

GENDER EQUALITY POLICY



It is the policy of the Vestri sports club that everyone shall have equal rights to participate in sports with the club and prejudice, bullying and any other inequalities within the club shall not be tolerated.

All persons within the ranks of Vestri shall have equal opportunity to enjoy their own efficiency and develop their abilities regardless of gender, race, sexuality, age, religion, beliefs, ethnicity, colour, origin, finances, disability, or other position in the society. The club emphasizes mutual respect in all its work. Degrading behaviour, such as bullying, violence, sexual harassment, slander, and inappropriate baptism of fire, will not be tolerated.

In order to promote equality within the club, Vestri emphasizes the following policies:

- That gender equality aspects are respected in the club's operations and that any gender or racial discrimination are not tolerated.
- Equal opportunity in training for both genders. No distinction is made between boys' and girls' sessions in the allocation of training time, and both sexes shall enjoy the same or similar facilities for training.
- That all practitioners have the right to a good coach that suits their ability and age. It is necessary to have a well-trained and qualified coach in all sessions.
- The same recruitment requirements are made for boys' and girls' coaches. We aspire to have the most equal gender division of coaches and assistant coaches at the club.
- Coaches shall enjoy the same pay, regardless of gender, for the same or similar job.
- Coverage of both sexes and particular types of sports articles shall be as equal on the websites of the club and in all material that the club releases.
- Appointments to the board, councils and committees of the club shall pursue equal proportion of genders.
- The importance of making everyone feel comfortable in play and work within the club and the fundamental right to not be harassed is respected. Bullying at the club is not tolerated but emphasizes in on the other hand put on positive communication as each person is responsible for his or her words and actions.
- Practitioners, members and employees shall not put forth words or actions that may be construed as prejudice to others (such as regarding gender, race, sexuality, religion, nationality or financial matters), whether in regard to individuals or groups within or outside the club.

The gender equality policy of the Vestri sports club extends to practitioners, coaches, boards, and staff. **The policy applies to all the club's operations. It will be revised and corrected if necessary.** The Vestri board expects all members, young and old, to contribute to the success of the club's gender equality policy.