

ICSD DIVERSITY POLICY



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1. POLICY STATEMENT

This current document was elaborated in accordance with IOC's diversity and inclusion policy recommendation.

The purpose of this policy is to support and promote equality in Deaf Sports for all the members of the International Committee of Sports for the Deaf (ICSD) and those who are aimed to become one despite their potential difference. We focus on six main areas of diversity in accordance with the UNO equal rights such as gender, age, ethnicity, cultural background, religious beliefs, sexual orientation and disability. We are committed to creating a good sports environment where individuals respect each other's diversity and have equal opportunities to access Deaflympic movement. Our priority is to reduce barriers and eliminate any kind of harassment or unfair discrimination in World Deaf Sports.

1.1 The ICSD recognizes the importance of diversity and inclusion across all levels of the organization, as well as within a wider Deaflympic Movement.

1.2 Sport brings together all aspects of a diverse society and thereby contributes not only to the development of the individual, but also encourages respect for others. This leads to a greater understanding and the establishment of a more just and inclusive society.

1.3 The ICSD is committed to ensure that all its services and activities reflect its aspiration and thus contribute to a more inclusive society, as it is committed to endeavour that diversity is fully reflected in the ICSD organisational structures.

1.4 The ICSD should insure a balanced representation of men and women across all levels within all ICSD organisations.

1.5 The ICSD should adhere to the principle "Equality Everywhere" e.g. ensure that all social groups are equally involved in all aspects of deaf sports competitions.

2. APPLICATION

We should note that diversity is a reality. Inclusion is a choice. By embracing diversity fully we can ensure the development of Deaflympic Movement in all possible ways.

2.1. In order to be efficient, diversity and inclusion policy should be carried out on all organizational levels of ICSD movement, as well all its projects and events.

2.2 The ICSD calls upon its member organizations, all delegates, and all staff volunteers with the ICSD to respect, encourage and promote diversity and inclusion in all its aspects and at all the levels of the organization and in all its activities.

3. COMPETITIONS

Competitions form the basics of Deaflympic movement. Therefore, it is vitally important to adhere to the principles of diversity and inclusion.

3.1 Deaf athletes of any gender can participate in ICSD-sanctioned competitions. They should respect each other's cultural differences that may require additional items of clothing.

3.2 For all team sports/disciplines/events, where appropriate, an equal number of athletes for both genders should be ensured.

3.3 For all individual events, the number of female and male participants should be equal per event and/or per discipline.

3.4. The competition format related to distances, duration of competition segments, number of rounds, etc. between women and men should be as equal as possible.

3.5. Both women and men use the same venues and fields of play where possible.

3.6. Sportsmen and sportswomen should receive equal awarding for their sports achievements.

3.7. All the athletes and officials should equally adhere to the ICSD Constitution, Audiogram Regulations and Anti-Doping Rules. No one should have an advantage or be discriminated due to potential difference.

3.8. It is highly desirable that there should be a balanced gender representation for coaches and technical officials selected to participate at the Deaflympics.

3.9. Both female and male athletes should be treated equally during any medical testing process.

3.10. Wherever possible, the sport-specific equipment and apparatus between men and women should be the same.

4. LEADERSHIP

All members of the ICSD Executive Board as well as members of the leadership committee within National Deaf Sports Federations should be elected without prejudice to their gender, ethnicity, cultural background, religious beliefs or sexual orientation thus meeting the requirements of diversity and inclusion policy.

4.1 It is highly desirable that delegations from each participating country have an approximate equal representation of men and women attending the ICSD Congress.

4.2 The same principle of diversity and inclusion should be also applied in all leadership positions across all members of the ICSD.

4.3 It is highly desirable for all members of ICSD Executive Board as well as members of the leadership committee within National Deaf Sports Federations to develop specific initiatives in order to support young leaders within the deaf community.

5. FUNDING

The main purpose of funding is to ensure that all objectives and issues of diversity and inclusion policy within the Deaflympic movement are addressed and resolved.

5.1 Male and female competitions should receive equal financial support regardless of their gender, cultural and ethnical background and sexual orientation.

5.2 ICSD can use grants, sponsorship and any additional sources of finances as means to address any objectives or problems within the diversity and inclusion matters.

5.3 ICSD should allocate a portion of its operational budget for any initiatives in order to support diversity and inclusion within the deaf sports community.

5.4 It is highly desirable for the National Deaf Sports Federations to allocate a specific part of their operational budget in order to support the projects and initiatives promoting diversity and inclusion.

6. REVIEW OF THE POLICY

6.1 The ICSD Diversity Policy may be changed due to new circumstances requiring specification.