



Index of top policies and practices

Foundation and inspiration for building a
more inclusive sport movement

Author: project partners



Equip for Equality in Practice

www.engso-education.eu/equip

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Foreword by Stefan Bergh, ENGSO President

"Only by reaching equality can we use the full potential of sport. Equal opportunities for all, and equal access to sport activities, facilities and clubs, should be the foundation of the sport organisations' and clubs' functioning. ENGSO has set equality in grassroots sport as one of its priorities and established the Equality Within Sport (EWS) Committee for its achievement. We have to acknowledge that research and advocacy are strong in prioritizing equality, but now concrete actions are mandatory. Therefore, I am honoured that ENGSO takes the lead with a project aiming at improving equality in grassroots sport in Europe through practical and sustainable implementation of the existing good practices and policies. The pursuit of achieving equity and equality for all is teamwork. Everyone in the sport sector needs to take responsibility and work together to pursue concrete actions and steps forward with the goal of building an equal playing field for all."



Introduction

The Equip for Equality in Practice (EQUIP) project was conceived out of the acknowledgement that research and advocacy are strong in prioritising equality, but concrete actions and implementation are still lacking. The main aim of the EQUIP project is to improve equality in sport in Europe through the practical and sustainable implementation of the existing good practices and policies. This Index of Top Policies and Practices is its first milestone; the existing practices and knowledge it gathers are subsequently implemented through the EQUIP project via workshops and tailor-made action plans for sport clubs or federations.

The partners in EQUIP believe that equality should be approached from an intersectional lens in which every European citizen can freely and safely participate in sport regardless of gender identity, sexual orientation, socio-economic status, physical or intellectual ability, race and/or ethnicity, religion, age or any other discriminatory criteria. The issues that need to be tackled to build a more equal and inclusive sport movement are numerous and extensive, however, five specific equality themes are in focus to structure this Index and the EQUIP project in general:

- gender (including women empowerment, gender culture bias and gender reassignment)
- sexual orientation
- (dis)abilities (including physical, intellectual and hearing disabilities and visual impairment)
- socio-economic status
- racial and ethnic discrimination

This subjective division encompasses topics that are often intertwined. This document tries to recognise and make this interconnectedness visible throughout its different chapters. The Index consists of two main parts: top policies and good practices. The first part is divided in seven sections, discussing the policies on equality on the European level and in each of the participating countries of the EQUIP project: Belgium, Greece, Italy, Netherlands, Portugal, Sweden. The intention is to provide a short overview of existing policies in these countries on the different equality themes identified in this project. By focusing on the funding texts and recommendations, it seeks to help the sport organisations within these countries in assessing the current status of their national policy on equality.

The second part of the Index is structured along the five equality themes listed above. For each of them, several good practices observed in the European field of sport were catalogued. The types of resources indexed vary and influence the sporting environment in different ways; from the recruitment of staff or participants to the organisation of the board or the delivery of coaching. The Index proposes a variety of top practices, rather than focussing solely on campaigns, toolkits or training programmes. In this part, the scope is broadened to include practices from other countries within Europe. In order to maintain a high quality work, the collection process focused on the following criteria:

- Documentation: The practice is well documented, the objectives and activities are clearly defined.
- Impact: The practice has significant benefits/a positive impact that has been demonstrated and/or the practice is highly regarded by equality experts.
- Relevance: The practice is relevant for the context of organised sport.

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- Sustainability: The practice can be maintained on the long term.
- Transferability: The practice is as universally applicable as possible. The lessons learned can be transferred and/or the practice can be replicated.

This Index has been created and populated by the partners of the project and the Panel of Equality Experts, which includes individuals and organisations who have recognised expertise in the challenges and solutions for achieving equality in sport, and in society in general. Whilst the content of this Index is heavily influenced by the composition of the panel and the project group, it has been conceived to bring useful inspiration for sport organisations and policy makers to continue working on equality in sport. The list of contributors and special acknowledgement can be found at the end of the document.

Top policies on equality and inclusion

The first part of this Index of Top Policies and Practices gathers existing policies on equality on the European level and on the national level of the countries involved in the EQUIP project. It includes policies concerning equality in society in general and sport specific policies related to the five equality themes that were identified for the purpose of this project. The aim is not to be complete, but rather to give a comprehensive overview of the existing policies on the European level and within each country. Each part is concluded by some additional resources, for those who want to dive deeper into these national policies on equality.

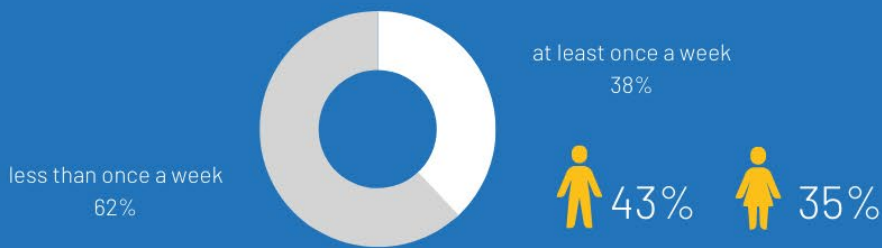
Europe



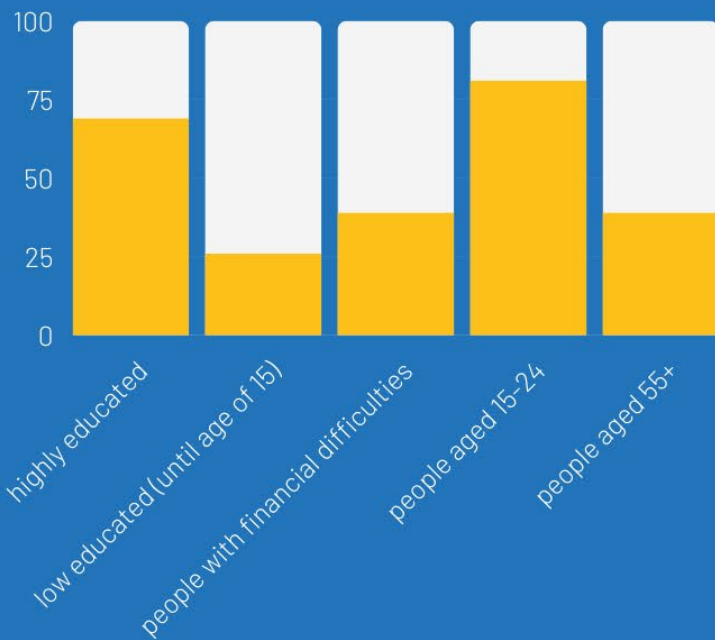
447million (European Union, Eurostat 2021)

748million (Europe, United Nations 2022)

Number of people engaging in sport (Eurobarometer 2022)



Profile of people engaging in sport (Eurobarometer 2022)



Policies on equality themes

The sources of the policies, recommendations and legal texts related to equality and sport listed below need to be differentiated between the **European Institutions** of the **European Union** (European Parliament, European Council, Council of the EU, European Commission, Court of Justice of the EU) composed of 27 EU member states and the **Council of Europe** composed of 47 member states and founded in 1949. The Council of Europe does not make binding laws; however, it has the power to enforce select international agreements reached by European states on various topics through the European Court of Human Rights. When this document refers to Europe, unless otherwise stated, then it refers to the countries of the Council of Europe. The European level is defined differently in accordance with the jurisdictions of the respective institutions.

EUROPE (Council of Europe)

Convention for the Protection of Human Rights and Fundamental Freedoms

The Convention for the Protection of Human Rights and Fundamental Freedoms ([link](#)), better known as the **European Convention on Human Rights** is the first Council of Europe's convention and the cornerstone of all its activities, it guarantees civil and political rights. It is the first instrument to give effect to some of the rights stated in the Universal Declaration of Human Rights (United Nations, 1948) and make them binding in Europe: "*All human beings are born free and equal in dignity and rights.*" It was opened for signature in Rome on 4 November 1950 and came into force on 3 September 1953. Since then, it has been amended a number of times and supplemented with many rights in addition to those set forth in the original text called 'Protocols' (e.g., the abolition of the death penalty, the protection of property, the right to free elections or freedom of movement).

It lays down absolute rights which can never be breached by the States, such as the right to life or the prohibition of torture, and it protects certain rights and freedoms which can only be restricted by law when necessary in a democratic society, for example the right to liberty and security or the right to respect for private and family life.

Art.14 is specifically important for equality as it prohibits all form of discrimination. It was revised in Protocol No. 12 to the Convention for the Protection of Human Rights and Fundamental Freedoms (2005), which article 1 states: "*1. The enjoyment of any right set forth by law shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status. 2. No one shall be discriminated against by any public authority on any ground such as those mentioned in paragraph 1.*"

The **European Court of Human Rights** oversees the implementation of the Convention in the 47 Council of Europe member states. Its ratification is a prerequisite for joining the Organisation. Individuals can bring complaints of human rights violations to the Strasbourg Court once all possibilities of appeal have been exhausted in the member state concerned.

