

## **IPACS Benchmark Guidelines**

**Updated 10 May 2022, version 2**

### **IPACS Benchmark D9 – The organisation has anti-discrimination rules**

#### Definitions

- Anti-discrimination rules – rules that prohibit discriminatory treatment of persons or a group of persons based on certain protected characteristics

See also the forthcoming IPACS sections on sustainability and human rights in relation to the Benchmark

#### Introduction (why is it important)

- In its nature, sport seeks to create a fair contest between individuals that operates within agreed rules and thus promote and exemplify the idea of equality between people, regardless of their characteristics
- Anti-discrimination is a human rights principle, enshrined in the Universal Declaration of Human Rights and in National Legislation
- The practice of sport is a human right; human rights include the right to access to sport without any discrimination
- Taking steps to prevent and tackle discrimination contributes to enhancing social cohesion
- Commonly recognised grounds of discrimination include but are not limited to race, colour, ethnicity, sex, sexual orientation, gender identity, age, disability, language, religion, political or other opinion, national or social origin, property, birth or other status

#### Commentary on the action to be taken

- The organisation should put in place rules or a policy establishing a principle of anti-discrimination and identifying a range of protected characteristics; examples of characteristics to consider include but are not limited to: race, colour, ethnicity, sex, sexual orientation, gender identity, age, disability, language, religion, political or other opinion, national or social origin, property, birth or other status
- The organisation should pursue a disciplinary case in the event of allegations of discrimination
- The organisation should conduct proactive, educational anti-discrimination work, including internal training for staff, coaches and athletes
- Where appropriate, organisations should conduct anti-discrimination campaigns also targeting supporters and the general public
- The organisation should make public its work on anti-discrimination
- See also Recommendations B4 (whistleblower reporting), B6 (publication of sanctions), C9 (gender equality and diversity) and D10 (inclusive sport)

Investment requirement – limited costs for putting in place appropriate rules; there may be costs associated with proactive educational work and/or disciplinary cases in the event of an allegation of discrimination

#### Guidance according to stage of organisation

##### **Early stage**

- The organisation has an appropriate anti-discrimination clause in its official documents, such as the Statutes and Code of Ethics, identifying a range of characteristics
- The wording used in different documents is consistent

##### **Developing**

- The organisation has an anti-discrimination policy, which allows for timely reporting and disciplinary action in the event of an alleged case
- The organisation's leadership makes a public commitment to anti-discrimination
- The organisation has rules ensuring athletes, sporting delegations and supporters are able to participate without discrimination

#### Advanced

- The organisation has a designated staff member responsible for anti-discrimination matters
- The organisation regularly conducts proactive, educational anti-discrimination work both internally and with regard to supporters and the public
- The organisation pursues investigations and disciplinary action in response to allegations of discrimination, including reporting to public authorities when needed
- The organisation has a public-facing anti-discrimination campaign, appropriate to its specific circumstances
- The organisation makes public its work on anti-discrimination, including disciplinary action taken, in compliance with applicable privacy rules

## Good practice examples

### International Sports Organisations (from 2020)

- FIE: Anti-discrimination rules are covered in the [Statutes](#), Code of Ethics and Safeguarding Policy (although there are slight differences in the wording used in each case):
  - The [handbook of regulations](#) for championships and the bid questionnaire specify that a commitment must be made by the organising committee to grant visas to all participants - see pages 5 and 94
- World Rugby: Anti-discrimination rules are covered in in [Bye-Law 3.f](#), [Regulation 18.4.c](#) and Regulation 18 Appendix 1 article 1.12
  - World Rugby has published [transgender guidelines](#)
- FIFA: A [Diversity and Discrimination guide](#) is published, which includes information on the FIFA Diversity Award and a three-step procedure for dealing with discriminatory incidents at events
- FIS: Anti-discrimination is covered in the Statutes, [Code of Ethics](#) and [Snow Safe Policy](#).
  - There is also a specific reference in [World Championship hosting rules](#) (5.2.2)
- International Cricket Council: Detailed [anti-discrimination policy](#) with implementation guidelines
- Olympic Council of Asia: [Constitution 2 – non-discrimination](#)

