

GENDER EQUITY, DISABILITY AND SOCIAL INCLUSION (GEDSI) POLICY

INTRODUCTION

Badminton Oceania (BOC) is one of five Continental Confederations recognised by the Badminton World Federation (BWF). BOC is a regional sports federation promoting, developing and regulating badminton within the Oceania region, in co-operation with the BWF and its Member Associations – currently 16 countries in the region are Member Associations of the BWF, and therefore BOC.

The BOC Office is located in Ellerslie, Auckland, New Zealand.

BOC operates according to the BOC Constitution and is governed by an elected Executive Board and is managed by the Secretary General and other staff.

BOC is an incorporated society registered in New Zealand and operates under the NZ Incorporated Societies Act 1908.

Badminton Oceania recognises the UN Convention on Rights of the Child (CRC), UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), UN Convention on the Rights of Persons with Disabilities (CRPD), and UN Universal Declaration of Human Rights (UDHR). We are aware that Pacific Nations have ratified these internationally recognised documents, so is relevant in all our member countries.

Badminton Oceania will comply with all laws in New Zealand (principle operating base) and when involved in activities which take place in other countries or territories will adhere to relevant local laws and rules.

PURPOSE

This policy outlines Badminton Oceania's commitment to:

- Advancing gender equality and equity in all activities;
- Promoting the inclusion of people with disabilities;
- Diverse representation and valuing the diversity of all participants;
- Equal opportunities promoted to all, regardless of ability, sex, gender identity, sexual orientation, stature, race and ethnicity.

POLICY STATEMENT

As outlined in the BOC constitution:

- BOC support and encourage the development of Badminton in the region as a sport for all;
- All those persons working and participating in BOC activities including players, coaches, technical officials, volunteers and administrators have a right to compete, work and participate in a harassment free environment;
- Anyone in BOC who shares in its activities shall perform their duties in an ethical manner;
- Badminton Oceania and its Members shall not allow any form of discrimination including (but not limited to) political, religious, racial or gender discrimination, to affect its decisions and its actions;
- BOC supports inclusion and equal opportunity for all.

In specific relation to gender equity:

- BOC acknowledges that gender equity is a human rights issue;
- BOC encourages equal participation of women in all areas of BOC work;

- Societal norms have a significant impact on gender roles and root causes of inequality must be considered and addressed;
- Gender equality is a cross cutting issue that must be included in the planning and implementation of all BOC's programmes, projects and activities;
- Gender identities are diverse and gender is intersectional.

In relation to disability inclusion:

- BOC values all people equally, and will ensure information disseminated to its key stakeholders is respectful of, and builds understanding of disability;
- BOC acknowledge that with disability have the same rights as everyone else, however they are frequently ignored, discriminated against, and marginalised. BOC is committed to inclusion and equal opportunities in line with the 2030 Sustainable Development Goals (SDGs);
- BOC recognises and values diversity and is committed to an environment that is safe, with equal opportunities for all staff and volunteers, including people with disabilities.

SCOPE

This policy applies to the following people whether engaged in a paid or non paid position:

- Officers/paid employees / staff of BOC
- Contracted staff of BOC
- Volunteers of BOC
- Third party persons/organisations providing a service for BOC

DEFINITIONS

Key Term	Definition
Social inclusion	calls for equal opportunities to be promoted to all, regardless of ability, sex, gender identity, sexual orientation, stature, race and ethnicity, by facilitating participation in society for those disadvantaged by their identity
Gender	refers to socially constructed roles and relationships between men and women which affect their ability and incentive to participate in development activities and leads to different project impacts for women and men. These roles are dynamic and change over time and cultures.
Gender equality	refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is understood as a fundamental human rights issue
Gender equity	refers to fairness in access to resources and in the distribution of benefits from development, according to the different needs of women, men, girls and boys. To ensure fairness, strategies and measures must often be available to compensate for women's historical and social disadvantages that prevent women and men from operating on a level playing field (<i>United Nations Population Fund</i>).

Key Term	Definition
LGBTQI+	is an acronym for people who identify as a gender or sexual minority of lesbian, gay, bisexual, transgender, queer or intersex.
Sex	refers to the biological and physiological characteristics that define men and women.
Non-Binary	also known as genderqueer, is an all-encompassing category for gender identities that are not exclusively masculine or feminine and therefore outside the gender binary
Disabilities	<p>(<i>World Health Organisation - WHO</i>) an umbrella term, covering impairments, activity limitations and participation restrictions:</p> <ul style="list-style-type: none"> • an impairment is a problem in body function or structure; • an activity limitation is a difficulty encountered by an individual in executing a task or action; and • participation restriction is a problem experienced by an individual in involvement in life situations.

POLICY COMMITMENTS

BOC is committed to:

- ensuring all staff, volunteers, Board and Committee members have an understanding of gender, disability and inclusion issues and the principles outlined in this policy;
- equal opportunities for all - welcoming people of all abilities, ages, genders, ethnicities and backgrounds to participate equally;
- good governance, inclusive leadership and organisational culture - ensuring equity and diversity is adopted across all areas of operations including representation in leadership;
- respecting the rights, dignity and worth of every person and will treat everyone equally, regardless of age, gender, race, ability, religious belief, sexuality and /or preferences or social / economic status;
- everyone having the right to enjoy their sport in a friendly and positive environment, free of harassment and intimidation and abuse;
- complying with all relevant UN guidelines, local and national laws and regulations with regard to Gender Equity, Disability, Social Inclusion, Child Protection, Safeguarding, Modern Day Slavery.
- taking all measures to prevent and respond to all forms of sexual harassment and violence, and sexual exploitation and abuse of children and vulnerable adults, promote staff awareness and training, and effective systems for reporting and monitoring (as per BOC Safeguarding policy)t.

MONITORING

- BOC will provide annual updates on its approach to gender equity, disability and social inclusion;
- BOC will regularly report to program participants, donors and the public on the organisation's progress on gender equality and disability inclusion in BOC's work;
- BOC will undertake periodic assessments of its practices and compliance with this policy;
- BOC commits to a full review of this policy every 2 years.