The European Social Charter

The initial Charter was adopted in 1961 and an Additional Protocol was added in 1988 (ETS No. 128). Today, the **Revised European Social Charter** (ETS No.163, [link](#)), adopted in 1996 embodies in a single instrument all the rights guaranteed by the 1961 Charter, its Additional

Protocol, and new rights and amendments adopted by the Parties. At the pan-European level, it aims to complement the safeguards contained in the European Convention on Human Rights, which specifically refers to civil and political rights. It aims at applying the **United Nations' Universal Declaration of Human Rights** of 1948 within Europe; for this reason, it is linked to the United Nations' Human Rights Treaty System and the European Union's Charter of Fundamental Rights.

The European Social Charter contains human rights set of standards relating to employment, working conditions, housing, education, health, social protection and medical assistance. The Charter puts specific attention on vulnerable people such as elderly, children, migrants and people with disabilities. It is widely accepted within the Council of Europe and is based on a ratification system which enables member States to pick the provisions they are willing to accept. Member States are encouraged to accept all the provisions as binding international legal obligations.

Recommendation CM/Rec(2010)5 of the Committee of Ministers to member States on measures to combat discrimination on grounds of sexual orientation or gender identity

A significant Recommendation was the CM/Rec(2010)5 of the Committee of Ministers to member states on measures to combat discrimination on grounds of sexual orientation or gender identity ([link](#)), which was adopted on 31 March 2010. The Recommendation specifies the enhancement of all human rights by lesbian, gay, bisexual and transgender persons and it was the first instrument drawn up by the Committee of Ministers dealing specifically with the question of discrimination based on sexual orientation and gender identity. The Recommendation highlights that discrimination and social exclusion as a result of sexual orientation or gender identity may best be overcome by measures targeted both at those who experience such discrimination or exclusion, and the wider population.

The Council of Europe reviews the Recommendation via the **Steering Committee for Human Rights** (CDDH), and last published a review in 2020 ([link](#)). The review highlights that a considerable number of member states have made substantial progress regarding the legal and social recognition of LGBT persons, but reports a simultaneous growth in a climate of opposition to LGBT human rights in some other member states. Overall the review finds that whilst some progress was made with sexual orientation (such as in relation to the inclusion of hate speech legislation or in anti-discrimination employment law), this is not always the case with gender identity.

There have been some Resolutions of the Parliamentary Assembly of the Council of Europe (PACE): Discrimination against transgender people in Europe (Resolution 2048, 2015); Promoting the human rights of and eliminating discrimination against intersex people (Resolution 2192, 2017); Private and family life: achieving equality regardless of sexual orientation (Resolution 2239, 2018).

United Nations Convention on the Rights of Persons with Disabilities

The main legal reference that applies in European countries (and beyond) on persons with disabilities, is the **United Nations Convention on the Rights of Persons with Disabilities** (UNCRPD) ([link](#)), and especially its **Article 5**. The purpose of Article 5 of the UNCRPD is to ensure the exercise and enjoyment by persons with disabilities of all human rights without any discrimination, and to guarantee equality of opportunities for persons with disabilities. The Convention was adopted on 13 December 2006.

The UNCRPD marks a shift from a medical model of disability, which focuses on the functional limitations of persons with disabilities (physical, psychological, etc.) to a social model of disability. It reflects the move at the international level towards viewing persons with disabilities as subjects of rights, instead of “object” of charity, medical treatment and social protection. This model also holds governments accountable for ensuring those rights. This implies that all countries should ensure that their existing laws and policies are modified in accordance with the social model of disability while creating new laws and policies to follow its guiding tenets.

The main impact of the UNCRPD, and specifically its Article 5, is that it stimulates the development of strategies at the national levels to ensure the participation and inclusion of persons with disabilities in society. Equality for persons with disabilities requires more than prohibition of discrimination: the UNCRDP entails the adoption of positive measures to ensure that persons with disabilities are afforded truly equal opportunities.

It later inspired the development of the **Millennium Development Goals** (MDGs) and the **UN 2030 Agenda for Sustainable Development** composed of 17 Sustainable Development Goals (SDGs), among which Goal 10 ‘Reduce inequality within and among countries.’

The Council of Europe Disability Strategy 2017-2023: Human Rights – A reality for All

The Council of Europe Disability Strategy 2017-2023 ([link](#)) was adopted in 2017 and delineates the policy priorities for the period 2017-2023 related to people with a disability. The document builds on the Council of Europe Action Plan included in the Recommendation Rec(2006)5 adopted by the Committee of Ministers of the Council of Europe in 2006. The Strategy guides and supports the activities of Council of Europe member States to implement the UNCRPD and Council of Europe standards regarding disability. It aims at increasing the impact and achieve tangible results when addressing equality and non-discrimination of person with disabilities.

Additional information about the existing texts and recommendation can be found on the website of the **European Disability Forum** (EDF) which was created in 1996 to “*ensure that decisions at the European level concerning people with disabilities are taken with and by persons with disabilities*”.¹

ECRI’s General Policy Recommendation No. 7

The ECRI’s General Policy Recommendation No7 ([link](#)) on National Legislation to Combat Racism and Racial Discrimination presents the key elements that should be features in national legislations to combat racism and racial discrimination effectively. The recommendation was adopted in 2002 and amended in 2017 by the **European Commission against Racism and Intolerance** (ECRI). ECRI is a unique human rights monitoring body which specialises in questions relating to the fight against racism, discrimination and intolerance. It was established by the first Summit of Heads of State and Government of the member states of the Council of Europe in 1993.

This recommendation calls on member States to combat racism through legislation by adopting specific legal provisions in the constitution, civil and criminal laws: “*Civil and administrative law should prohibit direct and indirect racial and homophobic or transphobic*

¹ European Disability Forum. [Link](#).

discrimination, as well as segregation, harassment and discrimination by association, among others.”²

The ECRI’s General Policy Recommendation No7 brought about changes in law and its practice at national and European levels to counteract racism and intolerance more effectively. More generally, ECRI’s major contribution is certainly the fact that it defined “racism” and “racial discrimination” as changing concepts which can include acts targeting persons or groups, not only because of their colour or ethnic origin, but also because of their language, religion or nationality. ECRI points out daily and widespread racism and racial discriminations at the pan-European level: recognizing that these problems exist is the main prerequisite to combat racism effectively.

THE EUROPEAN UNION

The EU Charter of Fundamental Rights

The **EU Charter of Fundamental Rights** ([link](#)) contains all the rights of people within the European Union, on the personal, civic, political, economic and social level. When the Treaty of Lisbon came into force in December 2009, the Charter became legally binding.

The EU Charter of Fundamental Rights reaffirmed treaty provisions on actions against discrimination and intolerance, in particular Articles 2 and 3 of the **Treaty on European Union** (TEU), and Articles 10, 19 and 67(3) of the **Treaty on the Functioning of the European Union** (TFEU). This Charter is made in order to have one single updated document, including all the rights of individuals in the EU which were established in the past in different documents. The Charter was updated to include societal and technological changes.

The Charter states explicitly in its **Article 20** that everyone is equal before the law. Its Article 21(1) further prohibits “*any discrimination based on any ground[s] such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.*”

Gender Equality Strategy 2020-2025

The Gender Equality Strategy 2020-2025 ([link](#)) wants to achieve equality between women and men in Europe. The strategy sets out actions to end gender-based violence and stereotypes, to ensure equal opportunities in the labour market, to establish equal pay and to achieve gender-balance in the decision-making process and in politics. The commission will integrate a gender perspective in all EU policies and develop as such a gender mainstreaming approach.

Guidelines To Promote and Protect the Enjoyment of All Human Rights by Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Persons

Earlier noted policies contain provision which covers sexual orientation, gender identity and expression, and sex characteristics (SOGIESC). The **European Convention on Human Rights** does not mention SOGIESC specifically but article 14 prohibits discrimination which is supported by multiple examples of case law from the **European Court of Human Rights**. The **EU Charter of Fundamental Rights** explicitly includes sexual orientation discrimination as a

² European Commission against Racism and Intolerance (ECRI). [Link](#).

prohibited ground of discrimination in its non-discrimination article 21, being the first international human rights charter to do so, but not gender identity or expression or sex characteristics. Overall, there are few high-level strategic legal instruments and policies specifically relating to SOGIESC. In its **Guidelines To Promote and Protect the Enjoyment of All Human Rights by Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Persons** (2013) ([link](#)), the Foreign Affairs Council of the European Union stated:

"The rights of LGBTI persons are protected under existing international human rights law, although specific action is often required in order to ensure the full enjoyment of human rights by lesbian, gay, bisexual, transgender and intersex (LGBTI) persons. LGBTI persons have the same rights as all other individuals – no new human rights are created for them and none should be denied to them. The EU is committed to the principle of the universality of human rights and reaffirms that cultural, traditional or religious values cannot be invoked to justify any form of discrimination, including discrimination against LGBTI persons."

