

TURKISH OLYMPIC COMMITTEE (TOC)

GENDER EQUALITY POLICY DOCUMENT

Approved by the TOC Executive Board and in force as from 22.11.2022

The Turkish Olympic Committee (TOC), has a corporate culture of inclusiveness and non-discrimination, and determines that gender inequality, which prevents the utilization of the skills and potential of women who make up half of the society, is a fundamental problem in all areas of social life. The TOC believes that the elimination of gender inequality in sports can only be achieved by transforming the economic, political, and intellectual aspects of the country's sports administration and building new intersubjective relations. The TOC expresses its belief that all stakeholders in Turkish sport should take responsibility and regulate their structural, functional and cultural tools to ensure gender equality.

Purpose: This Policy Document aims to create an understanding and an egalitarian climate sensitive to gender equality in its institutional structure and all its activities, and to contribute to the support and encouragement of gender equality in all levels of national sports

Scope: The principles and commitments contained in this document cover all organs, committees, commissions, members, and employees of the TOC. The principles also apply to its relationships with third parties, including individuals and institutions with whom cooperation is made or services are provided. With this document, the TOC also encourages all stakeholders in Turkish sport, especially the national Olympic sports federations, to create similar policies.

Policies: Supporting gender equality is a strategic priority for the TOC. With this document, the TOC affirms that it observes and will continue to observe women's equal representation in its institutional structuring and all its activities and events. In this direction, the TOC undertakes to:

- Under the guidance of national and international legislation, particularly the International Olympic Committee's (IOC) Olympic Charter, Olympic Agenda 2020+5, and the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), stand against fundamental discrimination based on gender, gender identity, sexual orientation, age, class, marital status, ethnic origin, etc. and contribute to raising awareness in society to prevent such discrimination.
- Target gender-equal representation in all its elected bodies and appointed commissions, committees, working groups, and employees.
- Observe gender equality in its recruitment policies, apply equal pay for equal work, and implement flexible working models in order not to hinder the career development of working mothers.
- Take all necessary measures to ensure that its employees and volunteers work in a discrimination and violence-free environment. It does not tolerate physical, sexual, psychological, or economic violence, intimidation, sexist, or oppressive behavior.

- Allocate its resources equally: observe gender equality in the financial support and scholarships it provides directly to the athletes preparing for the Olympic Games, and the financing it provides to national sports federations for the development of national teams and coaches.
- Observe gender equality in the services it provides, such as the support provided for the career development of athletes and internship opportunities for students.
- Work to promote the understanding of gender equality in its target groups, especially among children and youth, and adhere to the principle of equality in participation.
- Contribute to providing equal opportunities for girls to participate in sports and physical activities, ensure the gender balance of the participants in its educational projects for children and youth, and may even apply positive discrimination and implement projects specifically for girls.
- Take necessary measures to ensure gender balance among participants in its sporting events and activities.
- Provide Olympism education that combines sports with culture and education to instill Olympic values such as respect, friendship, solidarity, and excellence in society to affect cultural change in the face of the masculine perception of sports, to increase the quality of life of young people of both sexes, and to contribute to their personal and social development and success in their lives.
- Recognize that equal representation of women at all levels of participation in sports and sports management is of fundamental value, and to strive to ensure gender balance and equality in access and participation in sports, in coaching, refereeing, management, and sports education, and the decision-making mechanisms of sports institutions.
- Encourage and support women's representation in key positions in the world of sports through their integration into academic studies, management, and leadership workshops after they retire from sport.
- Encourage sports federations and clubs to internalize good governance principles and sensitivity to gender equality, increase female representation in their management mechanisms, and apply the same practices for coaches, referees, and technical personnel.
- Strive to remove cultural barriers to optimal integration in sports by promoting and empowering women's participation in sports.
- Protect athletes from harassment and abuse and strive to combat gender-based violence in sports.
- Promote gender-sensitive education in sports through informational campaigns involving female and male athletes participating together.
- Prioritize female athletes in corporate communications, encouraging the portrayal of female athletes, and combating negative gender stereotypes.
- Observe the above-mentioned principles in its relations with all stakeholders and supporters of Turkish sports with whom it cooperates.