



ICSD's Role in Full Member's Conflicts

BASIC PHILOSOPHY

- ICSD recognises and respects the right of every individual Deaf person to decide on his/her own affairs.
- The collective rights of individual Deaf athlete are entrenched in the constitution of a National Deaf Sports Federation.
- This is recognised in the ICSD Constitution, namely that only a National Deaf Sport Federation will be admitted as a Full Member of ICSD, with equal voting rights to all other Full Members.
- Where more than one National Deaf Sport Federation exists in any country, the admission as Full Member is subject to mutual agreement between the said associations in the country.

SITUATIONS WHERE FULL MEMBER CONFLICTS CAN ARISE

- One National Deaf Sport Federation refuses to agree to mutual co-operation with another National Deaf Sport Federation in the same country.
- Deaf people at the grassroots level refuse to recognise a National Deaf Sport Federation as their representative organisation.
- The management of a National Deaf Sport Federation have internal leadership and conflicts problems, hereby confusing the Deaf people at the grassroots level.

POSITION OF ICSD IN CASE OF CONFLICT

- No intervention role.
- No prescriptive role.
- Respect for different views and balancing of the various views.
- Role only that of facilitator and advisor.
- Respect for, and sensitivity towards, cultural diversity in a country.

HOW WILL ICSD BE INVOLVED

Recruitment

- Involvement will start only at the written request of a National Deaf Sport Federation or of a Regional Confederation.
- A facilitator plus one representative from the Regional Confederation, if there is one, will be chosen by the CEO in consultation with the ICSD Executive Board.
- The CEO will provide the facilitator with a basic set of working materials to guide the facilitator through the whole process.
- Travel, accommodation and meal expenses, and sign language interpreting services, will be borne by the National Deaf Sport Federation, unless otherwise decided by the ICSD Executive Board.



Proposed plan of action by the facilitator in the country

- First phase of steps to be taken:
 - Meeting with leaders of the Deaf Sport Federation(s).
 - Analysis of the philosophy of the national Deaf Sport Federation(s) within the overall ICSD framework.
 - Study and evaluation of the constitution(s) of the federation(s).
 - Collation of strategic directions of the federations, as well as measures taken to implement the strategic objectives.
 - Analysis of the effects of the conflicts on the strategic directions.
 - Research on the election procedures for leadership positions in the federation(s).

- *Second phase of steps to be taken:*
 - Draft and initial report of evaluation, with recommendations.
 - Discussions of the report with the various parties involved in the conflict.

- *Final phase of steps to be taken:*
 - upon any Deaf Sport Federation affected by the report
 - Contents of final report:
 - ❖ Constitutional “health”
 - ❖ Procedures on leadership elections
 - ❖ Strategic directions and effectiveness thereof
 - ❖ Effects (adverse) of leadership conflicts on strategic directions by the national federation
 - ❖ Overlapping of strategic objectives (in the case of more than one national Deaf Sport Federation)

CONCLUSION

- The report by the facilitator is only a transparent record of the ICSD’s role in the Full Member’s conflict.
- The ways forward of the report lies within the direction of the national Deaf Sport Federation(s).