



ASIAN PICKLEBALL ASSOCIATION



INDIAN
PICKLEBALL ASSOCIATION

GENDER INCLUSION POLICY

Introduction:

The Indian Pickleball Association (IPA), the sole governing body of the sport of Pickleball in India, is a full-time member of the Asian Pickleball Association (APA), and the Global Pickleball Federation (GPF). The IPA 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 Indian Pickleball Association (IPA) 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 IPA community.
4. To provide equal opportunities to all, both on & off the playing field.

Policy Statement- It is the policy of the Indian Pickleball Association (IPA) 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. IPA will equitably allocate resources and provide opportunities for participation, leadership, and remuneration for all gender groups without discrimination.
2. IPA will maintain a policy on the AR Code of Conduct that addresses issues of harassment, including sexual harassment.
3. IPA will ensure that gender is portrayed equitably in promotional materials and official publications and that appropriate language is used in all communications.
4. IPA will ensure that its programs and activities welcome the participation of all persons, including persons of all genders.
5. IPA will recruit and manage on the basis of an individual's competence, qualification, and performance.
6. IPA will seek out opportunities to enhance diversity when recruiting for contract positions or volunteer positions within the organisation.
7. IPA will pursue opportunities to encourage gender balance on its Executive Committee (Exco) and additional committees.
8. IPA will not solicit or accept sponsorship from companies that knowingly discriminate or undermine the values of the Global Pickleball Federation, Asian Pickleball Association & Indian Pickleball Association.
9. IPA 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. IPA will collate relevant data and maintain statistics on the participation of women and girls in all facets of the sport.
11. IPA will conduct gender equity audits to periodically evaluate IPA's culture and effective implementation of this policy.
12. IPA 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 IPA.
2. This policy applies to all IPA Board of Directors (BODs), Executive Committee Members (Exco), IPA Committee Members, IPA Working Groups, IPA 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 IPA.
3. In pursuance of this policy, IPA 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. The IPA 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 IPA is responsible for implementing, monitoring, and reporting on measurable objectives as established by the Board.

