



INTERNATIONAL TEQBALL FEDERATION

FITEQ EQUALITY AND ANTI-DISCRIMINATION POLICY

ADOPTED 12 DECEMBER 2020

POLICY OBJECTIVE

To safeguard the integrity of Teqball and the reputation of FITEQ by respecting the dignity of individuals, by preventing all forms of discrimination and protecting players, athlete support personnel, administrators and stakeholders from offensive and harmful behaviours, and promoting equality as required by law and expected of a fair, open society.

PURPOSE OF THE POLICY

- Demonstrate a robust commitment to proactively promote and encourage participation in Teqball at all levels regardless of any form of discrimination or prejudice creating discrimination.
- Ensure that Teqball can be played and enjoyed by all players, player support personnel, officials, spectators, commercial partners and sponsors and others associated with the sport regardless of their individual respective characteristics.
- Maintain the positive public image, popularity and integrity of Teqball.
- Promote the highest level of inclusivity, diversity and anti-discrimination within the sport.
- Deter any participant from conducting themselves in a manner that may be perceived as discriminatory, offensive or disrespectful based on certain characteristics of an individual.
- Provide a robust and structured disciplinary process to ensure that any contraventions of the Policy can be dealt with in a fair, consistent and timely manner.
- Extend to include spectators to ensure appropriate punishments are imposed on those involved in anti-discriminatory behaviour.
- Ensure any hosting decision confirmed by FITEQ for a sanctioned competition is supported by a written guarantee by the planned hosts that all athletes and eligible participants as determined by FITEQ can do so without any discrimination from the host country.

1 BACKGROUND AND INTRODUCTION

1.1 The inherent values of sport are those of a universal language of respect, diversity, inclusivity and openness to others. FITEQ rejects discrimination in any form and whilst some forms of discrimination may be less evident, FITEQ is committed to raising awareness, to challenging discriminatory behaviours, attitudes and policies, be it age, birth or any other status, disability, homophobia, gender reassignment, language, marital status, political or other opinion, national or social origin, racism, religion or belief, sex or sexual orientation, wealth or any other reason.

To address barriers within the culture of sport and redress existing discrimination, FITEQ provides strong and informed leadership, robust policies and procedures with a commitment to equality. All FITEQ parties should feel valued, respected and receive equal opportunities, to enable the sport to thrive, develop and bring out positive, meaningful equality in Teqball.

FITEQ prides itself on being a forward thinking, inclusive and innovative International Federation, committed to tackling discrimination. FITEQ recognises its responsibility to maximise the positive

influence of Teqball through its globally renowned ambassadors to promote equality in sport and to demonstrate there is no place for exclusion or discrimination.

1.2 FITEQ is the International Federation responsible for the global governance of Teqball. FITEQ is committed to ensuring that wherever Teqball is played, it can be enjoyed by all players, player support personnel, officials, spectators, commercial partners and others regardless of their respective backgrounds. FITEQ aims to ensure all Participants can enjoy the sport without being the subject of conduct that is offensive, insulting, humiliating or intimidating on the base of race, religion, culture, colour, descent, nationality, ethnic origin, sex, gender, sexual orientation, disability, marital status and/or maternity status.

1.3 This Equality and Anti- Discrimination Policy is adopted and adapted as part of FITEQ's Code of Ethics and ongoing efforts to maintain the public image, growing popularity and integrity of Teqball. It contains a series of clear yet flexible requirements for its member bodies in terms of their own conduct, education and training of others, their communication with spectators and others and Reporting to FITEQ.

1.4 While this Equality and Anti- Discrimination Policy applies specifically to international events and competitions, FITEQ member bodies are required to adopt and implement corresponding policies that apply to all domestic Teqball activities that takes place within their respective jurisdictions. The benefit of this approach is that autonomy and accountability is devolved to each member body to determine what is appropriate within their own legal jurisdiction, to achieve to a consistently high standard, the requirements of each policy element.

