



Gender equity and inclusion policy

Version 1.0 / 16 May 2025

Introduction

The purpose of this document is to establish a framework for promoting gender equity and inclusion within World Archery. This policy will guide our actions and decisions in creating an environment where individuals of all genders can participate, compete and excel without facing gender-based discrimination or bias. It is our goal to create a culture of inclusion, fairness, and opportunity at all levels of sport.

Version

This document is produced by Constance Terrier and Cecilia Viscarra in consultation with the gender equity and inclusion committee. It was shared with committees before publishing and approved by the executive board as a bylaw. It was checked by the communications department of World Archery and was first published in 2025.

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1. Introduction

World Archery has a longstanding commitment to gender equity, having been the first international federation to elect a female president. Archery was also one of the first Olympic sports to have female competition and, later on, gender balance in its quota places at the Olympic Games.

World Archery seeks to foster an inclusive, fair and respectful environment for all individuals involved in sports, regardless of gender. We recognise that gender equity is a fundamental human right and a key driver of personal and collective achievement within our sport.

This policy aims to ensure that all members, participants, and stakeholders are treated equally, with dignity and respect, free from discrimination based on gender. It is aligned with the fundamental principles of gender equality, inclusion and diversity of the International Olympic Committee (IOC), the United Nations Women's Sport for Generation Equality initiative, and lastly, with the World Archery safeguarding policy.

2. Objectives

The purpose of this policy is to establish a framework for promoting gender equity within World Archery and its continental and member associations. This policy will guide our actions and decisions in creating an environment where individuals of all genders can participate, compete and excel without facing gender-based discrimination or bias.

It is our goal to create a culture of inclusion, fairness and opportunity at all levels of sport and an environment that is respectful and welcoming to all, and where people feel confident to be themselves and make full contribution.

The objectives described below cover two spheres of action (World Archery and its national and continental member associations) across five focus areas: participation, leadership, safe sport, portrayal and resource allocation.

Participation

- To promote and ensure equal opportunities for participation in archery for all genders at every level of competition, from grassroots to elite performance.
- To support and increase representation of women in all aspects of the sport, including athlete participation, leadership, coaching and judging.
- To develop and support programmes that encourage the active participation of underrepresented genders in sport at all levels.
- To raise awareness about gender equity and advocate for practices that support equal treatment and respect for all genders.

Leadership

- To continue to increase gender balance at World Archery governance level (executive board and committees).
- To encourage national and continental member associations to achieve gender balance in leadership positions, including coaching, management and administrative roles.
- To encourage and develop pathways for women and other unrepresented genders to enter and thrive in decision-making positions.

Safe sport

- To eliminate any form of gender-based discrimination, harassment or violence within World Archery and its events.
- To foster zero-tolerance policy for gender-based discrimination, harassment and violence within member associations.

Ressources

- To ensure equitable distribution of resources, funding and facilities across all gender categories, promoting the development of female and male athletes equally.
- To continue equal prize money for men and women in World Archery events and encourage members to have equal pay for male and female athletes.
- To encourage recognition and reward structures that celebrate achievements and contributions from athletes of all genders equally.

Portrayal

- To encourage media to provide equitable coverage of male and female athletes, ensuring equal representation across all platforms.
- To advocate for gender-sensitive language and imagery that challenges stereotypes and promotes positive portrayals of athletes of all genders.
- To ensure that all policies, procedures and programmes within World Archery are aligned with the IOC's principles of gender equity.
- To review and update policies regularly to align with evolving gender equality standards and best practices.

3. Commitments

World Archery is committed to:

- **Equal participation:** World Archery will ensure equal access and opportunities for all genders to participate in all areas of sport, from grassroots to elite levels.
- **Non-discrimination:** World Archery will not tolerate any form of discrimination based on gender, and all individuals will be treated with respect and dignity, regardless of their gender identity or expression.
- **Equal representation:** World Archery will work towards achieving gender balance in decision-making roles, such as in leadership, coaching, judging and governance, within World Archery and its national and continental member associations.
- **Support and development:** World Archery will provide the necessary resources and support to foster the development of athletes, coaches, judges and officials of all genders.
- **Inclusive environment:** World Archery will create a safe and inclusive environment where all participants are free from harassment, abuse or any form of gender-based violence.

4. Responsibilities

- **Governance bodies:** World Archery's governing bodies are responsible for overseeing the implementation of this policy and ensuring that it is integrated into all areas of the federation's operations.

- **Member associations:** National and continental associations are encouraged to ensure that they put in place programmes at their respective levels, adapting them to local needs and contexts.
- **Coaches, judges, officials and staff:** Archery personnel are encouraged to adhere to this policy and work proactively to create a gender-inclusive environment in their daily practices.
- **Athletes and participants:** All athletes, participants and stakeholders must respect and support the principles of gender equity and report any incidents of gender-based discrimination or harassment as established by the World Archery safeguarding policy.

5. Legal terms

This policy will remain in force until it is amended, replaced or withdrawn.

World Archery will continue to update this policy to incorporate any changes in equity legislation.

A copy of this policy will be available on the World Archery website.

6. Disciplinary procedures

All gender-based discrimination, harassment or violence cases must be reported and managed according to the [World Archery safeguarding policy and procedures](#).

World Archery will accept a report in the way that is most comfortable for the person initiating the report including in-person, verbal or written report:

- a) In-person to the World Archery safeguarding officer or designated person (e.g., event safeguarding officer).
- b) By email (safeguarding@archery.sport).
- c) Using the online form (<https://wa.vissro.com/public/wacase.nsf/safeguarding-report>).

For cases on transgender athletes, the [World Archery eligibility rules for transgender athletes](#) apply.