The Employment Directive

The **Employment Directive** ([link](#)) was adopted in 2000 and obliged all Member States to introduce legislation banning discrimination in employment on a number of grounds, including sexual orientation. Countries joining the Union since then have been obliged to introduce legislation making it a highly significant legislative initiative for equality.

Victims of crimes protection directive

In 2012 the European Union adopted this directive ([link](#)) setting minimal standards on the rights, support and protection of victims of crime. It acknowledges that victims of crimes motivated by bias or discriminatory motives related to their personal characteristics, including sexual orientation, gender and gender identity or expression, may require specific protections during investigations and court proceedings.

LGBTIQ Equality Strategy 2020-2025

The LGBTIQ Equality Strategy 2020-2025 ([link](#)) is the first in its kind. The strategy focuses on four main topics: tackling discrimination, ensuring safety, building inclusive societies and leading the call for LGBTIQ equality around the world.

Strategy for the Rights of Persons with Disabilities 2021-2030

The strategy for the Rights of Persons with Disabilities 2021-2030 ([link](#)) builds on the European Disability Strategy 2010-2020. It wants to ensure that people with a disability can participate fully in society, in line with the Treaty on the Functioning of the European Union and the Charter of Fundamental Rights of the European Union. The document focusses on three main topics: EU rights, independent living and autonomy and non-discrimination and equal opportunities. By the end of 2023, a European Disability Card will be proposed, which will help persons with a disability when moving between countries in Europe. Additionally, a knowledge centre will be created in 2022 to collect good practices related to accessibility for persons with a disability.

General comment No. 20: Non-discrimination in economic, social and cultural rights

All EU Member States are party to the **International Covenant on Economic, Social and Cultural Rights** (ICESCR) which set the grounds of social origin, birth and property under Article 2 (2). Their meaning was expended with the General comment No. 20: Non-

discrimination in economic, social and cultural rights ([link](#)) by the **Committee on Economic, Social and Cultural Rights** (CESCR) responsible for monitoring and interpreting the international treaty. The International Covenant on Economic, Social and Cultural Rights was adopted by the United Nation in 1966 and entered into force in 1976. In 2009, the Committee on Economic, Social and Cultural Rights (CESCR) published its General comment No. 20 related to economic, social and cultural right.

Article 2 of the ICESCR ([link](#)) embodies "*the obligation of each State Party to take steps, individually and through international assistance and co-operation, especially economic and technical, to the maximum of its available resources, with a view to achieving progressively the full realization of the rights recognized in the Covenant by all appropriate means, including particularly the adoption of legislative measures, without discrimination.*"

The formulation of the covenant gave room for interpretation and delay of the economic, social and cultural rights, which led to the discussion on the need for public policies and legal rules for individual to exercise these rights. In its General comment No. 20, the Committee on Economic, Social and Cultural Rights (CESCR) gave a more complete definition of the grounds on which individuals could be discriminated and stated that social origin, birth and property status are interconnected. It defines that "*social origin refers to a person's inherited social status. It may relate to the position that they have acquired through birth into a particular social class or community (such as those based on ethnicity, religion, or ideology), or from one's social situation, such as poverty and homelessness. Additionally, the ground of birth may refer to one's status as born out of wedlock, or being adopted. The ground of property may relate to one's status in relation to land (such as being a tenant, owner, or illegal occupant), or in relation to other property.*" (European Union Agency for Fundamental Rights. & Council of Europe , 2018).

A Union of Equality: EU anti-racism action plan 2020-2025

The communication 'A Union of equality: EU anti-racism action plan 2020-2025' ([link](#)) was published by the European Commission to announce a range of legislative and non-legislative measures in the fight against racism. It assesses the implementation of the **Racial Equality Directive** (2000), the first EU instrument to prohibit discrimination based on racial and ethnic origin. The action-plan aims at reassessing the existing EU policy, strengthening the EU legal framework and bringing together stakeholders at all levels to fight racism. An EU anti-racism coordinator has been appointed and a common definition of hate speech will be made in order to fight online abuse and discrimination.

Moreover, a group was created in the European Parliament to promote racial equality, counter racism and educate about non-discrimination: the **European Parliament Anti-Racism and Diversity Intergroup** (ARDI).³

Women on Boards Directive

The European Parliament has formally adopted the new EU law on gender balance on corporate boards ([link](#)). By 2026, companies will need to have 40% of the underrepresented sex among non-executive directors or 33% among all directors.

³ European Parliament Anti-Racism and Diversity Intergroup (ARDI). [Link](#).

Sport specific policies on equality themes

EUROPE (Council of Europe)

For over four decades, the Council of Europe has advocated fair play and respect in sport, tackling corruption and helping make sport safe, ethical and accessible to all. This work contributes to the creation of inclusive, democratic societies which respect human rights and the rule of law – the Council of Europe’s *raison d’être*.

Enlarged Partial Agreement on Sport

Since the creation of EPAS ([link](#)) in 2007, the Council of Europe provides a platform for intergovernmental sports co-operation between the public authorities of its member states. It also encourages dialogue between public authorities, sports federations and NGOs. This contributes to better governance, with the aim of making sport more ethical, more inclusive and safer. Over the years, EPAS has carried out awareness-raising and co-operation activities on the promotion of diversity in and through sport, focusing successively on different groups. EPAS works on issues of concern for the safeguard of human rights in sport at national and international level.

In addition to the key texts developed below (European Sports Charter and Code of Sports Ethics), EPAS also draws up its own strategies based on the Council of Europe’s sport standards such as the European Convention on Spectator Violence, the Anti-Doping Convention, the Convention on the Manipulation of Sports Competitions and the Convention on an Integrated Safety, Security and Service Approach at Football Matches and Other Sports Events.

European Sports Charter

The European Sports Charter ([link](#)) develops a framework for sport policy. It was adopted on 24 September 1992 and revised on 16 May 2001. It is based on the 1976 European Sport for All Charter and is revised by EPAS in 2021.

The Charter puts forward that sport must be:

- accessible to everybody
- available for children and young people in particular
- healthy and safe, fair and tolerant, building on high ethical values
- capable of fostering personal self-fulfilment at all levels
- respectful of the environment
- protective of human dignity
- against any kind of exploitation of those engaged in sport

In the European Sport for all Charter, the **Recommendation No. R(86)18** ([link](#)) emphasizes the right of people with a disability to participate in sport. It was adopted by the European Ministers responsible for Sport (Council of Europe) during their meeting in Dublin in 1986. It states that “*sport should become a driving force for the disabled to seek of restore contact with the world around and the recognition as an equal and respected citizen*” and encourages the government of the member States to work with sport organization concerned:

- To develop appropriate activities at all levels of sport for disabled persons and to ensure in particular that recreational participation in sport is adequately provided for;
- To continue the efforts, at national, regional, and local levels, and within the competent international sports organizations to harmonize, simplify and, where

- appropriate, to reduce the classification categories and the eligibility criteria for participation at competitions between disabled persons;
- To develop policies designed to give the general public more information on sport for disabled people.

The **Revised European Sports Charter** (Council of Europe, 2021) includes an article on The right to sport which includes a no discrimination clause where sexual orientation is one of the grounds in Article 10. It does not include gender identity in its list of anti-discrimination grounds which was removed by some member states between Drafts 3 and 4: "*No discrimination on the grounds of race, colour, language, religion, gender or sexual orientation, political or other opinion, national or social origin, association with a national minority, property, birth or other status, shall be permitted in the access to sports facilities or to sports activities.*"

Code of Sports Ethics

The Code of Sports Ethics ([link](#)) was adopted by the Council of Europe to act as a complement to the European Sports Charter. It is based on the principle that ethical considerations leading to fair play are integral, and not optional elements of all sports activity, sports policy and management, and apply to recreational as well as competitive sport. The Code was adopted in 1992 and revised in 2010. The governments have committed themselves to provide their citizens with opportunities to practice sport under well-defined conditions: sport must be healthy, safe, fair and tolerant; building on high ethical values; capable of fostering personal self-fulfilment at all levels; respectful of the environment; protective of human dignity as well as against any exploitation of those engaged in it.

Recommendation on lesbians and gays in sport

The Parliamentary Assembly of Council of Europe (PACE) adopted a Recommendation on lesbians and gays in sport (1635(2003)) which acknowledged that homophobia in sport among participants should be treated in the same way as racism and other forms of discrimination.

The Council of Europe Review of Recommendation CM/Rec(2010)5

The Council of Europe Review ([link](#)) of Recommendation CM/Rec(2010)5 of the Committee of Ministers to member States on measures to combat discrimination on grounds of sexual orientation or gender identity (2020) considers sport specifically and reports on some positive developments since 2013 in the policies and action plans of some member states, but also acknowledges that in states where laws and policies do exist, implementation seems to lack effectiveness, whilst in other states which have implemented measures to tackle discrimination in sports, there is no explicit reference to sexual orientation, gender identity and expression and sex characteristics.