2 APPLICATION AND SCOPE

2.1 This Equality and Anti-Discrimination Policy shall apply to all participants who participate, assist or officiate in an event or competition under the jurisdiction of FITEQ and each participant shall be automatically bound by and be required to comply with this Policy by virtue of such participation (in the case of a player), assistance (in the case of a player support personnel) or officiation (in the case of a match official). Spectators shall be bound by the conditions of entry to a FITEQ competition.

2.2 It shall be the personal responsibility of each participant to make him/herself aware of this Equality and Anti-Discrimination Policy including, without limitation, what conduct constitutes a violation of the Policy and to comply with those requirements. Participants shall also be aware that conduct prohibited under this Policy may also constitute a criminal offence and/ or breach of other applicable laws and regulations.

2.3 Each participant submits to the exclusive jurisdiction of the FITEQ Ethics and Disciplinary sub-committee Tribunal convened under this Policy to hear and determine charges brought by FITEQ.

2.4 FITEQ's Equality and Anti-Discrimination Policy is in place all year round. It is intended to safeguard all athletes linked to FITEQ directly (i.e. at international competitions, training camps or

squads) or indirectly (i.e. at national level, in clubs and training sessions). This Policy enables the receipt and management of reports of alleged unethical or discriminatory conduct that fall within its scope, investigation and referral to discipline of allegations as appropriate, as well as the further review to improve and achieve best practice in integrity.

2.5 The conduct prohibited under this Equality and Anti-Discrimination Policy may also constitute a breach of other applicable laws or regulations governing equal opportunities and anti-discrimination. The Equality and Anti-Discrimination Policy is intended to supplement and complement such laws and regulations with further rules of professional conduct for those involved in the sport of Teqball. It is not intended and may not be interpreted, construed or applied, to undermine in any way the application of such laws and regulations.

2.6 FITEQ is committed to ensuring that all activities and events adhere to the following minimum standards in respect of Equality and Anti-Discrimination and that national federations shall adopt and enforce these standards at the national level. FITEQ parties shall not at any time engage in conduct which may be considered unethical or discriminatory to participants. Breaches of this Policy shall result in disciplinary procedures. Allegations shall be investigated by the Ethics and Disciplinary sub-Committee.

3 OFFENCE AND RULE VIOLATIONS

3.1 The following conduct shall constitute a violation of this Policy whether it occurs directly or indirectly:

3.1.1 Conduct (whether through the use of language, gestures or otherwise) which is likely to offend, insult, humiliate, intimidate, threaten, disparage, vilify or unlawfully discriminate any other player, player support personnel or match official on the basis of their race, religion, culture, colour, descent, nationality, ethnic origin, sex, gender, sexual orientation, disability, marital status and/or maternity status. This shall be referred to as **Inappropriate Conduct**.

3.2 Breaches of the Equality and Anti-Discrimination Policy shall result in disciplinary procedures. Allegations shall be investigated by the Ethics and Disciplinary sub-committee investigations unit. It can include a one-off incident or a series of incidents. It may be in person or online, deliberate, unsolicited and coercive.

4 BURDEN AND STANDARD OF PROOF

4.1 FITEQ or other prosecuting authorities shall have the responsibility of proving that a violation has taken place under this Equality and Anti-Discrimination Policy. The standard of proof will be whether FITEQ or other prosecuting authorities have proved that a violation to the comfortable standard of the FITEQ Disciplinary Tribunal, a standard which is greater than the mere balance of probability but less than proof beyond reasonable doubt.

4.2 Where this Equality and Anti- Discrimination Policy places the burden of proof on the participant alleged to have committed a violation to prove facts or circumstances, the standard of proof shall outweigh the evidence.

4.3 The FITEQ Disciplinary Tribunal shall not be bound by judicial Policy governing the admissibility of evidence and facts may be established by any reliable means including but not limited to admissions, evidence of third parties, witness statements, expert Reports, documentary evidence and other analytical data.

