



INTERNATIONAL PRACTICAL SHOOTING CONFEDERATION

GENDER EQUALITY POLICY

TABLE OF CONTENTS

PART I. GENDER EQUALITY

1. Introduction	2
2. Goal of the Policy	2
3. Objectives of the Policy	2
4. Commitments	3
5. Corporate Responsibility	3
6. Legal	3
7. Discrimination	3
8. Disciplinary Process	3
Annex 1 Implementation of the Policy	4

PART II. TRANSGENDER ATHLETES PARTICIPATION

1. Introduction	5
2. Definitions and Categories	5
3. Goals of the Policy	6
4. Objectives of the Policy	6
5. Legal	6
6. Discrimination and Disciplinary Process	6



PART I. GENDER EQUALITY

1. Introduction

This Policy defines the commitment of the International Practical Shooting Confederation (IPSC) to support gender equality in accordance with the Olympic Charter “to encourage and support the promotion of women in sport at all levels and in all structures with a view to implementing the principle of equality of men and women”.

The IPSC Gender Equality Policy (the “Policy”) aims to promote gender equality in the sport of Practical Shooting.

2. Goal of the Policy

The overall aim of the Policy is to ensure that sport is attractive to all. Gender equality implies that the interests, needs, and priorities of both women and men are considered, recognizing the diversity of different groups of women and men.

Gender equality is not just a women’s issue, but should concern and fully engage men as well as women.

All those who are involved with Practical Shooting, irrespective of their gender, shall be treated in an equal, fair, open, and respectful manner.

Therefore, all IPSC Members have a responsibility to follow, respect, and advocate the aims of this Policy.

3. Objectives of the Policy

Policy is designed to:

- Establish an inclusive and enabling organizational culture free from gender bias and discrimination;
- Ensure equal representation and gender sensitivity in decision making;
- Ensure “zero tolerance” of gender violence in sport;
- Ensure gender equality and the empowerment of women in the work of IPSC;
- Support the fight against negative gender stereotypes in sport;



4. Commitments

IPSC has undertaken the following commitments in support of its objectives to encourage and mainstream gender equality:

1. To mainstream gender equality into IPSC operations and frameworks.
2. To strengthen the capacity of the Executive Council and IPSC Committees to lead on gender equality.
3. It is the stated intention of IPSC to ensure that the IPSC Executive Council and IPSC Committees aspire to 50/50 representation. IPSC Committees will continue to be based on the specific expertise required, but are strongly encouraged to recruit suitably qualified, professional women to fulfill roles. However, this promotion will not be limited to increasing only the numbers of female representatives but shall extend to how IPSC recruits females onto its Committees. IPSC shall also promote the use of gender-neutral terms in its governance documents.
4. To encourage and promote a gender-aware and gender responsible organizational culture.
5. To integrate the principals of gender equality into IPSC educational and training programs.

Accordingly, this Policy aims to create an open environment for all those involved in the sport of Practical Shooting.

5. Corporate Responsibility

In order to provide a strategic approach to mainstream gender equality, IPSC will institutionalize gender equality and ensure that Practical Shooting at all levels remains free from gender bias.

It is the responsibility of IPSC to ensure that this Policy is implemented and communicated appropriately.

6. Legal

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

IPSC will continue to update this Policy to incorporate any changes in equality legislation. A copy of this Policy will be available on the IPSC website.

7. Discrimination

IPSC recognizes that discrimination in any form, direct or indirect, on the grounds of gender, is unacceptable.

Any breach of this Policy in the form of discrimination, victimization or bullying whilst carrying out duties on behalf of IPSC, or otherwise acting as a representative of IPSC, shall result in disciplinary proceedings.



8. Disciplinary Process

- Any breach of this Policy will result in disciplinary action being taken under the IPSC Disciplinary Committee Terms of Reference and applicable regulations.
- For this Policy to have full effect, any individuals participating in an IPSC event, representing IPSC or carrying out duties on behalf of IPSC, who believes that they have suffered maltreatment under the scope of this Policy may raise the matter by submitting a confidential complaint through the IPSC whistleblowing complaints form at ipsc.org and the matter will be dealt with in accordance with the disciplinary procedures primarily via the IPSC Disciplinary Committee.
- The IPSC Disciplinary Committee has the full power and authority to investigate, consider and determine breaches of this Policy.

Annex 1. Implementation of the Policy

Within the first year following the adoption of this Policy, IPSC will provide member Regions directives regarding the following:

- a) a minimum standard of representation for female athletes, instructors, trainers, and officials, including specifying instances where female representation will be mandatory;
- b) a deadline by which Regional Directorates should have updated their policies and/or bylaws to reflect the new Gender Equality Policies;
- c) guidelines and a deadline by which Regional Directorates should have developed a strategic plan towards achieving gender equality in Practical Shooting in their Regions;
- d) a timeline and mechanism via which all Regional Directorates will report on demonstrable progress regarding the implementation of their respective strategic plans;
- e) the accountability structure under which any disciplinary action related to the Policy will proceed.

