



Gender Equality and Diversity Policy

World Lacrosse

June 2019 – Draft

World Lacrosse

World Lacrosse (WL) is committed to ensure that all associated with its activities 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 and Diversity Policy of WL aims to promote gender equality in the sport of lacrosse.

WL is committed to encouraging and supporting the participation of women in lacrosse 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 lacrosse, but also through promoting equality at all levels of its management.

It is the intention of WL to review its practices and ensure that the Board, Committees, and Commissions to aspire to equal representation.

WL Committees will continue to be based on the specific expertise required but are strongly encouraged to recruit suitably qualified, professional women to fulfil roles. However, this promotion will not be limited to increasing only the numbers of female representatives, but shall extend to how WL recruits females onto its Committees and Working Groups. WL will 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 member Continental Federations and member National Governing Bodies.

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.

The purpose of this policy is twofold:

- to encourage gender equality within WL, because it is a matter of good governance to have equal representation of the lacrosse population at the management level.

- to prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against people on the grounds of gender that may preclude them from participating fully in any aspect of lacrosse.

To support this commitment WL will establish a plan to review all statutes (Constitution, Bylaws and Policies) to ensure appropriate representation

See also the separate WL Gender Determination Guidelines

Transgender/Gender reassignment/Transsexual athletes

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

WL 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

WL 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 WL or otherwise acting as a representative of WL shall result in disciplinary proceedings. All those who are involved with lacrosse, irrespective of their gender, shall be treated in an equal, fair, open and respectful manner. Therefore, all have a responsibility to follow, respect and advocate the aims of this Policy.

Note:

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.

Corporate Responsibility

In an attempt to provide strategic direction and leadership to mainstream gender equality, WL will institutionalize gender equality and ensure that lacrosse, at all levels, remains free from gender bias.

Accordingly, it is the responsibility of WL to ensure that this Policy is implemented and communicated appropriately.

Monitoring and Evaluation

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

Legal

As a federation registered in New York State, USA, WL is required under law not to discriminate against any person.

WL 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 WL Dispute Resolution Regulations. For this policy to have full effect, any person who believes that they have suffered maltreatment under the scope of this policy may raise the matter with the WL CEO or submit a complaint through the WL whistleblowing procedure and the matter will be dealt with in accordance with the disciplinary procedures.