4.4 The FITEQ Disciplinary Tribunal shall have the discretion to accept any facts established by a decision of a court or professional disciplinary tribunal of any competent jurisdiction which is not subject to pending appeal as irrefutable evidence against the participant to whom the decision relates unless the participant establishes that the decision violated the principles of natural justice.

4.5 The FITEQ Disciplinary Tribunal shall be entitled to draw an inference adverse against any participant who is accused of committing a violation if that participant fails to appear in front of the FITEQ Tribunal if requested to do so and when a reasonable advance notification of the hearing has been given, or fails to comply with any information request that has been submitted in accordance with this Policy.

5 MINIMUM EDUCATION AND TRAINING

FOR PARTICIPANTS

5.1 FITEQ and its member bodies shall adopt appropriate policies, protocols, mission statements and similar so that it is clear to all employees, officials, commercial partners and other participants and stakeholders that Inappropriate Conduct (including in any public statements) will not be tolerated by FITEQ or its member bodies whether at international competitions and events played within its jurisdiction or those played on a domestic level as part of a FITEQ event or in the course of FITEQ business or representation at any other time so as to bring the sport into disrepute.

5.2 FITEQ and its member bodies shall take the necessary steps within its own jurisdiction to ensure that all employees, officials, commercial partners and participants have, prior to each international competition or event, read and understood this Equality and Anti-Discrimination Policy and received appropriate training and education about their own conduct and how they should respond to conduct of others.

5.3 FITEQ and its member bodies shall take the necessary steps to liaise with all relevant members ahead of each international competition or event between their respective players or teams as part of a FITEQ event so as to:

5.3.1 Make clear its position in respect of inappropriate conduct and the steps that it proposes to implement in order to comply with this Equality and Anti- Discrimination Policy;

5.3.2 Share information about any specific examples of inappropriate conduct that might occur, for example, specific phrases that may be used by spectators, or examples of language or gestures that might be offensive to individuals on the basis of their race, religion, culture, descent, nationality, ethnic origin, sex, gender, disability, marital status and/ or maternity status.

5.4 FITEQ and its member bodies shall, wherever reasonably practical, monitor the conduct of its employees, officials, commercial partners and participants and take such action as it considers appropriate in respect of any inappropriate conduct.

5.5 FITEQ member bodies are required to develop two specific plans- one for dealing with incidents of Inappropriate Conduct that take place at FITEQ national events and competitions and one for dealing with complaints of inappropriate conduct received outside of a national FITEQ event or competition such as during a warm up, in person after the competition or event, or at any other time via social media or in person.

FOR SPECTATORS

5.6 FITEQ and its member bodies shall ensure that prior to and during each international competition or event played within its jurisdiction or those played as part of a FITEQ event, all spectators are made aware of the following (or similar) statement referred to as Policy Statement on Inappropriate Conduct.

“It shall be a breach of the terms and conditions of entry to the venue for any ticket holder to engage in any conduct (whether through the use of language, gestures or otherwise) which is likely to result in offending, insulting, humiliating, intimidating, threatening, disparaging or vilifying any other person (including players, match officials and spectators) on the basis of their race, religion, culture, colour, descent, nationality, ethnic origin, gender, sexual orientation, disability, marital and/ or maternity status. Any such action will not be tolerated and will result in ejection from the venue, imposition of sanctions such as being banned from the venue in the future and possible further action including criminal prosecution.”

5.7 In order to comply with Article 5.6, FITEQ and each of its member bodies must, unless advised otherwise by a relevant law enforcement or security authority, as a minimum ensure that the Policy Statement on Inappropriate Conduct is:

5.7.1 Printed in full within terms and conditions on admission tickets and all FITEQ official ticket sales websites and outlets.

5.7.2 Printed in full in a prominent position in any relevant international competition and event programme that is produced.

