

Combat Ju-Jutsu



International Federation

CJJIF Gender Equality Policy

INTRODUCTION

This Policy defines commitments of the Combat Ju-Jutsu International Federation (CJJIF) to support gender equality and the principles expressed in the UN's Universal Declaration of Human Rights, including the UNESCO International Charter of Physical Education and Sport, the Convention on the Elimination of Discrimination Against Women (CEDAW) and the Brighton Declaration on Women and Sport. The Policy also recognizes and contributes to the gender equality objectives of Goal 5 of the United Nations Sustainable Development Goals (UN SDG). The Policy reflects on the principle of the Olympic Charter "to encourage and support the promotion of women in sport at all levels and in all structures."

The CJJIF Gender Equality Policy reflects the commitment of the CJJIF Statutes that all members of the CJJIF family do not face discrimination of any kind including and not limited to; race, ethnicity, skin tone, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

The Gender Equality Policy of the CJJIF aims to promote gender equality in the sport of COMBAT JU-JUTSU.

For CJJIF **Gender Equality** refers to the equal rights, responsibilities and opportunities of

all genders including; women, men, girls and boys, and equal power to shape their own lives and contribute to society. It encompasses the narrower concept of **Gender Equity**, which primarily concerns fairness and justice regarding benefits and needs. It entails that the interests, needs, and priorities of females and males be taken into consideration. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between all genders including; women and men, girls and boys, is seen both as a human rights issue and should be of concern to all. It also assesses men and women's specific needs and interests and works toward equal outcomes for all. This includes equal access to learning and funding recourses, training and participation in competitions as well as media portrayal.

CJJIF believes that Gender equality will benefit the position of women improving the diversity of today's sport sector, contributing positively to the quality of the services delivered across the sports of COMBAT JU-JUTSU.

It will establish a safe and secure sport environment for girls and boys, young women and men as it will raise awareness of the topic, educate instructors and administrators on how to handle risks in this field and prevent harm to athletes. Gender friendly guidance and coaching may decrease the high drop-out rate of girls and women, avoid sexist gender stereotypes in sport and create a positive and social educational climate for all.

To conclude, it should be strongly stressed that gender equality in sport will be economically beneficial for all stakeholders in sport and related industries, including the media due to higher participation and popularity of sport and a growing workforce.

GOAL OF THE POLICY

This Policy states the commitment of the CJJIF to consistently, meaningfully and strategically integrate gender equality across our programming and in our organization educating and empowering CJJIF Athletes, Officials and youth using the power of sport.

The overall aim of the Policy is to ensure that sport is attractive to all, but pays particular attention to girls and women, regardless to age or background, so that they can participate, work, govern and enjoy sport, in a safe, equal and secure environment.

OBJECTIVES OF THE POLICY

CJJIF Gender Equality Policy, is designed to:

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

COMMITMENTS

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

1. To mainstream gender equality into CJJIF operations and frameworks.
2. To strengthen the capacity of the Secretariat, Board, and Committees to lead on gender equality.
3. It is the stated intention of CJJIF to ensure that the CJJIF Executive Committee and CJJIF Commissions equal conditions for both sexes. CJJIF Commissions will continue to be based on the specific expertise required but are 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 CJJIF recruits females onto its Commissions. CJJIF 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 encourage the intension of women Athletes to transit from Athlete or Official to a management position within CJJIF in every possible way.
6. To integrate the principals of gender equality into CJJIF educational programs.
7. To ensure Athletes, Coaches and Technical Officials have equal opportunities and access to the resources to reach their full potential.
8. Accordingly, this policy aims to create an open environment for all those involved in the sport of COMBAT JU-JUTSU and/or are involved in the administration of the sport.

CORPORATE RESPONSIBILITY

In order to provide a strategic approach to mainstream gender equality, CJJIF will institutionalize gender equality and ensure that COMBAT JU-JUTSU at all levels remains free from gender bias.

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

LEGAL

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

DISCRIMINATION

CJJIF 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 CJJIF or otherwise acting as a representative of CJJIF, shall result in disciplinary proceedings.

DISCIPLINARY PROCESS

Any breach of this Policy will result in disciplinary action being taken under the CJJIF Statute and applicable regulations.