"Sports continue to be a hostile environment for LGBT persons where little real progress is being made compared to other areas. Despite a definite increase in the number of states reporting measures to tackle discrimination, the invisibility of LGBT persons is evident. (p14)"

EPAS recommendations on gender and human rights in sport and the Ruling in the Caster Semenya case

In 2021, the Enlarged Partial Agreement on Sport organised a Diversity Conference on the topic of Protecting and promoting the human rights of intersex and transgender athletes in sport competitions, which has made a number of further recommendations ([link](#)) relating to

the implementation of human rights in sport specifically as it relates to gender identity and expression and sex characteristics.

On July 11 2023, the **European Court of Human Rights** ruled in favour of Olympic runner Caster Semenya in the case *Semenya v. Switzerland* (application no. 10934/21)([press release](#)), concurring that “that there had been: a violation of Article 14 (prohibition of discrimination) taken together with Article 8 (right to respect for private life) of the European Convention on Human Rights, and a violation of Article 13 (right to an effective remedy) in relation to Article 14 taken together with Article 8 of the Convention.” The ruling breaks new ground for decisions concerning discrimination in sport with a precedence being set for the consideration of human rights in sport. This ruling sets a precedence in the ongoing debate surrounding eligibility criteria for female athletes and will have far-reaching implications for the fairness of sports regulations.

Recommendation Rec(2001)6 on the prevention of racism, xenophobia and racial intolerance in sport

The Recommendation Rec(2001)6 of the Committee of Ministers (Council of Europe) to member States on the prevention of racism, xenophobia and racial intolerance in sport ([link](#)) calls upon states to combat racism in sport through legislation, education and institutional measures. The recommendation was adopted by the Committee of Ministers of the Council of Europe on 18 July 2001 at the 761st meeting of the Ministers' Deputies.

ECRI's General Policy Recommendation No. 12 on combating racism and racial discrimination in the field of sport

The ECRI's General Policy Recommendation No. 12 ([link](#)) on combating racism and racial discrimination in the field of sport was adopted in 2008 and “*focuses on combating racism and racial discrimination in the field of sport. It is intended to cover all types of sport, including professional and amateur sports, individual and team sports, as well as all activities related to sport in and outside sports grounds.*”

The protection against racism and racial discrimination is considered a human right by the Council of Europe but the alarming situation observed in the field of sport led to the creation of this specific legislation by the ECRI. It intends to strengthen the implementation in the field of sport of international and European human rights protection standards. The recommendation wants to:

- Ensure equal opportunities in access to sport for all
- Combat racism and racial discrimination in sport
- Build a coalition against racism in sport

THE EUROPEAN UNION

The EU White Paper on Sport

EU-level cooperation and dialogue in sport has greatly improved since 2007, when the Commission adopted a White Paper on Sport ([link](#)) – the first sport policy document published by the EU. It focuses on the societal role of sport, its economic dimension and its organisation in Europe. It specifically called for addressing the “needs and situation of underrepresented groups” and “*the special role that sport can play for young people, people with disabilities and people from less privileged backgrounds.*” This initiative marks the first time that the European Commission was addressing sport-related issues in a comprehensive manner.

In its article "2.5 Using the potential of sport for social inclusion, integration and equal opportunities", it states that "*The Commission furthermore encourages Member States and sport organisations to adapt sport infrastructure to take into account the needs of people with disabilities. Member States and local authorities should ensure that sport venues and accommodations are accessible for people with disabilities. Specific criteria should be adopted for ensuring equal access to sport for all pupils, and specifically for children with disabilities. Training of monitors, volunteers and host staff of clubs and organisations for the purpose of welcoming people with disabilities will be promoted. In its consultations with sport stakeholders, the Commission takes special care to maintain a dialogue with representatives of sportspeople with disabilities.*"

This led to the first **EU Work Plan for Sport** in which the importance of sport for disabled people was recognized as well as further support to Member State for actions in this field.

EU Work Plan for Sport 2021-2024

The EU Work Plan for Sport (2021-2024)([link](#)) is the fourth Work Plan for Sport of the European Union. It is one of the most important EU documents on sports policy. It focuses on the Union's key activities in the field by listing the key priorities, and acts as a guidance instrument for the promotion of cooperation between EU institutions, Member States and sports stakeholders. It was adopted on December 1st, 2020 by the Council of European Ministers of Sport.

Since it acquires specific competence in the field of sport with the **Lisbon Treaty** (2007) which entered into force in 2009, the European Union has a legal basis to support the sports sector structurally. For example, its Erasmus+ programme supports and funds sport activities across Europe since 2014, and the EU can speak with one voice in international forums and non-EU countries. The EU supports the idea that sport can improve general well-being, help overcome wider societal issues such as racism, social exclusion and gender inequality, and provide significant economic benefits across the Union. Furthermore, sport policy is considered an important tool in the EU's external relations. In particular, the EU is concerned with three aspects: (1) the societal role of sport; (2) its economic dimension; and (3) the political and legal framework of the sports sector.

The **Directorate-General of Education, Youth, Sport and Culture (DG EAC)** sponsors many high-level and grassroots initiatives whose aim is to promote interaction between regional and local organizations:

- The annual European Week of Sport - every year from 23 to 30 September, promotes more active, healthier lifestyles to millions of people in Europe and beyond. The Week culminates in the presentation of the #BeActive awards.
- The EU Sport Forum acknowledges the need for broad, policy-based approaches to ensuring sporting events continue to respond to developing economic and cultural challenges - and seeks to build a future in sport through high-level dialogue between sport leaders, entrepreneurs and other sport professionals.
- The BelInclusive Sport Awards recognize organizations using the power of sport to increase social inclusion for disadvantaged groups.

Since 2011, the EU has created and conducted three EU Work Plan for Sport: 2011-2014, 2014-2017, 2017-2020. The EU Work Plan for Sport (2021-2024) specifically focuses on the impact of the COVID-19 pandemic on sport. Focus points are creating sport opportunities for all

ages, the exchanging of best practices, the protection of integrity and the promotion of gender equality. This last element is about aiming for more women in leadership positions, promoting equal pay and training conditions and more media coverage on women in sport. The EU Work Plan for Sport has a direct impact on the action programs of the European Union and the funding opportunities for sport in Europe. For instance, the latest Erasmus+ Programme (2021-2027) raised funding for sport to 1.9% of the overall budget of the programme and its priorities are aligned with those of the EU Work Plan for Sport.

Report on EU sports policy: assessment and possible ways forward

This document ([link](#)) dedicates a paragraph to "Ensuring safe, inclusive and equal sport". In this section it considers

- "ensuring that sports policy and legislation support gender equality, with particular attention to tackling all forms of violence and harassment, gender stereotypes, low visibility and media coverage, and disparities in wages, premium pay and awards";
- "importance and support the social inclusion of persons with fewer opportunities, refugees, ethnic minorities and the LGBTQI+ community in sport, leaving no one behind";
- "need to leverage the significant social weight of elite sport to raise awareness related to issues faced by LGBTQI+ people in sport. Urges sports bodies and public authorities to effectively tackle discrimination, violence and hate speech and to guarantee safe, inclusive sport for all athletes, spectators and staff in sports venues and online"

Recommendations of the high-level group on gender equality in sport

The high-level group on gender equality in Sport ([link](#)) has put forward an action plan and recommendations to achieve a more equitable gender balance in sport. These include recommendations on the 6 thematic areas of participation, coaching and officiating, leadership, social and economic aspects of sport, media coverage and gender-based violence.

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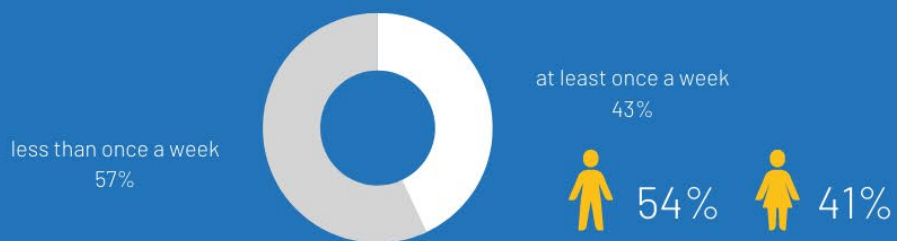
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Belgium



11.56million (Eurostat 2021)

Number of people engaging in sport (Eurobarometer 2022)



Policies on equality themes

The Belgian Constitution

The Belgian Constitution ([link](#)) dates back to 1831 and is the basis for the antidiscrimination legislation in Belgium. Article 10 states that *"No class distinctions exist in the State. Belgians are equal before the law; (...) Equality between women and men is guaranteed."* Article 11 determines that *"Enjoyment of the rights and freedoms recognised for Belgians must be provided without discrimination. To this end, laws and federate laws guarantee among others the rights and freedoms of ideological and philosophical minorities."*

On 30 March 2021, a new article went into effect. This article 22ter states that *"each person with a disability has the right of total inclusion in society, including the right on reasonable adaptations."* This means that the integral accessibility for persons with a disability has become a constitutional right. The law obliges the provision of reasonable accommodations, in order to make it possible for a person with a disability to do a certain job or visit a building, etc.

