fact that decisions about participation must be taken on an individual basis as the integrity of men's and women's Hockey must be respected.

FIH recognizes that various terms may be used when referring to transgender people therefore, for convenience and clarity, the following terms have been adopted:

Transgender: umbrella term to cover transsexual women/men, intersex people, androgyny and polygender people, cross dressing and transvestite people.

Gender reassignment: a person who is undergoing or who has undergone treatment with the objective of changing their sex.

Transsexual person: a person who has transitioned from the opposite sex. A transsexual male will therefore imply someone who has transitioned from female to male and vice versa. This term is not to be confused with [cross-dresser or transvestite].

Discrimination

FIH recognises that discrimination in any form, direct or indirect, on the grounds of gender, is unacceptable². Any breach of this policy in the form of discrimination, victimization or bullying whilst carrying out duties on behalf of FIH or otherwise acting as a representative of FIH shall result in disciplinary proceedings. All those who are involved with Hockey, irrespective of their gender, shall be treated in an equal, fair, open and respectful manner. Therefore, all Covered Persons have a responsibility to follow, respect and advocate the aims of this Gender Equality Policy.

Corporate Responsibility

[To provide strategic direction and leadership to mainstream gender equality, the FIH will aim to institutionalize gender equality and endeavours to ensure that Hockey, at all levels, remains free from gender bias.

Accordingly, it is the responsibility of the FIH to ensure that this Policy is implemented and communicated appropriately. The FIH will ensure that all FIH regulations are compatible with international legal standards.

A copy of this Policy will be available on the FIH website³.

² **Direct Discrimination:** treating a person less favorably than you would treat others because of their gender.
Indirect Discrimination: applying, without reasonable justification, some criteria or practice which appears to apply equally to all but which, in practice, disadvantages a person because of their gender.

³ FIH Gender Equality <http://www.fih.ch/inside-fih/our-official-documents/fih-gender-equality-policy/>



Monitoring and Evaluation

FIH will review this policy every 2 years or earlier to the extent that there is a request from the FIH Executive Board or change in legislation that merits an amendment before the 2-year period.

Further, the FIH has established mechanisms to ensure that its Directors are held accountable for their department's progress towards gender equality. In addition, individual performance objectives shall take into account the progress that is being made on achieving gender equality, where possible.

Legal

As an association registered in Switzerland, FIH is required under Swiss law not to discriminate against any person. Recognizing our legal responsibility, this Policy shall be guided by Swiss legislation (Swiss Constitution, 1995 Federal act on Gender Equality) and the IOC Guidance on Sex Reassignment 2004.

This Gender Equality Policy will remain in force until it is amended, replaced or withdrawn.

The FIH will continue to update this policy to incorporate any changes in equality legislation.

Disciplinary Process

Any breach of this policy will result in disciplinary action being taken under the FIH Dispute Resolution Regulations. For this policy to have full effect, any Covered Person who believes that they have suffered maltreatment under the scope of this policy may raise the matter with the FIH CEO or submit a complaint to whistleblowing@fih.ch and the matter will be dealt with in accordance with the procedures laid out in the FIH Integrity Code⁴.

The FIH Integrity Unit has the full power and authority to investigate, consider and determine breaches of this policy. Decisions of the Disciplinary Commissioner from the Integrity Code may be appealed to the Court of Arbitration of Sports.

Approved by the FIH Executive Board

22 October 2020

⁴ FIH Integrity Code (2018): <http://www.fih.ch/media/12943893/2018-01-15-final-approved-fih-integrity-code.pdf>