

Headline 5.4 Rules anti-racism and anti-discrimination

1. Definition

Racism and discrimination undermine the integrity of sports by creating barriers to participation, talent development, and enjoyment for athletes and stakeholders. Addressing these issues is crucial for ensuring that physical activity is accessible to everyone and that all individuals can participate in sports without facing prejudice. Discrimination in sports can take many forms, including bias based on ethnicity, gender, religion, sexual identity, age, or disabilities. Such biases, whether conscious or unconscious, can result in harmful generalizations about specific communities and may lead professionals to overlook or dismiss concerns about discriminatory practices.

To combat these issues effectively, sport governing bodies and clubs must establish clear rules and protocols that promote a safe and inclusive environment. This involves implementing policies that treat all individuals with dignity and respect, regardless of their personal characteristics. Such measures align with broader societal values aimed at combating discrimination and promoting human rights, including children's rights.

In the European Union, [directives](#) prohibit discrimination on various grounds, including gender, race, ethnicity, religion, disability, sexual orientation, and age. These regulations are crucial for ensuring that sport organizations provide equal treatment and opportunities for all participants. By adhering to these standards, sport organizations can foster inclusivity and create an environment where everyone is welcomed and valued, contributing to the overall integrity and fairness of the sport.

2. Ideal Scenario

Sport organisations establish clear and comprehensive policies that explicitly prohibit all forms of racism and discrimination on whatever grounds, be it race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status, across every facet of the organisation's operations, from recruitment to governance. These policies would not only comply with national and international laws but also reflect a commitment to inclusivity, diversity, and equality. The development of such policies involves consultation with a broad variety of stakeholders, ensuring that diverse perspectives are considered and broad stakeholder buy-in is achieved. Mandatory and regular training programs are provided to all stakeholders to enhance awareness, foster understanding of diversity and inclusion, and equip individuals with the necessary skills to address and prevent discriminatory behaviour. Additionally, the organisation establishes accessible reporting mechanisms for incidents of racism and discrimination, ensuring confidentiality and prompt investigation.

To uphold accountability, the organisation implements robust disciplinary measures and sanctions for individuals found guilty of racist or discriminatory conduct, demonstrating its unwavering commitment to enforcing anti-racism and anti-discrimination policies. Continuous monitoring and evaluation is conducted to assess the effectiveness of these measures and identify areas for improvement, while collaboration with external partners and advocacy groups would facilitate the sharing of best practices and resources in combating racism and discrimination.

Eventually, this creates a genuinely inclusive culture that welcomes and values all staff and volunteers, regardless of their background, gender, ethnicity, sexuality, or abilities. It encourages them to collaborate effectively and celebrates their diverse experiences, backgrounds, and perspectives. This fosters a sense of belonging and community, leading to stronger commitments and positive experiences for those working with or for the organization.

3. Risks

- Lack of diversity may be off-putting people from Black, Asian and minoritized ethnic communities who therefore don't want to engage or be associated with the organization.
- Give the impression of a culture of exclusion and inequality within the sport/ the organisation.
- Marginalised groups face barriers to participation, advancement, and leadership within the organisation and it can contribute to a culture of prejudice, bias, and intolerance, creating an unwelcoming and hostile environment for affected individuals.
- Harm the sports organisation's reputation and credibility and can trigger public outcry and media scrutiny.
- Incidents of racism and discrimination may erode trust and support from sponsors, partners, fans, and the wider community, thereby jeopardising the organisation's financial sustainability and long-term viability.
- Racism and discrimination can impact the mental health, well-being and performance of athletes, coaches, officials, and staff.
- Failure to address racism and discrimination undermines the fundamental values of fairness, respect and equality, potentially affecting the organisation's culture, cohesion, and sense of community, fostering divisions, conflicts and a loss of solidarity among members.

4. Instruments and key elements

<i>Instruments</i>	<i>Key elements</i>
Awareness-raising programmes	<ul style="list-style-type: none"> • Robust prevention and education programmes shall be mandatory for the athletes, their entourages and all sports officials, including judges and referees. • Create safe, welcoming spaces for all individuals, and promote an environment of open communication, mutual respect, and continuous learning. • Provide regular unconscious bias training for all staff and volunteers to promote awareness, reduce biases.
Anti-discrimination framework/Policy	<ul style="list-style-type: none"> • Identify a range of protected characteristics, including but not limited to ethnicity, sex, sexual identity, gender identity, age, disability, language, religion, political or other opinions, national or social origin, property, birth, or other statuses. • Monitor and regularly review to ensure effectiveness. • Consider: recruiting diverse staff, promoting diversity and inclusion in job openings, zero-tolerance approach to racism.