### Overall standard among International Federations:

- 16 out of 31 members of ASOIF had an anti-discrimination policy covering all characteristics with evidence of implementation
- This topic was one of 20 covered in the 2018-19 GAISF assessment for non-Olympic sports (compared to 50 topics for Olympic sports) as it was judged to be important and feasible for small organisations to achieve

### National Olympic Committees

- Brazilian Olympic Committee: [Anti-racism course](#)
- South Africa Sports Confederation and Olympic Committee: Commitment to non-discrimination in [Statutes 2.4.6 and 3.1](#)
- Dutch Olympic Committee and Sports Federation (NOC\*NSF):  
Feel at home in sports – [guidance on a positive sports culture](#)  
Blog about [International Day against Racism and Discrimination](#)

### National Federations

- USA Swimming: [Code of Conduct 2 – non-discrimination](#)  
[LGBTQ resources](#)  
[Commitment to improving diversity, equality and inclusion](#)

### Selected references

- [ASOIF GTF Questionnaire 2019-20, Indicator 5.9](#)
- SIGGS: [Principle 4 – Democracy, Participation and Inclusivity, indicator 10 and Roadmap Principle 4, Headline 4.5](#)  
“How does your organisation approach diversity, inclusion and non-discrimination?”
- European Commission Expert Group on Good Governance, [“Principles of Good Governance in Sport”](#): Principle 1.b: Goals and principles.
  - Principle 4.e(6): Minimum democratic principles for appointment to decision making bodies – Ensuring that the appropriate level of inclusivity, diversity and sports representation is achieved and maintained across decision making bodies.
  - Principle 8.b: Adoption and implementation of an inclusivity strategy.
- Parliamentary Assembly of the Council of Europe, [Addendum to the report “Working towards a framework for modern sports governance”](#):

- Criterion 2.2: Representation of members and stakeholders – Protection and representation of minority groups.
- Criterion 4.4: Athletes' involvement, participation and care – The Organisation has clear anti-discrimination regulation and policy.
- Geeraert, A. (2018). [Sports Governance Observer 2018](#). An assessment of good governance in five international sports federations. Aarhus: Play the Game / Danish Institute for Sports Studies, p.11-15: Principle 49: The organisation implements a policy combating discrimination in sport."
- IOC's ["Consolidated Minimum requirements for Implementation of the Basic Principles of Good Governance for NOCs"](#):
  - Theme 6.1 "Right to participate and involvement of the athletes in the Olympic and Sports Movement and governing bodies", Principle 2: Sports organisations must refrain from any discrimination.
- [Olympic Charter](#), Fundamental Principle of Olympism 4:  
 "The practice of sport is a human right. Every individual must have the possibility of practising sport, without discrimination of any kind and in the Olympic spirit, which requires mutual understanding with a spirit of friendship, solidarity and fair play."
- [Olympic Charter](#), Fundamental Principle of Olympism 6:  
 "The enjoyment of the rights and freedoms set forth in this Olympic Charter shall be secured without discrimination of any kind, such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status."
- [IOC Code of Ethics](#), Article 1, paragraph 1.4
- [IOC Statement](#) on the Participation of Sporting Delegations and Athletes in International Sports Events – Principle of Autonomy and Non-Discrimination:
- ASOIF Governance Support and Monitoring Unit: [Notes on anti-discrimination regulations for International Federations](#)

ASOIF indicator 5.9 – scoring definitions used in the 2019-20 assessment

- 0 – No
- 1 - Recognition of antidiscrimination issues in official documents
- 2 - Official antidiscrimination policy or policies in place
- 3 - Anti-discrimination policy/ policies covering all characteristics, evidence of implementation (e.g. education activity or sanctioning)
- 4 - State of the art antidiscrimination policies, evidence of implementation, results published