5.7.3 Printed in full on a number of prominently placed and clearly visible posters and/ or advertising sites around the venue including entrances and

5.7.4 Replayed in full and repeatedly on any available digital screens and scoreboards capable of displaying such messages and/ or through any public announcement systems within the venue

5.8 FITEQ and its member bodies shall ensure that ground officials and stewards are adequately trained and educated about the action required to be taken against any spectators engaging in potential or actual inappropriate conduct.

6 MONITORING

6.1 At each international competition and event, FITEQ will deploy two anti-discrimination match observers knowledgeable in the specificities of fan culture and forms of discriminatory behaviour in the venue. Their observations will support the security disposition and facilitate the investigations of FITEQ's Integrity Commissioner through the provision of evidence of discriminatory incidents. The two specifically trained anti-discrimination match observers shall:

6.1.1 Observe spectators from player/ team A, player/ team B and neutral spectators taking into account their respective languages, regional characteristics and fan culture

6.1.2 Submit anti- discrimination match Reports and evidence of incidents to FITEQ's Integrity Commissioner.

6.2 FITEQ and its member bodies shall consider the use of use CCTV at international events and competitions to gather evidence that may assist in dealing with any inappropriate conduct and/ or that might be shared with the relevant criminal justice authorities.

6.3 At the conclusion of the competition, the host organisers may be required to submit additional evidence at the request of the FITEQ Integrity Commissioner.

7 CONFIDENTIAL REPORTING AND WHISTLEBLOWING

FOR PARTICIPANTS

7.1 For incidents during an international competition, an individual can report an alleged offence under the Equality and Anti-Discrimination Policy by lodging a complaint verbally or by submitting a Report in the manner described in 7.2 to either:

7.1.1 The Chief Referee appointed to officiate the international competition or event during, or in relation to which the alleged offence was committed.

7.1.2 The Team Manager of either of the two national federations whose representative player/ team participated in the international competition or event in relation to which the alleged offence was committed.

7.1.3 FITEQ's Chief Executive Officer.

7.1.4 FITEQ's Competition Manager, as named within the event programme.

7.2 A verbal report shall be followed up in writing by the recipient official, unless it is possible for the report to be made in writing by the individual making the complaint. The written report shall be completed as comprehensively as possible, signed and dated by the individual lodging the complaint. The Form shall be submitted to the Chief Referee for immediate action at the event and subsequently submitted to the FITEQ Integrity Commissioner as soon as reasonably possible and in any event no later than seven days after the commission of the alleged offence or when the offence was brought to the attention of the person lodging the complaint.

7.3 For incidents at any other time, outside of a competition, the written report shall be completed as comprehensively as possible, signed and dated by the individual lodging the complaint and submitted directly via the Whistleblowing Integrity Reporting and Feedback portal.

7.4 Where it is alleged that the participant has committed multiple offences under the Equality and Anti-Discrimination Policy during or in relation to an international competition or event then a separate Report should be filed for each of the offences alleged to have been committed.

FOR SPECTATORS

7.5 For incidents during an international competition, an individual can report an alleged offence under the Equality and Anti-Discrimination Policy by lodging a complaint verbally or by submitting a Report in the manner described in 7.6 to either

7.5.1 The Chief Referee appointed to officiate the international competition or event during, or in relation to which the alleged offence was committed.

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submitted directly via the Whistleblowing Integrity Reporting and Feedback portal.

GENERAL CONFIDENTIAL REPORTING/WHISTLEBLOWING

7.8 In order to actively promote the reporting of allegations in Teqball on a secure basis, FITEQ offers its member bodies and athletes a number of different interfaces that offer both confidential and anonymous reporting. This allows the reporting person to select the mechanism that best suits their specific circumstances. Information can be shared in four ways:

- 7.8.1 Encrypted online form/ mailbox;
- 7.8.2 FITEQ Reporting App;
- 7.8.3 FITEQ Telephone Hotline;
- 7.8.4 Direct report to FITEQ Ethics and Disciplinary Committee.