Monitoring	<ul style="list-style-type: none"> • Monitor the effectiveness of policies/framework. • Data collection, survey, and feedback mechanisms.
Reporting Mechanisms	<ul style="list-style-type: none"> • Easily accessible, confidential, and secure reporting channels for individuals to report any breaches of the organisation’s regulations. • Ensuring protection from retaliation, and prompt investigation and action.
Inclusion and Diversity Commission/Committee	<ul style="list-style-type: none"> • Responsible for overseeing anti-discrimination efforts within the organisation. • Ensure that the organisation’s committees and working groups are composed of individuals from diverse backgrounds, reflecting the broader community and bringing varied perspectives to decision-making processes. • Connected also to human resource management

5. Good practice examples

Example “Framework”

Organisation: United States Olympic & Paralympic Committee

Description: The United States Olympic & Paralympic Committee (USOPC) and National Governing Bodies (NGBs) must ensure that all members are treated fairly and can participate without discrimination based on race, color, religion, sex, age, or national origin. Both the USOPC and NGBs are required to have and enforce non-discrimination policies and procedures equitably and consistently. These requirements are established under the Ted Stevens Olympic and Amateur Sports Act and the USOPC Bylaws.

Further information: [USOPC | Equity And Diversity](#)

Example “Awareness raising”, “Education”

Organisation: Kick it out

Description: Founded in 1993 with the primary aim of addressing racism within football, the organization expanded its scope in 1997 to tackle all forms of discrimination. Driven by a deep passion for the sport, the organization is dedicated to ensuring that football is inclusive and accessible to all. Over the years, it has made substantial progress, spearheading initiatives that raise awareness, confront discrimination, and enhance the overall quality of the sport. The organization now operates comprehensive education programs targeting academy players, parents, and fans, and actively campaigns to maintain an inclusive environment within football. It also supports individuals from under-represented and minority communities in pursuing careers within the sport. Furthermore, the organization is committed to addressing discrimination across all levels, from local parks to the Premier League and social media platforms. Despite its aspiration for a future where its services are no longer necessary, the organization remains resolutely focused on eradicating discrimination in all its forms.

Further information: [About Us | Kick It Out](#)

Example “Sanctions system”

Organisation: Fédération Internationale de Gymnastique (FIG)

Description: The FIG implemented a sanctions system with transparent communication. It makes the organisation accountable towards their claims. Disciplinary decisions are published on the FIG website. It improves the investigation scheme and sanctions system of the organisation by providing evidence of decision-making.

Further information: [Disciplinary Decision Webpage](#)

Example “Educational Course”

Organisation: Union Cycliste Internationale (UCI)

Description: After posting videos on Instagram making racist and discriminatory gesture, two riders violated the UCI Regulations and have been sanctioned. They were immediately withdrawn from the Tour they were participating in and required to attend an educational course on anti-discrimination. The sanctions were ratified by the UCI Disciplinary Commission and the proceedings were concluded with an Acceptance of Consequences, in line the UCI Regulations. The UCI code of Ethics includes non-discrimination in the integrity standards

Further information:

[Press release](#)

[UCI Code of Ethics](#)

Example “GEDI Policy and Strategy”, “Commission”

Organisation: World Rowing

Description: The federation developed a Gender Equality, Diversity and Inclusion (GEDI) strategy with a GEDI Cross Commission, a GEDI Management Group and a GEDI Advisory Group working together to develop a GEDI strategy. The Cross- Commission oversee and drive delivery of the GEDI Policy and Strategy as it applies to the Commissions. The management group is responsible for proposing GEDI Policy and Strategy for agreement and for the implementation of the GEDI Policy and Strategy, and Action Plan. The Advisory group provide advice to World Rowing on GEDI strategy implementation and on specific GEDI matter.

In its statement on GEDI, World Rowing highlight its dedication in promoting diversity and inclusion. The organization rejects all forms of discrimination and aims to provide equal opportunities, welcoming individuals of all races, genders, sexual orientations, abilities, ethnicities, religions, nationalities, ages, and socio-economic statuses. World Rowing strives to create an environment where everyone feels welcome, represented, included in decision-making, able to participate, safe and free from discrimination and harassment.

Further information: [GEDI Strategy and World Rowing Statement](#)

Example “Framework”, “Education”

Organisation: German Olympic Sports Confederation; Department German Sports Youth (DSJ)

Description: The ‘(Anti-)racism in organised sport’ project consists of four project pillars. 1. a blended-learning educational module is to be created; 2. club competitions are to be organised; 3. a network is to be created for exchange and empowerment and anti-racism officers are to be established in associations; 4. a research project is to be carried out. The project involves those affected by racism, listens to them and gives them a say, for example in the network and through the research project. Volunteers are also empowered and valued. Figures and data are collected, as this is still a gap.

