



FIH Gender Equality Policy

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.

Aspiration

FIH is committed to encouraging and supporting the participation of women in hockey at all levels with a view to implementing the principle of equality for men and women. This will be achieved not only through promoting equality for both men and women playing Hockey, but also through promoting equality at all levels of its management.

It is the stated intention of the FIH to review its practices and ensure that the FIH Executive Board and FIH Committees aspire to 50/50 representation. FIH Panels will continue to be based on the specific expertise required but are strongly encouraged to recruit suitably qualified, professional women to fulfill roles. However, this promotion will not be limited to increasing only the numbers of female representatives, but shall extend to how FIH recruits females onto its Committees and Panels. FIH shall also promote the use of gender-neutral terms in its governance documents.

This intention will extend to the promotion of gender equality in the governance of Continental Federations as well as National Associations.

At a sport level, this will also mean a commitment to increasing the recruitment and development of women coaches, umpires and officials at the highest level of the sport.

Applicability

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

Purpose

The purpose of this policy is twofold:

- to encourage gender equality 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).
- to prevent 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.



In support of its commitment to encourage gender equality, the FIH has undertaken the following commitments (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 (November 2016);
- b) Invited the FIH Executive Board, Continental Federations and FIH Staff to become HeforShe Ambassadors (March 2017);
- c) To encourage a balance of applications for men and women for nomination to FIH Committees
- d) To encourage and promote a gender-aware and gender responsible organisational culture.
- e) To create a tailor-made succession policy within FIH to make it attractive for women to take the step up from athlete or official to a management position within FIH.
- f) to sign the Gender Champions Panel Parity Pledge, supported by the United Nations (in 2018).
- g) To increase from 34 female participants in the FIH Academy Coaching courses in 2016 to 50 female participants in 2017, and to continue to increase progressively by 10% per year.

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

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 unacceptable¹. 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

In an attempt to provide strategic direction and leadership to mainstream gender equality, the FIH will institutionalize gender equality and 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. Therefore, 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 website.

Monitoring and Evaluation

FIH will review this policy every 2 years provided there is no request from the FIH Executive Board or change in legislation that merits an amendment before the 2 year period.

Further, the FIH shall establish 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.

¹ **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.



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 through the FIH whistleblowing complaints form at www.fih.ch (which is confidential) and the matter will be dealt with in accordance with the disciplinary procedures.

The FIH Disciplinary Commissioner has the full power and authority to investigate, consider and determine breaches of this policy. Decisions of the Disciplinary Commissioner may be appealed to the FIH Judicial Commission.

Approved by the FIH Executive Board

29th November 2017