IPSC will also develop a gender-based equality assessment tool that will be applied to all new applications for IPSC membership.



PART II. TRANSGENDER ATHLETES PARTICIPATION

1. Introduction

- 1.1. This Policy defines the commitment of the International Practical Shooting Confederation (IPSC) to support the concept of fair play, which is a long-established principle that fair and meaningful competition is achieved by grouping different sexes, body types and age groups into different categories.
- 1.2. The term “Transgender” is used in this Policy to refer to individuals whose gender identity (i.e. how they identify) is different from the biological sex assigned to them at birth (whether they are pre- or post-puberty, and whether or not they have undergone any form of medical intervention).
 - (a) A transgender woman is someone who was registered male at birth, but identifies as female.
 - (b) A transgender man is someone who was registered female at birth, but identifies as male.
- 1.3. A gender-affected sport is one in which the strength, stamina or physique of average persons of one sex would place them at a disadvantage when compared with the other sex. IPSC is a gender-affected sport, with different Categories of competition (shown below) to ensure fairness.
- 1.4. In IPSC, the sex registered at the time of birth determines a competitor’s Category. Only individuals born with two X chromosomes (XX) can compete in Lady and Lady Senior Categories.
- 1.5. IPSC supports gender equality in accordance with the Olympic Charter “to encourage and support the promotion of women in sport at all levels and in all structures with a view to implementing the principle of equality of men and women”. This is why IPSC Sport is divided into Categories where different sex and age groups are represented to support the concept of fair play.
- 1.6. All competitors can participate in IPSC competitions in the “Overall” Category, based on the principals of inclusion, equality and fair play.

2. Definitions and Categories

- 2.1. In IPSC there are following Categories based on differences in age and sex of competitors:
 - (a) “Overall”
 - (b) “Lady”, “Lady Senior”
 - (c) “Junior”, “Super Junior”
 - (d) “Senior”, “Super Senior”, “Grand Senior”.
- 2.2. IPSC Categories include the following groups of competitors:
 - (a) All competitors are included in the "Overall" category.
 - (b) A competitor individually registered as “Lady” or “Lady Senior” is a person who was registered female at the time of birth and who has two X chromosomes (XX).
 - (c) A competitor individually registered as “Junior” or “Super Junior” is any person within the relevant age brackets as defined in APPENDIX A2 of the IPSC Competition Rules.



- (d) A competitor individually registered as “Senior”, “Super Senior” or “Grand Senior” is any person within the relevant age brackets as defined in APPENDIX A2 of the IPSC Competition Rules who does not compete in the Lady Senior Category (see 2.2 b).

3. Goals of the Policy

- 3.1. The overall goal of the Policy is to ensure that IPSC Sport is attractive to everybody based on the principle of equality of men and women.
- 3.2. Gender equality implies that the interests, needs, and priorities of both women and men are considered, recognizing the diversity of different groups of women and men.

4. Objectives of the Policy

- 4.1. The Policy is designed to:
- Ensure fairness in the sport;
 - Establish an inclusive culture free from gender discrimination and misinterpretations;
 - Ensure the possibility for different genders to compete in the sport of Practical Shooting;
 - Support the concept of fair play.

5. Legal

- 5.1. This Policy will remain in force until it is amended, replaced or withdrawn.
- 5.2. IPSC will continue to update this Policy to incorporate any changes to equality legislation. A copy of this Policy will be available on the IPSC website.

6. Discrimination and Disciplinary Process

- 6.1. IPSC recognizes that discrimination in any form, direct or indirect, is unacceptable. No stigmatisation or improper discrimination on grounds of identity will be tolerated. In particular (but without limitation), persecution or campaigns against athletes simply on the basis that their appearance does not conform to gender stereotypes are unacceptable. Any such conduct will be considered a serious breach of this Policy.
- 6.2. Any breach of this Policy in the form of discrimination, victimization or bullying whilst carrying out duties on behalf of IPSC, or otherwise acting as a representative of IPSC, shall result in disciplinary proceedings.
- 6.3. Any breach of this Policy will result in disciplinary action being taken under the IPSC Disciplinary Committee Terms of Reference and applicable regulations.
- 6.4. If a competitor is found to be in breach of this policy at an IPSC competition, it will be considered as unsportsmanlike conduct resulting in the disqualification (DQ) of the competitor from the competition.
- 6.5. Any evidence can be examined by the IPSC Disciplinary Committee, including birth certificates, chromosome tests and any proof coming from athlete’s social networks and open Internet web pages in unclear cases.
- 6.6. The IPSC Disciplinary Committee has the full power and authority to investigate, consider and determine breaches of this Policy.