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GENDER EQUALITY AND DIVERSITY POLICY

Version 1.0

Content

Overall goals	2
Rights and obligations	2
Educational materials and teaching methods	3
Resources	3
Employment Principles (Equality)	3
Legislation	4

Revisions

<i>Version no</i>	<i>Date</i>	<i>Changes</i>
1.0	2016-08-30	Approved by The Board of Directors



Overall goals

The Swedish Ski Association's overall goal for Gender Equality and Diversity is that everybody, regardless of gender, ethnic background, religion or sexual orientation, will be given equivalent conditions, opportunities and terms to exercise sport as well as hold assignments as managers, coaches, officials or elected representatives. We all have a responsibility to contribute to the achievement of an equitable working and learning environment.

Gender Equality and Diversity must be an intrinsic and natural component of the Swedish Ski Association's operations.

We strive for a safe and secure work environment for our athletes as well as our staff. We do not accept any form of abusive behaviour such as bullying, discrimination, sexual harassment, *violence*, or threats. This means that it is forbidden by speech, writing, *symbols*, or touch to violate someone. Nobody may expose anyone to violence, threats, *exploitation*, or any other kind of abusive behaviour.

Our aim is that everybody within the Swedish Ski Association should work on a day to day basis towards achieving objectives concerning gender Equality and Diversity.

Rights and obligations

- Gender Equality and Diversity must be integrated into business planning and be considered in all management work.
- Managers responsible for personnel should initiate and participate in Gender Equality and Diversity activities and on a day to day basis act as a role model.
- Everyone is obliged to immediately report any suspicions of violation to a supervisor. The manager is required to proceed with the case which is then to be dealt with by the Secretary General. It is everyone's right that reported cases are acted upon.
- According to the Gender Equality Act the employer are obliged to make an equality plan each year.
- The Board of Directors of the Swedish Ski Association have the ultimate responsibility for the Gender Equality and Diversity Process.



Equality and Diversity Principle

The Equality and Diversity Principles apply to all those working at (this applies not only to permanent employees of the Swedish Ski Association, but even to consultants working on a short-term basis) the Swedish Ski Association.

- No one shall be discriminated on grounds of gender, ethnic background, religion or sexual orientation through speech, writing, symbols, or actions.
- Everyone should have the same rights, opportunities, and obligations regardless of gender, ethnic background, religion or sexual orientation
- Work methods and assignments should be designed so that everyone gets the same opportunities to participate.
- Racial actions or symbols must not occur.

Educational materials and teaching methods

- Learning material should be gender neutral if there are no relevant causes for exemption.
- Teaching methods should be varied, so that different students learning profiles are considered. The trainer/teacher must plan lessons taking into consideration the students' needs and wishes

Resources

- Resources should be distributed fairly between everyone involved, regardless of gender, ethnic background, religion, or sexual orientation.
- Women's and men's teams must receive equal status and conditions for the pursuit of sport.

Employment Principles (Equality)

- The Swedish Ski Association fill posts based on competence.
- If any of the sexes are underrepresented, the Swedish Ski Association will strive to get people of the underrepresented sex to apply for the vacant position.
- When applicants have equivalent qualifications, compared with the set requirements, the underrepresented gender is always prioritized. If the applicant is of the underrepresented sex it can be counted as a special merit.



- Equalities must be taken into consideration for both permanent, temporary, or fixed-term employment.
- Women and men shall be paid on the same terms. Salary differences due to gender shall be equalized.

Legislation

The responsibility for Gender Equality and Diversity in working life is laid down by the Discrimination Act (2008: 567). The law prohibits the employer to discriminate against someone by gender, gender identity or expression, ethnicity, religion or other beliefs, disability, sexual orientation, or age concerning employment, employment terms, work management and more.

All employers must work actively in collaboration with the employees to perpetrate anti-discrimination.

Equal pay shall, by law, be paid to employees who carry out equal or comparable work. Gender discrimination regarding salary is prohibited.