



## **GENDER INCLUSION POLICY**

- **Introduction**

The Indian Rugby Football Union (IRFU), the sole governing body of the sport of rugby in India, recognized by Ministry of Youth Affairs & Sports, Govt. of India and are full members of the Asia Rugby, World Rugby and the Indian Olympic Association (IOA). The IRFU is responsible for the growth and development of the sport of rugby across the country from the grassroots to the high performance level.

- **Objectives**

1. The purpose of this policy is to state the commitment of the Indian Rugby Football Union (IRFU) to gender inclusion and to identify strategies that will help promote gender equity within our organisation and our sphere of influence.
2. To create a safe and inclusive environment for all, irrespective of one's marital or family status, sexual orientation, gender identity, gender expression or other status.
3. To provide education on gender inclusion to everyone in the IRFU community.
4. To provide equal opportunities to all, both on & off the playing field.

- **Policy Statement-** It is the policy of the Indian Rugby Football Union (IRFU) to:-

1. Welcome and promote the involvement of all persons in its programs and services, leadership and employment regardless of marital or family status, sexual orientation, gender identity, gender expression or other status.
2. Adhere to our values of fairness, respect, equity and inclusion in our allocation of resources, program design and decision-making.
3. Be an equal opportunity employer.
4. Provide fair terms of remuneration including equal pay for work of equal value.
5. Identify and address any imbalances in the benefits and opportunities, or barriers and disadvantages, affecting members of a particular gender group.

- **Policy Implementation**

1. IRFU will equitably allocate resources and provide opportunities for participation, leadership and remuneration for all gender groups without discrimination.
2. IRFU will maintain a policy on AR Code of Conduct that addresses issues of harassment, including sexual harassment.

3. IRFU will ensure that gender is portrayed equitably in promotional materials and official publications and that appropriate language is used in all communications.
4. IRFU will ensure that its programs and activities welcome the participation of all persons, including persons of all genders.
5. IRFU will recruit and manage on the basis of an individual's competence, qualification and performance.
6. IRFU will seek out opportunities to enhance diversity when recruiting for contract positions or volunteer positions within the organisation.
7. IRFU will pursue opportunities to encourage gender balance on its Executive Committee (Exco) and additional committees.
8. IRFU will not solicit or accept sponsorship from companies which knowingly discriminate or undermine the values of World Rugby, Asia Rugby & Rugby India.
9. IRFU will work cooperatively with our affiliated state associations unions, other partner organisations, officials, coaches, players and the broader sport community to raise awareness and understanding of gender equity issues, and to promote inclusive practices.
10. IRFU will collate relevant data and maintain statistics on participation of women and girls in all facets of the sport.
11. IRFU will conduct gender equity audits to periodically evaluate IRFU's culture and effective implementation of this policy.
12. IRFU reserves the right to limit competitions to persons of a specific gender where this is necessary to ensure equitable, safe and equal competition.

- **Application and Accountability**

1. This policy covers all governance, strategic, operational and financial policies and procedures of IRFU.
2. This policy applies to all IRFU Board of Directors (BODs), Executive Committee Members (Exco), IRFU Committee Members, IRFU Working Groups, IRFU Members or Associate Members, including all state associations which operate within India as well as any contractor or volunteer that is acting on behalf of IRFU.
3. In pursuance of this policy, IRFU reserves the right to discipline any of its members or contractors who practice any form of unlawful discrimination on the grounds of a person's gender, marital or family status.

- **Responsibility for Monitoring and Evaluation**

1. IRFU Board of Directors will monitor the scope and effectivity of this policy. The Gender Inclusion Committee is responsible for developing, where possible, measurable objectives and strategies to meet the objectives of this policy and monitoring the progress of those objectives. Management of IRFU is responsible for implementing, monitoring and reporting on measurable objectives as established by Board.