



Effective from 1<sup>st</sup> Jan 2019

Date for Review: 31<sup>st</sup> December 2019

## Gender Inclusion Policy

### 1. Objective

UAERF is responsible for ensuring gender inclusiveness in all aspects of the game, and to shape a safe environment to everyone, where respect, encouragement and positive attitude are the main drivers in the formation and implementation of the policy.

### 2. Statement

**UAERF in its own capacity ensure and encourage:**

- a) Equal and fair opportunity of involvement to all participants including and not limited to all UAERF programs, rugby festivals, official events, employment, trainings, trial sessions.
- b) A Rugby Environment free from discrimination on basis of:
  - Colour, race, ethnicity, nationality, gender, marital status, religion, sexual orientation, opinion, age, disability, belief, appearance.
- c) Everyone involved is aware and understand the Gender Inclusion Policy principles, and act accordingly.
- d) Work on identifying areas of improvement and issues to gender inclusion, opportunity imbalances, and barriers to policy implementation success.
- e) Everyone respects the other and truly value their inputs, act as in a family with dignity, respect, in a manner free from harassment, verbal\physical abuse, humiliation and discrimination.
- f) Readiness to deal and address any raised gender inclusion complaints.
- g) All affiliate members directly or indirectly to the UAERF are aware of the policy and have developed their own Gender Inclusion policy or similar safeguarding policy

### 3. Implementation

- a) UAERF will ensure that resources and policy is available to all its affiliate members, clubs, schools, players and all personnel.



- b) UAERF to provide guidance to all persons seeking clarity on Gender Inclusion.
- c) UAERF to protect the interest of children and their parents when their media is shared on social media whenever applicable.
- d) UAERF will ensure that recruitment is managed based on that individual's experience, competency levels, qualifications and relevant performance.
- e) UAERF will intervene to stop, cease and eliminate any suspected, obvious, and illicit gender equity breaches as classified contradicting to this policy principles and values.

#### 4. Resources

- UAERF Child Safeguarding Policy 2019 - V1 - [www.uaerugby.ae](http://www.uaerugby.ae)