7.9 FITEQ provides adequate information about how to make a report easily and how the reports are processed and investigated. Following the report of a wrongdoing, an acknowledgement of receipt shall be given to the reporting person along with a timeframe specified for further communication. There will also be regular communication with reporting person throughout the handling process to maintain highest levels of trust.

7.10 FITEQ shall ensure that all of their member bodies and athlete contracts include clauses that safeguard confidentiality and the sanctioning of retaliation against persons who report any perceived incidents of abuse. FITEQ will demonstrate that there are transparent and effective reporting mechanisms in place that will allow reporting to be done safely and confidentially without any fear of reprisals or negative consequences.

8 INVESTIGATION OF A BREACH

8.1 Any allegation of a violation of this Ethics and Anti- Discrimination Policy shall be reported by the Chief Referee to the FITEQ Integrity Commissioner.

8.2 Upon receipt of a Report, FITEQ's Integrity Commissioner shall investigate possible breaches of the Policy, report on its inquiries and deliberations and refer the case to the FITEQ Ethics Committee to conduct a formal and thorough investigation into the conduct of the participant. This investigation may be conducted in collaboration with relevant competent criminal, administrative, professional and judicial authorities and all participants must co-operate fully at every stage. The FITEQ Ethics and Disciplinary Committee shall have discretion where it deems it appropriate to conduct its own investigation pending the outcome of investigations undertaken by other competent authorities.

8.3 If there is no case to answer, then FITEQ Integrity Commissioner will notify the person who filed the Report of that fact and the matter shall proceed not further.

9 IMPLEMENTATION FOR MEMBER FEDERATIONS

9.1 FITEQ member bodies shall develop and implement a system to deal with complaints made by players, officials, administrators or members of the public under the Ethics and Anti-Discrimination Policy to the national federation, arising from alleged behaviour by a FITEQ member, in or out of competition, under its jurisdiction.

9.2 Each member body shall elect or appoint an Integrity Officer (this may be a current official) to be the single point of contact for communications with FITEQ Integrity Commissioner pursuant to this Equality and Anti-Discrimination Policy.

9.3 Each member body's Integrity Officer shall be responsible for implementing appropriate measures for each national competition or event played within its jurisdiction sufficiently in advance in order to comply with this Anti-Discrimination Policy. The relevant member body of the country hosting a national competition or event will be responsible for investigating and addressing all complaints made.

9.4 Within two weeks of the conclusion of each national competition or event held within a member body's jurisdiction, each Integrity Officer shall complete and return to the FITEQ Integrity Commissioner, the template Report form (a copy of which is attached as Appendix A) in order to provide a detailed summary of Inappropriate Conduct occurring at each international event of competition or confirm a nil report.

9.5 The FITEQ Integrity Commissioner shall report on a quarterly basis to the FITEQ Board of Directors in relation to both FITEQ and each of its member bodies' compliance with this Equality and Anti-Discrimination Policy. FITEQ Board of Directors may decide to take action as it sees necessary with respect to any elements of the Report including any incidents of inappropriate conduct referred to therein and/ or failure or refusal to comply with the requirements of this Equality and Anti-Discrimination Policy.

10 AMENDMENTS AND INTERPRETATION

10.1 This Policy may be amended as and when deemed necessary by FITEQ with such amendments coming into effect on the date specified by FITEQ. If any rule or provision of this Equality and Anti-Discrimination Policy is held invalid, unenforceable or illegal for any reason, the Policy shall remain otherwise in full force with the exception of such rule or provision which shall be considered deleted.

10.2 This Equality and Anti-Discrimination Policy is fundamental to the welfare of all FITEQ participants and governs the conditions under which the sport of Teqball is played. It is not intended to be subjected to or limited by the requirements and legal standards applicable to criminal proceedings.

10.3 The Equality and Anti-Discrimination Policy shall come into full force and effect as of September 1, 2020.