

26- Gender Equality Policy for the International Pencak Silat Federation (IPSF)

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Policy Title: Gender Equality Policy

Effective Date: [Insert Date]

I. Purpose

The International Pencak Silat Federation (IPSF) is committed to promoting gender equality and ensuring that all individuals, regardless of gender, have equal opportunities to participate in, lead, and excel within the sport of Pencak Silat. This policy outlines the IPSF's commitment to fostering an inclusive environment that respects and values diversity.

II. Scope

This policy applies to all members, including:

- Board Members
- Staff
- Coaches
- Athletes
- Officials
- Volunteers
- National Federations

III. Policy Statement

1. **Commitment to Equality:**

- The IPSF believes that gender equality is essential for the growth and development of Pencak Silat. The organization is dedicated to promoting equal opportunities for all genders in all aspects of the sport, including participation, leadership, and resource allocation.

2. **Inclusivity in Leadership:**

- The IPSF will strive to achieve gender balance on its Central Board and throughout its leadership structures. Efforts will be made to encourage and support women and underrepresented genders to take on leadership roles within the organization.

3. **Equal Access to Resources:**

- All athletes and coaches will have equal access to training, funding, and other resources, regardless of gender. The IPSF will actively work to eliminate any barriers that may hinder participation or access to opportunities.

IV. Implementation Strategies

1. **Awareness and Training:**

- The IPSF will promote awareness of gender equality issues through training programs and workshops, aiming to educate staff, coaches, and officials about the importance of equity and inclusion in Pencak Silat.

2. **Support Structures:**

- Establish mentoring and support programs specifically designed to guide and encourage female athletes and coaches in their professional and sporting careers.

3. **Monitoring and Reporting:**

- The IPSF will monitor gender representation within its membership and programs, analyzing areas for improvement. An annual report will be created to assess progress and address any identified gaps.

4. **Feedback Mechanisms:**

- Create channels for athletes and members to provide feedback on gender equality issues. Feedback will be reviewed regularly to improve policies and initiatives.

5. **Safe and Respectful Environment:**

- The IPSF is committed to creating a safe, respectful environment where all members can participate free from discrimination, harassment, or violence based on gender.

V. Review and Amendment

This Gender Equality Policy will be reviewed annually and updated as necessary. The IPSF is dedicated to continuous improvement in promoting gender equality, and feedback from members will be solicited to inform policy revisions.

VI. Conclusion

The International Pencak Silat Federation (IPSF) recognizes that gender equality is vital for fostering a vibrant and inclusive environment within the sport. Through the implementation of this policy, the IPSF aims to empower individuals of all genders to participate fully and equitably in Pencak Silat, ensuring the sport reflects the diversity of the communities it serves.

Contact Information: For questions about this policy or to report concerns regarding gender equality, please contact [IPSF Contact Information].