Further information: [dsj.de: \(Anti-\) Rassismus im organisierten Sport](https://dsj.de: (Anti-) Rassismus im organisierten Sport)

6. Steps to the next level

To level 2 ★★ “Emerging”	To level 3 ★★★ “Developing”	To level 4 ★★★★ “Established”	To level 5 ★★★★★ “Embedded”
<ul style="list-style-type: none"> Actively foster an inclusive culture that values and respects diversity by implementing comprehensive education and awareness training programs. Create safe, welcoming spaces for all individuals, and promote an environment of open communication, mutual respect, and continuous learning. Embed a robust anti-discrimination clause in the organisation’s official documents, including the Statutes and Code 	<ul style="list-style-type: none"> Develop and enforce a comprehensive policy, framework, or program that upholds the principle of anti-discrimination. This policy should identify a range of protected characteristics, including but not limited to ethnicity, sex, sexual identity, gender identity, age, disability, language, religion, political or other opinions, national or social origin, property, birth, or other statuses. Implement an equity policy that ensures event organisers actively 	<ul style="list-style-type: none"> Establish, monitor, and regularly review the organisation’s anti-discrimination policy, framework, or program to ensure its effectiveness and alignment with current best practices. Update the policy as needed to address emerging challenges and improve its impact. Provide easily accessible, confidential, and secure reporting channels for individuals to report any breaches of the organisation’s 	<ul style="list-style-type: none"> Establish and enforce policies and practices that actively promote diversity and inclusion within leadership roles. This includes setting clear goals for diverse representation and ensuring that leadership pathways are accessible to individuals from all backgrounds. Develop and implement inclusive hiring practices, provide targeted leadership training, and foster a culture of belonging to create a more equitable

<p>of Ethics. Ensure that the language used in all other organisational documents is consistent with this clause, reflecting a strong commitment to equality and inclusion.</p>	<p>consider and address the needs of underrepresented and systematically disadvantaged populations, including participants, volunteers, and spectators.</p> <ul style="list-style-type: none"> • Designate a knowledgeable staff member, preferably with relevant expertise or personal experience, or establish a dedicated Commission responsible for overseeing anti-discrimination efforts within the organisation. • Ensure leadership makes a public statement affirming the organisation's commitment to social responsibility and anti-discrimination principles. • Provide regular unconscious bias training for all staff and volunteers to promote awareness, reduce biases, and foster a more inclusive environment. 	<p>regulations. Implement measures to minimise the risk of retaliation and ensure that reports are taken seriously and acted upon promptly.</p> <ul style="list-style-type: none"> • Uphold and promote equal opportunities for everyone in line with the organisation's anti-discrimination policy. This includes educating hiring managers on fair and inclusive practices, ensuring equitable treatment in recruitment, hiring, promotion, and compensation processes. • Develop and enforce recruitment procedures that actively encourage diversity and prevent discrimination against applicants with career breaks or non-traditional career paths. Use gender-neutral language in job postings and focus on essential 	<p>workplace. These initiatives should be designed to enhance diversity in leadership and contribute to the success of all employees.</p> <ul style="list-style-type: none"> • Conduct a comprehensive review of all human resources policies to ensure they are gender-neutral and promote gender equality. This review should cover all aspects of HR, including hiring, promotion, compensation, benefits, and workplace culture, to create an environment that supports equality. • Actively ensure that the organisation's committees and working groups are composed of individuals from diverse backgrounds, reflecting the broader community and bringing varied perspectives to decision-making processes. • Pursue investigations and take disciplinary
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	<ul style="list-style-type: none"> Establish and enforce rules that guarantee athletes, sporting delegations, and supporters can participate in events free from discrimination. Modify facilities, equipment, and programming as needed to ensure they are accessible and welcoming to individuals of all abilities, genders, ages, and sexual orientations. This may include providing accommodations and tailoring programs to diverse groups. Take proactive steps to remove barriers to participation for underrepresented groups by engaging with local community groups to understand their interests and challenges. Use this feedback to make necessary adjustments. Offer active and ongoing support for individuals who experience discrimination, ensuring they have 	<p>qualifications and skills to avoid inadvertently excluding certain groups.</p> <ul style="list-style-type: none"> Offer competency-based anti-discrimination training for all members of the organisation, including athletes, coaches, and staff. This training should cover cultural awareness, implicit bias, and strategies for fostering an inclusive and respectful environment that celebrates diversity. Clearly articulate the learning objectives for the anti-discrimination training programs, specifying the essential knowledge and skills that participants should acquire. Focus on understanding respect, recognising respectful and disrespectful behaviours, and developing 	<p>action in response to allegations of discrimination. Ensure that these processes are conducted confidentially, protect individuals from retaliation, and maintain the integrity of the organisation's commitment to equality.</p> <ul style="list-style-type: none"> Publicly communicate the organisation's efforts to combat discrimination, including the steps taken to address incidents and enforce policies. Ensure that these communications comply with applicable privacy rules, while demonstrating the organisation's commitment to maintaining an inclusive environment.
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	access to the resources and assistance needed to address and overcome these challenges.	actionable strategies to promote respect and inclusion in various settings.	
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