

# **ALL INDIA PICKLEBALL ASSOCIATIONS'**

## **GENDER INCLUSION POLICY**





# ALL INDIA PICKLEBALL ASSOCIATION<sup>®</sup>

## Sports For Life

### Introduction:

The All India Pickleball Association (AIPA), the sole governing body of the sport of Pickleball in India, is a full-time member of the Asian Federation Pickleball (AFP), and the World Pickleball Federation.

The AIPA is responsible for the growth and development of the sport of pickleball across the country, from grassroots to high-performance levels.

### Objectives:

1. The purpose of this policy is to state the commitment of the All India Pickleball Association (AIPA) 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 AIPA community.
4. To provide equal opportunities to all, both on & off the playing field.

### Policy Statement- It is the policy of the All India Pickleball Association (AIPA) 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.

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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.

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### • Policy Implementation

1. AIPA will equitably allocate resources and provide opportunities for participation, leadership, and remuneration for all gender groups without discrimination.
2. AIPA will maintain a policy on the AR Code of Conduct that addresses issues of harassment, including sexual harassment.
3. AIPA will ensure that gender is portrayed equitably in promotional materials and official publications and that appropriate language is used in all communications.
4. AIPA will ensure that its programs and activities welcome the participation of all persons, including persons of all genders.
5. AIPA will recruit and manage on the basis of an individual's competence, qualification, and performance.
6. AIPA will seek out opportunities to enhance diversity when recruiting for contract positions or volunteer positions within the organisation.
7. AIPA will pursue opportunities to encourage gender balance on its Executive Committee (Exco) and additional committees.
8. AIPA will not solicit or accept sponsorship from companies that knowingly discriminate or undermine the values of the Global Pickleball Federation, Asian Pickleball Association & All India Pickleball Association.
9. AIPA 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. AIPA will collate relevant data and maintain statistics on the participation of women and girls in all facets of the sport.

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11. AIPA will conduct gender equity audits to periodically evaluate AIPA's culture and effective implementation of this policy.

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12. AIPA 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 AIPA.
2. This policy applies to all AIPA Board of Directors (BODs), Executive Committee Members (Exco), AIPA Committee Members, AIPA Working Groups, AIPA Members or Associate Members, including all state associations that operate within India as well as any contractor or volunteer that is acting on behalf of AIPA.
3. In pursuance of this policy, AIPA 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**

The AIPA Board of Directors will monitor the scope and effectiveness 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 AIPA is responsible for implementing, monitoring, and reporting on measurable objectives as established by the Board.



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