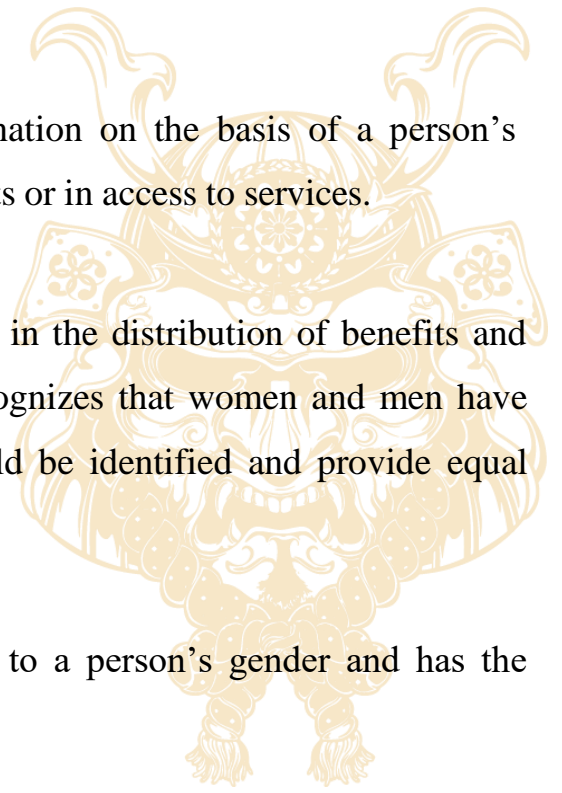
For this Policy to have full effect, any individuals participating in CJJIF event, representing CJJIF or carrying out duties on behalf of CJJIF, who believes that they have suffered maltreatment under the scope of this Policy may raise the matter submitting a confidential complaint through the CJJIF e-mails and the matter will be dealt with in accordance with the disciplinary procedures primarily via the CJJIF Ethics Commission.

The CJJIF Disciplinary Commission has the full power and authority to investigate, consider and determine breaches of this Policy. Decisions of the Disciplinary Commission may be appealed to the Chair of CJJIF Legal Commission.

Annex 1. Definitions

Gender identifies the social and cultural relations between men and women. It refers to the relationship between men and women, boys and girls, male and female and how this is socially constructed.

Gender-based violence is defined as violence directed against a person due to gender or as violence that affects persons of a particular gender disproportionately. In this report this includes sexual violence (including rape, bullying, intimidation, threatening behavior, sexual assault, abuse and harassment).



Gender equality is the result of the absence of discrimination on the basis of a person's sex in opportunities and the allocation of resources or benefits or in access to services.

Gender equity entails the provision of fairness and justice in the distribution of benefits and responsibilities between women and men. The concept recognizes that women and men have different needs and power and that these differences should be identified and provide equal opportunities for both sexes.

Gender-based harassment is unwelcome conduct related to a person's gender and has the effect or purpose of offending another person's dignity.

Multiple discrimination in this context is to be understood as any combination of discrimination on the grounds of sex, racial or ethnic origin, religion or belief, disability or age.

Sexual abuse refers to tricking, forcing or coercing a person into any sexual activity the person does not want, or is not sufficiently mature to give their consent.

Sexual harassment refers to behavior of a sexualized nature which is unwanted, exploitative, degrading, coerced, forced and/or violent.

Direct Discrimination Treating a person less favorably than you would treat others due to their sex.

Indirect Discrimination Applying, without reasonable justification, some criteria or practice which appears to apply equally to all but which, in practice, disadvantages a person due to their gender.

Annex 2. Implementation of the Policy

Within the first year following the adoption of this Gender Equality Policy, CJJIF will provide National Federation directives regarding the following:

- a) a minimum standard of representation for female athletes, coaches, and officials, including specifying instances where female representation will be mandatory;
- b) a deadline by which Associations must have updated their policies and bylaws to reflect the new Gender Equality Policies;
- c) guidelines and a deadline by which associations must have developed a strategic plan towards achieving gender equality and equity in COMBAT JU-JUTSU in their countries;
- d) a timeline and mechanism via which all associations 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 Gender Equality Policy will proceed.

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