Three main laws on discrimination

In 2007, three laws against discrimination were voted, which constitute the antidiscrimination legislation in Belgium: the [Gender Act](#) (discrimination based on sex), the [Antiracism Act](#) (discrimination based on nationality, national or ethnic origin, 'race', skin colour and cultural background (e.g. Jewish origin)) and the [Antidiscrimination Act](#) (discrimination based on disability, religious or ideological beliefs, sexual orientation, age, wealth, civil status, political beliefs, trade union beliefs, health status, physical or genetic characteristics, birth, social background and language). These criteria are called the protected criteria. It is punishable by law to discriminate directly and indirectly, to ask someone to discriminate, to harass in a discriminatory way and to incite to discrimination, hate or violence. When a violent crime is motivated by one of the protected criteria, this is considered an aggravating circumstance and implies a tougher penalty.

Sexism Law

The Sexism Law ([link](#)) came into effect in May 2014 to combat sexism. Since then, sexual intimidation on the streets and public areas have become punishable by law. The law was voted following a documentary 'Femme de la rue' which laid bare the level and commonality of sexual harassment on the streets of Brussels. Until May 2014, the law did not allow the prosecution of this type of behaviour. The Sexism Law is however not limited to sexual intimidation on the streets, but can also be applied to punish sexual intimidation at work or in the public sphere.

Gender quotas

In Belgium, from quite early on, gender quotas were imposed on political parties for their list formation. In 1994, it was decided to set a 25% quota on candidate lists at the regional and local level. From 1999 onwards, the quota was increased to 33%, including the list formation at the federal level. In 2002, the law was revised, requiring strict gender parity: 50% of the candidates should be women. Additionally, the first two candidates on the list need to be of a different gender, allowing for both a male and female candidate to be in an electable position ([link](#)).

In 2011, a law ([link](#)) was voted to implement quotas in the workplace. The intention of the law is to ensure that women are included on the board of directors of companies. The quota

consists of at least one third of the lesser represented gender in boardrooms of public and listed companies. In 2023, the impact of this law will be assessed by the Parliament. In 2007, the MEP Decree ([link](#)) was voted to balance the representation of men and women in all Flemish advisory and administrative bodies. On the federal level, in 2012, a royal decree ([link](#)) determined that at least one top civil servant out of three needs to be a woman.

Federal plan gender mainstreaming

In 2007, the Belgian government decided to integrate gender in the Belgian federal government organisation. As such, gender mainstreaming is a legal obligation since 2007 ([link](#)). Gender mainstreaming is a strategy to strengthen the equality between women and men by making it impossible for the government to cause or increase inequality. Concretely, the law determines that on a political and administrative level, gender needs to be incorporated into management planning, statistics, strategic goals and so on. Several guidelines and checklists have been made to make sure that the gender aspect is taken into account in every way and in every policy domain.

Gender reassignment law

The gender reassignment law ([link](#)) regulates the change of gender on the birth certificate and of the first name. It came into force on 01/01/2018. Before 2018, someone's gender on their birth certificate could only be changed after surgery. Since 2018, no medical requirements are made. The gender on the birth certificate can be changed when a person is convinced it does not correspond with their gender identity. The impact of the new legislation is important: in 2018, 742 people changed their gender on their birth certificate. This was much higher than the 110 changes in 2017 and 100 in 2016. In 2019 and 2020 400 to 500 requests to change gender were submitted. Prior to 2018, mainly trans women were changing their gender on their birth certificate, however, since 2018 the ratio of trans men and trans women requesting a change is 50/50.⁴

On 19/06/2019, the law was partly declared unconstitutional by the Constitutional Court. Firstly, because it discriminates against non-binary persons since the only options are male or female. The court proposes the addition of the option X, or to abolish the registration of gender on the birth certificate. Secondly, the court declared that the law discriminates against gender fluid persons since it determines that the gender and first name can only be changed once.⁵

Same-Sex marriage and adoption by same-sex couples

Same-sex marriage has been legal in Belgium since 2003, being the second country in the world, after the Netherlands to adopt this legislation. Since 2006, adoption by the same-sex spouse of the biological parent is legal. However this still implied a legal inequality: whilst the husband of the biological mother is automatically recognised as the father, this was not the case in a same-sex couple for the wife of the biological mother. She had to complete an adoption procedure in order to be recognised as the co-mother. On 1 January 2015, the bill to this end went into effect. However, for male same-sex couples, no legal agreement has been made yet, due to controversy about surrogacy.

⁴ Instituut voor de Gelijkheid van Vrouwen en Mannen (2021). [Link](#).

⁵ Transgender Infopunt (2019). [Link](#).

Sport specific policies on equality themes

In Belgium, sport is a community matter. Each community (Flemish, French and German-speaking Community) has its own sport administration, acting independently and developing different sport policy programmes.

Decree healthy and ethical sport in Flanders

In Flanders, the decree on healthy and ethical sport ([link](#)) was voted on 20/12/2013. The decree aims to stimulate a healthy and ethical way of doing sport. Whilst the focus is mainly on safe sport practice, integrity (physical, psychological and sexual) and to a lesser extent on fair play, social integrity (solidarity, diversity and inclusion) is also mentioned as an objective. The impact of this decree is largely related to integrity and the prevention of and reaction to transgressive behaviour.

Policy plan of the Flemish minister of sport 2019-2024

One of the focus points of the sport policy in Flanders is sport for all: encouraging and enabling everyone to engage in sport. The aim is to provide a broad and accessible sport offer and to remove the thresholds for people with a disability or people from lower socio-economic backgrounds to engage in sport. The policy network for inclusion in and through sport (BIIND) is established to work on more inclusion and equality in sport. The network consists of several organisations working in the sport sector in Flanders, universities and local governments. The goal of this network is to develop a masterplan 'Inclusion in and through sport' ([link](#)).

The policy plan of the minister is specified on a yearly basis through a policy letter. The policy letter for 2022 focusses also on getting more women involved in sport, as athletes, trainers, officials, directors and board members, and to ameliorate the image building of women in sport through media and communication.

Additionally, a new project is geared towards working on the drop-out of teenagers and aims to diminish the number of girls dropping out of sport during their teenage years. And, from 2022 onwards, organisers of sport events can receive financial support when they increase the participation of women and girls.

Decree Ethical Sport in Wallonia

On 20 March 2014, the decree Ethical Sport was voted in the Walloon and Brussels region to implement several measures to ensure that sport is organised in an ethical way ([link](#)). This implies the implementation of an ethical code and establishment of an ethical committee.

Sports for Women Plan in Wallonia

Between 2020 and 2024, the Wallonia-Brussels Federation developed a plan to promote sport for girls and women ([link](#)). The plan has five main objectives:

- Collecting numbers and visualizing the inequality between men and women in sport.
- Encouraging and promoting participation of women in sport.
- Making sure that women are better represented in the decision-making process and in the management of sport organisations.
- Fighting discrimination and sexual violence.
- Encouraging the media to cover women in sport.

Currently, Walloon and Brussels sport federations need to have at least 20% (wo)men in their board of directors. Following the plan, they want to increase this to 33%.

Sport for people with a disability

The Belgian Paralympic Committee (BPC) is the National Paralympic Committee of Belgium and the umbrella organization of organized sport for people with a disability in Belgium. It has two members: the Flemish league (Parantee-Psylos) and the French-speaking league (Ligue Handisport Francophone). The leagues aim to support all disability groups, athletes with a physical, visual, hearing or mental disability, and at all levels: from recreational to elite-level sport.

The organisation dates back to 1960, when the Belgian Sports Federation for disabled people was established and adopted its current name and structure in 2001. The BPC closely cooperates with the BOIC, especially in the preparation of the Olympic and Paralympic Games.

She Leads & the GAMES Project

The Belgian Olympic and Interfederal Committee launched the initiative 'Empowering Women in Sports' on 6 October 2020. This project came to life when the Taskforce and nine female Belgian Olympians joined forces under the name 'Game Changers' to improve gender equality in sport. Since then, the group has expanded and many other male and female athletes and coaches have officially joined to support the initiative. Meanwhile, the Taskforce evolved into an official Gender Equity Commission. The Commission joined the European project GAMES ([link](#)) to further create awareness on female leadership. This GAMES project resulted in the hosting of various workshops, the drafting of a 'National Action Plan' and the creation of the 'She Leads'-network.

