



## IPC Diversity and Inclusion Policy

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**International Paralympic Committee**

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Responsible Office or Department:	Executive Office
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Related Policies:	replaces IPC Diversity Policy

## 1 Policy Statement

- 1.1 In keeping with its fundamental principles and values, as outlined in the IPC Constitution and Code of Ethics, the IPC is highly committed to diversity and inclusion.
- 1.2 The IPC recognises the importance of diversity and inclusion within all levels of the organisation and throughout the wider Paralympic Movement.
- 1.3 Sport links together all aspects of a diverse society and thereby contributes not only to the development of the individual, but also encourages respect for others, which leads to greater understanding and the establishment of a more just and inclusive society.
- 1.4 The ultimate aspiration of the Paralympic Movement has been identified as: *'To make for a more inclusive society for people with an impairment through Para sport'*. This aspiration serves as one of the cornerstones for the IPC in developing its Strategic Plan.
- 1.5 The IPC is committed to ensure that all its services and activities reflect this aspiration and thus contribute to a more inclusive society, as it is committed to endeavour that diversity is fully reflected in the IPC's organisational structures.
- 1.6 The IPC further notes the direction given by the IPC Membership during the 2003 IPC General Assembly when it established the goal of ensuring that at least 30% of

all offices in all decision-making structures are held by women. With the publication of this new policy (i.e., January 2017), the IPC resets this target to at least 50% of all offices in all decision-making structures.

## **2 Application**

- 2.1 Diversity is a reality. Inclusion is a choice. The IPC chooses to lead on this issue because only by accounting for and benefitting from difference will we continue to grow and sustain the Paralympic Movement.
- 2.2 Diversity and inclusion are core to what the IPC is and what it stands for. It is essential within all levels of the organisation and throughout the wider Paralympic Movement that we reflect the widest range of human achievement in our core product.
- 2.3 The IPC is committed to inclusive leadership as a method for creating and sustaining a culture to deliver the best possible work.
- 2.4 The IPC calls upon its member organisations, all delegates, all staff and volunteers, and any individual associated with the IPC to respect, encourage, and promote diversity and inclusion in all its aspects and at all levels of the organisation and in all its activities.

## **3 Principles & Definitions**

- 3.1 Human Rights
  - 3.1.1 Diversity is embodied in the uniqueness and plurality of the identities of the groups making up a society. It is essential to ensure harmonious interaction between people and to ensure social justice. The defence of diversity is an ethical imperative, inseparable from respect for human dignity. It implies a commitment to human rights and fundamental freedoms, in particular the rights of persons belonging to minorities.

## 3.2 Inclusive Leadership

3.2.1 Inclusive leadership is leadership that accounts for, and benefits from, difference.

## 3.3 Discrimination

3.3.1 The IPC fully recognises that discrimination is unacceptable and consequently will not tolerate any form of discrimination either directly or indirectly on the grounds of race, gender, marital status, age, ethnic origin, sexual orientation, impairment, religion or belief, gender identity, colour, or political persuasion.

3.3.2 The IPC will take positive action to eliminate individual and institutional discrimination. The IPC will comply with its statutory and legislative obligations and will endeavour to meet the needs of its members, staff and partners to make equality and equal treatment a core issue in the development of the IPC and in the delivery and refinement of all IPC policies, initiatives and activities undertaken and in the way we manage our processes.

3.3.3 Notwithstanding the article 3.3.1 above, the IPC refers to the 'IPC Athletes Classification Code' and the 'IPC Policy on Eligible Impairments in the Paralympic Movement' and declares that the definitions and principles laid down in these documents cannot in any way be considered as a form of discrimination.

## 3.4 Barriers

3.4.1 The IPC is committed to establishing barrier free environments where individual differences are respected and valued and a fair and equitable treatment is provided to all.

3.4.2 The IPC shall ensure that the workplace (e.g., recruitment, retention, procurement) and all policies, procedures and practices are free of deliberate or unintentional systemic barriers so that no one is disadvantaged.

## 3.5 Diversity Management

The IPC will make every effort to ensure:

- 3.5.1 That the IPC Governance and Management structures are reflective of the different communities for, and in which its services are provided;
- 3.5.2 To raise the overall awareness of diversity and inclusion issues throughout the Paralympic Movement, to ensure that all understand what diversity and inclusion mean and are complying with this policy;
- 3.5.3 To equip, develop, and support staff to promote and be accountable for the implementations of the IPC Diversity and Inclusion Policy and related procedures;
- 3.5.4 To become exemplar in all IPC policies and practices, discouraging discrimination and promoting equality in all IPC's activities.

## **4 Procedures**

- 4.1 The IPC will make every effort to implement the policies and principles mentioned in section 1 to 3 above and to that effect the IPC Governing Board tasks the CEO to determine any (administrative) procedures that may be needed, as and when required. Such procedures may from time to time be added and described in this section below or in a separate appendix.

## **5 Appendix**

Any procedures for implementation will be listed and included as an appendix.