

ANTI-DISCRIMINATION RESOLUTION

POLICY DESCRIPTION

World Lacrosse endorses diversity, supports equal rights, and does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap, whether covered by applicable legislation or not, except where affirmative action may be required to redress individual or social handicaps of people from disadvantaged groups.

Purpose

This document sets out:

- WL's policy against such discrimination
- The governance structures, responsibilities and processes that have been established to give effect to that policy.

Policy

World Lacrosse does not advocate, support or practice discrimination based on race, religion, age, national origin, language, sex, sexual orientation, or mental or physical handicap or any other personal attribute protected by law, except where affirmative action may be required to redress individual or social handicaps. WL will make all reasonable accommodations to allow people who experience difficulties in their dealings with the organization to benefit equally from its work.

World Lacrosse recognizes and affirms that the global fight against racism, racial discrimination, xenophobia and related intolerance and all their abhorrent and contemporary forms and manifestations is a matter of priority for the international lacrosse community,

Therefore, World Lacrosse wishes to adopt the following measures in furtherance of a Zero Tolerance Policy Toward Discrimination In Lacrosse:

Responsibilities

1. The WL Board will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organization's Anti-Discrimination Policy.
- Monitor performance by way of periodic management reports and assurances.

2. The Chief Executive Officer will:

Ensure that: the organization's practices and processes incorporate precautions against discrimination in such areas as hiring, client selection, and program delivery;

- Reasonable accommodations are made to allow diverse groups to access benefits provided by the organization;

- Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- Where appropriate, delegate responsibility for compliance to officers with responsibility for particular sections.

Oversee the performance of employees and others in these matters.

- Review and report to the Board, as appropriate, on the effectiveness of the management systems established to remove discrimination.
 - Analyze material breaches and identified compliance system weaknesses for systematic trends and ensure that any adverse trends are addressed.
 - Promote a culture of effective policy compliance across the organization.
3. All WL representatives and any persons or organization belonging in any capacity whatsoever to WL or to one of its affiliated members, the Organizing Committee of the WL Competitions and Tournament Support Personnel and representatives will:
- Ensure that they are aware of the organization’s policy against discrimination;
 - Not act in a manner that would be considered to be discriminatory pursuant to this policy or any applicable legislation;
 - Where appropriate, suggest ways in which practices, systems and procedures could be improved so as to reduce the likelihood of discrimination occurring.
 - Recommend that Continental Federations and NGBs establish a concrete action plan, showing their intention to fight all forms of racism and discrimination among their players, coaches, officials, volunteers and supporters. WL will establish guidelines to the NGBs as an outline for the creation of these action plans.

“Tournament Support Personnel” refers to any tournament director, owner, operator, employee, volunteer, referee, technical official, WL employee, and any of their respective agents, delegates, commissioners, or contractors, and any similarly situated person at an World Lacrosse Competition and any other person who receives accreditation for a World Lacrosse Competition at the request of Tournament Support Personnel.

Processes

The CEO will initially review the organization’s procedures in all areas to ensure that these are in accordance with the principles expressed in this policy and will report to the Board on this matter. The CEO will review any changes to the organization’s procedures in all areas to ensure that these are in accordance with the principles expressed in this policy. The World Lacrosse Parties will follow these procedures.

Policy for event related incidents

Sanctions – WL will establish a three-step procedure that allows the referees, in the event of serious discriminatory incidents at a World Championship venue, to:

Should discriminatory incidents arise from the spectators or others in the venue:

1. Stop the match (followed by a stadium announcement with the necessary explanation and request for the discriminatory incident to stop);

2. Suspend the match by sending the players back to the changing rooms for an appropriate period of time (followed by a stadium announcement with the necessary explanation and request for the discriminatory incident to stop);
3. Abandon the match (followed by a stadium announcement with the necessary explanation and request to leave the stadium, in accordance with the instructions of the security personnel).

Should the discriminatory incident emanate from specific team personnel (athlete, coach or official) the sanctions imposed on a representative team shall in principle be issued in a two-stage approach:

- For a first or a minor offense, the sanctions of a warning, a fine and/or game penalty should be applied.
- For reoffenders or for serious incidents, sanctions such as point deductions, expulsion from a competition or relegation should be applied.

Furthermore, any person (player, coach, official, match official, etc.) who commits such an offense shall be suspended for at least three matches, combined with a stadium ban.