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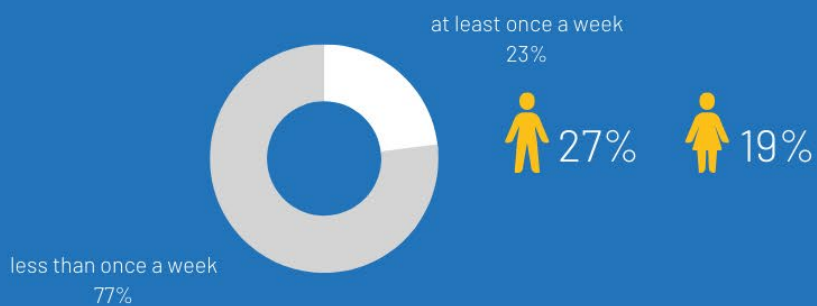
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Greece



10.68million (Eurostat 2021)

Number of people engaging in sport (Eurobarometer 2022)



Policies on equality themes

The Constitution of the Hellenic Republic

The Greek Constitution – Σύνταγμα της Ελλάδας ([link](#))([link](#)) from 1975 and revised in 1986, 2001,2008 and 2019 is the basis for the equality legislation in Greece. Article 4 paragraph 1 states that: “1. *All Greeks are equal before the law.* 2. *Greek men and women have equal rights and equal obligations. (...)*7. *Titles of nobility or distinction are neither conferred upon nor recognized in Greek.*” The current Constitution, as with previous constitutions, recognizes equal rights for all Greek citizens and underlines gender equality.

In the revision of 6th of April 2011, an additional article came into effect stating that “*people with disabilities have the right to benefit from measures ensuring their self-sufficiency, professional integration, and participation in the social, economic and political life of the Country.*”

Additionally, article 22 §1 εδ. β' Σ, establishes the principle of equal wages and equal payment for both genders για την ίσης αξίας παρεχόμενη εργασία ανεξαρτήτου φύλου. Παράλληλα, σε συνδυασμό με το άρθρο 116 §1-2 Σ Article 116.

1. Existing provisions contrary to article 4 paragraph 2 shall remain in force pending their abolition by statute not later than December 31, 1982.
2. Adoption of positive measures for promoting equality between men and women does not constitute discrimination on grounds of gender. The State shall take measures for the elimination of inequalities actually existing, in particular to the detriment of women.

Main laws on discrimination

The Greek Ombudsman is an Independent Authority and acts as guardian of the people’s rights in both the public and private sectors, with a special emphasis on monitoring and promoting the implementation of the principle of equal treatment, the rights of the child and the rights of vulnerable groups.

The law 4443/2016 ([link](#)) promotes the principle of equal treatment and combating discrimination based on race, color, national or ethnic origin, race, religion or other belief, disability or chronic disease, age, marital or social status, sexual orientation, identity or character.

The principle of gender equality is included in a number of regulations. The main laws are the following:

- Law 4097/2012 ([link](#)) defines the legal framework for the implementation and promotion of the principle of treatment of men and women in the exercise of independent professional activity.
- Law 3896/2010 ([link](#)) defines the legal framework for the implementation and promotion of the principle of equal opportunities and equal treatment of men and women in matters of employment and work.
- Law 3769/2009 ([link](#)) sets out the framework for combating gender discrimination in access to and provision of goods and services. The law transposes the provisions of Council Directive 2004/113 / EC of 13 December 2004 (EEL 373/37) into Greek law.
- Law 3655/2008 ([link](#)), in article 142, provides for the provision of maternity protection.

- Law 3528/2007 (civil code)([link](#)), in articles 52 and 53 on maternity leave and parental leave respectively.
- Law 3488/2006 ([link](#)) has been repealed and replaced by the provisions of law 3896/2010 ([link](#)).
- Law 1414/1984 ([link](#)) has been repealed and replaced by the provisions of 3488/2006 ([link](#)).

Among the laws, 3896/2010 is of central importance, which expanded the responsibilities of the Ombudsman in matters of professional gender equality. Law 3896/2010 on the "Implementation of the principle of equal opportunities and equal treatment of men and women in matters of work" systematically sets out a new, more complete regulatory framework for the more effective application of the principle of gender transmission in the field of work through a system of enhanced legal protection and innovative legal tools. This law incorporates into the Greek legal order the Directive 200654 / EC of the order and the Council, of 5 July 2006.

The above law applies to those who are employed, to those who are candidates for work or vocational training with employment relationship or form of employment, both in the public and private sector, as well as in the liberal professions. The law also covers those who receive vocational training of any kind and any form, while it also covers access to occupational social security systems. At the same time, the term sexual harassment, direct and indirect discrimination as well as harassment is reworded.

Law 3896/2010 prohibits both direct and indirect discrimination (as the terms are defined in the provision of article 2 of the same law) due to gender, harassment, sexual harassment, discrimination due to pregnancy or motherhood as well as gender reassignment.

With the provision of article 25 of the above law, the Ombudsman is appointed as a body for the monitoring and promotion, in the private and public sector, of the principle of equal opportunities and equal treatment of men and women. Natural or legal persons under private law, including banks, are under the jurisdiction of the Ombudsman. An important innovation of the law is the provision of paragraph 7 of article 25 of the law which stipulates that especially and only when receiving reports of discrimination on grounds of sex, the Ombudsman will not stop his investigation if the person concerned goes to court but will continue the mediation process. the attempt to resolve the issue until the first hearing of the case or until a request for temporary judicial protection is considered.

At the same time, in article 25 par.10 of the law states that the local Labor Inspectorates, which deal with the relevant complaints, immediately inform the Ombudsman, and have the obligation to submit the results of their actions, reserving, in any case, the competence of the Ombudsman for his own investigation and formulation of the final conclusion on the complaint. The Ombudsman can assist either in mediating in any appropriate way to restore equal treatment of men or women or in conducting an investigation into the case, in order to formulate the final conclusion on the complaints.

Finally, regarding the procedure, the law repeats the innovation of law 3488/2006 on the reversal of the burden of proof. According to it (provision of article 24 of the law), in case of allegation of discrimination on grounds of sex, the person claiming the discrimination must provide evidence through which the discrimination is probable, while the defendant bears the burden of proving the lack of assistance of the conditions of discrimination. The above

procedure applies both to proceedings before the civil and administrative courts, and to complaints before any other competent authority, such as in this case the Ombudsman. The above regulation does not apply in criminal proceedings " ([link](#)).

National Strategy on Equality of LGBTQI+

On March 17, 2021, by decision of the Prime Minister Kyriakos Mitsotakis a committee was set up to draft the National Strategy for Equality ([link](#)). Its goal is to research statistics and to setup a national strategy on LGBTQI+ issues.

Sport specific policies on equality themes

Sport Law

Several attempts have been made to secure gender equality in the sector of sport in Greece. The law N.4603/19 Article 25 ruled that 33% of board members in sport organizations should be female. However, with the new sport law 4726/2020 this regulation was repealed.

Law 2725

Persons with a disability were first recognised in practicing sports, and legislation for the organisation for sport for persons with a disability was first introduced in 1999, with the Law 2725. It legislated a parallel structure for sport for persons with a disability and three levels of sport administration. Since then, many laws have been voted proposing equality in Olympic and Paralympic sports. The Presidential Decree 22/2004 - ΦΕΚ 16/Α/28-1-2004, saw the founding of the HPC - the "organization and function of the Hellenic Paralympic Committee". Οργάνωση και λειτουργία της «Ελληνικής Παραολυμπιακής Επιτροπής»

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National Strategy on Equality of LGBTQI+. [Link](#)

Italy



59.25million (Eurostat 2021)

Number of people engaging in sport (Eurobarometer 2022)



Policies on equality themes

The Italian Constitution

The main policy concerning equality in Italy is the Italian Constitution ([link](#)). It entered into force on 1st January 1948. This was after the referendum of June 2nd 1946, when the decision was made to abolish the monarchy and to proclaim the Italian Republic. The main objective of the Italian Constitution was to define the principles and the rules of the Italian state. Two main points were defined:

- The rights and duties of the citizens, in the context of civil relations (articles 13-28 of the Constitution), ethical-social relations (articles 29-34 of the Constitution), economic relations (articles 35- 47 of the Constitution) and of political relations (articles 48-54 of the Constitution).
- The legal system of the Republic.

The topic of equality was explicitly stated in article 3 of the constitution: *"All citizens have equal social dignity and are equal before the law, without distinction of sex, race, language, religion, political opinion, personal and social conditions. It is the duty of the Republic to remove the obstacles of an economic and social nature which, by limiting the freedom and equality of citizens, prevent the full development of the human person and the effective participation of all workers in the political, economic and of the country"*.

In addition, article 37 and article 51 were introduced, acknowledging women in the working field: *"The working woman has the same rights and, for the same work, the same wages as the worker. The working conditions must allow the fulfilment of its essential family function and ensure special adequate protection for the mother and child. [...]"* (art. 37) and *"All citizens of one or the other sex can access public offices and elected offices on an equal footing, according to the requirements established by law. To this end, the Republic promotes equal opportunities between women and men with specific measures"* (art. 51).

In April 2023, the Chamber of Deputies unanimously approved the constitutional law proposal n. 13 which inserts sport in the Constitution. The proposal is to modify article 33 of the Constitution with the addition, at the end of the text currently in force, of the sentence: *"The Republic recognizes the educational, social and promotion value for the psychophysical benefit of sports activities in all its forms."* The text now (September 2023) returns to the Senate for the second reading, so it is still in the process of approval.

Legislative decree n. 215 and n. 216 of 2003

Some legislation on equality in Italy has been made following its membership of the European Union. The legislative decree n. 215 of 2003 ([link](#)) for example was made to implement the European Directive 2000/43/EC for equal treatment between people regardless of race and ethnic origin. The object of the decree, provided for by article 1 is to implement the provisions on equal treatment between people *"regardless of race and ethnic origin, providing the necessary measures so that differences of race or ethnic origin do not cause discrimination, also from a perspective that takes into account the different impact that the same forms of discrimination can have on women and men, as well as the existence of forms of racism of a cultural and religious nature."*

The legislative decree n. 216 of 2003 ([link](#)), in implementation of the European Directive 2000/78/EC, establishes equal treatment in matters of employment and working conditions,

both in the public and in the private sector, regardless of disabilities, religion, personal beliefs, age or sexual orientation. The legislative decree distinguishes direct and indirect discrimination. It also indirectly introduces the definition of the so-called mobbing or the implementation of harassment or unwanted behaviour with the purpose and effect of violating personal dignity by creating an intimidating, hostile, degrading, humiliating or offensive climate.

The decree aims to favour equal treatment in the following areas:

1. Access to employment and work, both self-employed and dependent, including selection criteria and hiring conditions;
2. Employment and working conditions, including career advancement, pay and conditions for dismissal;
3. Access to all types and levels of vocational guidance and training, further training and professional retraining, including professional traineeships;
4. Affiliation and activity in the context of workers' organisations, employers or other professional organisations and services provided by the same organisations;
5. Social protection, including social security;
6. Health care;
7. Social benefits;
8. Education;
9. Access to goods and services, including housing.

National Strategy for gender equality 2021-2026

Recently a National Strategy for gender equality 2021-2026 ([link](#)) has been established. The proposal has 5 main pillars: female employability, women entrepreneurship, work-life balance, women governance and gender violence. The proposal was updated on 21st May 2021. It is part of the National Recovery and Resilience Plan (PNRR), which aims to relaunch national development following the Covid pandemic. PNRR identifies gender equality as one of the three transversal priorities. The core idea is that the entire plan needs to be evaluated with a view to gender mainstreaming.

The strategy has been developed to address gender inequality. In the [2020 gender equality index](#) elaborated by EIGE, Italy obtained a score of 63.5 out of 100. This score is 4.4 points below the EU average. Italy's scores were below the EU average for all topics, except health. Italy has the lowest score of all EU Member States in the labour sector (63.3). The main aim of the proposal is to promote gender equality favouring a greater participation of women in the labour market, through:

1. Direct interventions to support female employment and entrepreneurship.
2. Indirect or enabling interventions, aimed in particular at strengthening educational services for children and some social services, which could encourage an increase in employment female.

Measures to prevent and combat discrimination and violence for reasons based on sex, gender, sexual orientation, on gender identity and disability

Concerning discrimination, a law proposal named "*Measures to prevent and combat discrimination and violence for reasons based on sex, gender, sexual orientation, on gender identity and disability* (DDL Zan)" ([link](#)) was written. Yet, the senate blocked it in October 2021.

The proposal aimed to amend articles of the penal code as well as the already existing Mancino law, adding to it discrimination and violence due to sexual orientation, gender, gender identity and disabilities.

Law for assistance, social integration and the rights of people with disabilities

The law for assistance, social integration and the rights of people with disabilities ([Law 104/1992](#)) entered into force in 1992 and was updated several times since then. The main recipients of Law 104 are people with a disability and their caregivers. The assumption is that autonomy and social integration are achieved by guaranteeing adequate support to people with a disability and their social environment. This support can be in the form of personal or family help services, but it can also be understood as psychological, psycho-pedagogical or technical help.

The intention is to reinforce a constitutional principle, namely the *centrality of the person*. This means that the needs of persons with a disability are put first. Thus, the main aim for institutions is to offer support and information on prevention and assistance to those who require them. The point of the legislator was to strive to a full integration of persons with disabilities into society. Which is in full compliancy with the principle of equal opportunities.

The objectives of the law are to:

1. Guarantee full respect for human dignity and the rights of freedom and autonomy of people with a disability and promote their full integration into family, school, work and society;
2. Remove conditions that prevent their development, to achieve maximum possible autonomy and their participation in community life, as well as the realization of civil, political and property rights;
3. Pursue the functional and social recovery of the person affected by physical, mental and sensory impairments and to ensure the services and benefits for the prevention, treatment and rehabilitation of the disabilities, as well as the legal and economic protection of the disabled person;
4. Prepare interventions aimed at overcoming states of marginalization and social exclusion of the disabled person.

Sport specific policies on equality themes

Provisions on sports professionalism and gender equality in sport

To stimulate gender equality in sport, the [law proposal s. 972](#) was written. This proposal is based on the Provisions on sports professionalism and gender equality in sport. Currently, female athletes are considered amateurs, no matter their sport or level. This has a substantial influence on their social protection. Female athletes in Italy are paid on average 30% less than their male peers. Moreover, female athletes are not entitled to maternity leave, social security, or accident insurance. Female athletes do not receive any compensation in cases of (temporary) disability, illness or injury. All insurance expenses fall on to the responsibility of the female athlete herself. As a result, this legislation makes it harder and significantly more expensive for women to pursue a career in sport. The purpose of the proposal is to enable female athletes to qualify as a professional.

The aim is therefore to amend the law of 23 March 1981, n. 91 ([link](#)) laying down rules on relations between clubs and professional sportsmen. CONI and sports federations must

define criteria and rules to distinct between amateur and professional activities. The proposal also prescribes that this activity must be carried out in full compliance with the principles of gender equality.

Fund for professionalism in women's sports

On 18 March 2021, the DLSG "Fund for professionalism in women's sports" was published ([link](#)). National Sports Federations who want to access the Fund must ensure sports professionalism in women's championships before 31 December 2022.

Protection of minors in sport

According to Legislative Decree 36/2021 and Legislative Decree 39/2021, starting from 1 July 2023 the sport associations (ASD and SSD) have the obligation to designate a "*responsible for the protection of minors*", in charge of preventing and tackling all types of abuse and violence, as well as protecting the physical and moral integrity of young people playing sport.

Law for assistance, social integration and the rights of people with disabilities

The national law of reference (see above law 104/1992) ensures the protection for people with disabilities in sport. The law 104/1992 includes articles referring to the right to sport for people with disabilities as well as the obligation to guarantee accessibility to all sports facilities. It contains:

1. Accessibility of sports, tourism and recreational activities.
2. No limitations should be encountered to practice the sport disciplines of choice.
3. The regions and municipalities, consortia of municipalities and the Italian National Olympic Committee (CONI) carry out, in compliance with the provisions in force regarding the elimination of architectural barriers, each for its own systems competence, accessibility and usability of sports facilities and related services by people with disabilities.

The Italian Paralympic Committee

Apart from this law, an important intervention in Italy in the field of sport was the Legislative Decree 43 of February 27, 2017 ([link](#)). This decree constitutes the Italian Paralympic Committee (CIP) and recognizes it as the main reference body for sports activities that are practiced by disabled people.

However, this was not a new initiative. Already in 1974 in Italy the constitution of the National Association for the Sport of Paraplegics (ANSPI) was established to promote sport as a right for all disabled citizens. In 1981 it became a federation and assumed the name of the Italian Federation for the Sport of the Handicapped (FISHa). In 1987 LA FISHa was officially recognized by the Olympic Committee. On 17 November 1990 it assumed the new name of the Italian Disabled Sports Federation (FISD), which also merged the Italian Federation of the Blind Sportsmen and the Italian Silent Federation of Italy (the latter broke away in 1996 following the international breakdown between CSSI and IPC). In 2003, with Law 189/03, the federation was transformed into a Confederation with powers, tasks and prerogatives similar to those of CONI. The law establishing the Italian Paralympic Committee (Law No. 189 of July 15, 2003) and the subsequent implementing decree (Decree of the Presidency of the Council of Ministers of April 8, 2004), in fact, recognized the social value of the organization, which aims to guarantee the right to sport in all its expressions "by promoting the maximum diffusion of sports practice for the disabled in every age group and population" so that each

disabled person has the opportunity to improve their well-being and find a right dimension in the living civilly through sport as a tool for recovery, cultural and physical growth as well as education for the disabled and non-disabled individual.

Social integration of migrants through sport and fight against discrimination

In Italy, several initiatives are made to integrate migrants through sport. On 23 December 2013, the Ministry of Labour and Social Policies and CONI signed a Program Agreement 'Social integration of migrants through sport and fight against discrimination' ([link](#)). They agreed to organise a program to increase the integration of migrants through sport and to combat forms of discrimination and intolerance. The Agreement was renewed in 2015, 2016, 2017, 2018 and 2019.

Admittedly, sports has been a forerunner of positive integration as well as providing a sense of belonging between young Italians and their peers – first or second generation immigrants. Which, consequently had positive impacts on relationships within local communities.

The program agreement offered different activities between 2018 and 2019, in particular:

1. Educational-information campaign in schools, called 'Champions of fair play'
2. An experimental 'pilot' didactic study on the topic: 'sport and integration', for a course offered in the Degree Physical education
3. Dissemination of the 'Fratelli di Sport' Campaign to create awareness about sport as a tool for the inclusion of multicultural groups.
4. Free participation in courses organized by the CONI Regional Sports Schools, for young operators in sport with a migration background.
5. Implementation of a sports promotion program aimed at 1000 children aged 5 to 17 of foreign origin and to families in an economically disadvantaged state.

The sports social integration of minors residing in Italy

The Sport *lus soli*. Law no. 12/2016 on the sports social integration of minors residing in Italy ([link](#)) entered into force in 2016. According to the law: "*minors under the age of eighteen who are not Italian citizens and who are regularly resident in the Italian territory at least from the age of 10 can be registered with sports clubs belonging to national federations or associated disciplines or with associations and sports promotion bodies with same procedures as for the registration of Italian citizens.*"

This new legislation allowed all foreign minors (10 years old and older) residing in Italy, to be registered. Thereby, giving them the advantages of an Italian citizen. This registration could be extended at the age of eighteen years old, in anticipation of the official acquisition of an Italian citizenship. The introduction of the this 'Lus soli sporty', marked an epochal turning point in sports, both an a grassroots level as well as an amateur level.

Additional references

Ministry of Labor and Social Policies and the Italian National Olympic Committee. *Sport and integration*. [Link](#).

The Netherlands



17.47million (Eurostat 2021)

Number of people engaging in sport (Eurobarometer 2022)

less than once a week
40%



at least once a week
60%



60%



59%

Policies on equality themes

The General Equal Treatment Act

The General Equal Treatment Act (*Algemene wet gelijke behandeling*) ([link](#)) entered into force in 1994. It states that all persons shall be treated equally "*irrespective of their religion, belief, political opinion, race, sex, nationality, heterosexual or homosexual orientation or civil status*" and prohibits discrimination on these grounds in employment, access to goods and services, professional occupations, membership of a trade union or professional association and entitlement to social protections.

The Netherlands Institute for Human Rights Act (WCRM)

On the 1st of October 2012 the WCRM entered into force. With this act The Dutch Institute for Human Rights was founded ([link](#)). In this act, the tasks, authorizations, composition and procedure of the Institute are enshrined. The law also contains provisions relating to the transfer from the Equal Treatment Commission to the Institute for Human Rights.

The General Equal Treatment Act (AWGB)

The Act ([link](#)) entered into force in 1994 and offers protection to people who are discriminated against on the basis of:

- Religion/belief
- Political affiliation
- Race, descent
- Gender: man, woman, transgender and intersex persons
- Pregnancy
- Nationality
- Hetero-, bi- or homosexual orientation
- Marital status: married or unmarried, with or without registered partnership

Protection of the General Equal Treatment Act can only be invoked when it comes to discrimination in the following areas:

- Labour: such as treatment at work, during recruitment and selection, mediation, termination of employment, employment conditions and promotion. The following people may invoke this, inter alia: employees, applicants, volunteers, temporary workers, on-call workers and trainees.
- Goods and services: such as housing, welfare, health care, culture, education, financial services, insurance services, shopping, sports and entertainment. The following people may invoke this, inter alia: consumers, patients, students and pupils.
- The liberal profession: freelancers and independent entrepreneurs, such as real estate agents, doctors and architects.
- Trade union or professional association membership: persons who are prevented from joining a trade union or an association of professionals can invoke this.
- Social protection: such as benefits, student grants. Persons who believe that they are discriminated on the basis of race in social protection can invoke this

Equal Treatment Act for Handicap or Chronic Disease (WGBH/CZ)

The Equal Treatment Act for Handicap or Chronic Disease (WGBH/CZ) came into effect in 2003 ([link](#)). The act was written so persons who experience discrimination based on their disability or chronic illness can appeal to it. The act obliges institutions and organisations to make effective adjustments for persons with a disability or chronic illness, unless these

adjustments impose a disproportionate burden. The act considers all physical, mental, and psychological disabilities. However, the act can only be invoked in case of discrimination in the following areas:

- Labour: such as treatment at work, during recruitment and selection, mediation, termination of employment, employment conditions and promotion. The following people may invoke this act: employees, applicants, volunteers, temporary workers, on-call workers and trainees.
- The liberal profession: freelancers and independent entrepreneurs, such as real estate agents, doctors and architects.
- Trade union or professional association membership: persons who are prevented from joining a trade union or an association of professionals can invoke this.
- Vocational education, such as practical education, MBO, HBO and university courses. The following people can invoke this, inter alia: pupils and students.
- Primary and secondary education (since August 1, 2009). Pupils can invoke the WGBH/CZ. The act also applies to special education.
- Housing (since March 15, 2009). The following people can invoke this, inter alia: tenants and buyers. Structural or residential adjustments are not covered by the act.
- Public transport (since May 9, 2012). The following people can invoke this, inter alia: train-, bus- and metro passengers.
- Goods and services (since January 1, 2017). Anyone who is hindered in the supply of goods and services can invoke this.
- Since January 1, 2015: accessibility of metro stops, metro stations and travel information
- Since January 1, 2016: accessibility of bus stops
- Since January 1, 2020: accessibility of trams, tram stops and train stations
- As of January 1, 2030: accessibility of trains

Act on Equal Treatment on the basis of age in labour (WGBL)

The act on Equal Treatment on the basis of age in labour (WGBL) came in to effect in 2004 and is intended for people who experience discrimination based on their age, e.g. because they are too young or rather too old ([link](#)). This act can only be invoked in case of discrimination in the following areas:

- Labour: such as treatment at work, during recruitment and selection, mediation, termination of employment, employment conditions and promotion. The following people may invoke this, inter alia: employees, applicants, volunteers, temporary workers, on-call workers and trainees.
- The liberal profession: freelancers and independent entrepreneurs, such as real estate agents, doctors and architects.
- Trade union or professional association membership: persons who are prevented from joining a trade union or an association of professionals can invoke this.
- Vocational education, such as practical education, MBO, HBO and university courses. The following people can invoke this, inter alia: pupils and students.

Equal Treatment Act for Men and Women (WGB)

The Equal Treatment Act for Men and Women (WGB) came into effect in 1980 ([link](#)). The law deals with the difference in treatment between men and women at work. It stipulates that an employer may not discriminate when entering into an employment contract, with the terms of employment, working conditions, promotion and dismissal. Both male and female employees can invoke this act, e.g. when they feel they are treated unequally with the terms of employment.

Act Distinction Working Time (WOA)

The act distinction working time came into effect in 1996 ([link](#)). The act prohibits a difference in treatment between part-timers and full-timers at work, unless there is an objective justification for this. Both full-time and part-time employees can invoke this act when they feel they are treated unequally with the terms of employment.

Act Distinction Permanent and Temporary employment (WOBOT)

The act distinction permanent and temporary employment (WOBOT) came into effect in 2002 ([link](#)). The act prohibits a difference in treatment between employees with a permanent employment contract and employees with a temporary employment contract, unless there is an objective justification for this. Employees can invoke this act when they are treated unequally with the terms of employment.

Sport specific policies on equality themes

The National Sports Agreement

The National Sports Agreement (2018-2022) ([link](#)) and the National Sport Agreement 2.0 (2023 – 2026) are instruments used to define mutual ambitions on sport on a national and local level. At each level, representatives of the sports sector and government are involved. If necessary, representatives from the field of education, health, and infrastructure are involved as well.

These policies are an example of how ambition on sports policy is determined in the Netherlands. It is an instrument initiated at a national level by the national government, the sports sector (NOC*NSF), and the Association for Sport and Municipalities (VSG) and the Platform of Commercial Sport Providers (POS). Together, they have set ambitions and with a clear division of responsibilities, they are now working on reaching their goals.

The current Sports Agreement, the 2.0 version, focuses on six topics:

- Inclusion and diversity
- Social safe sport environment
- Vital sports providers
- Youth sports, focusing on teaching kids moving in a broad way
- Space for sports
- Social value of elite sport

The process of defining local sports agreements has had a positive effect on the cooperation between stakeholders as well as more cross-sectoral cooperation on the local level. The stakeholders that are involved in the agreements represent the sports sector and the government, but also the education, health, and infrastructure sector.

Since the National Sports Agreement was extended in 2018, local governments have been working on local agreements with the local sports sector. Every municipality could request €15,000,- to appoint a sports formator. The role of the sports formator is to bring local parties together to establish a local sports agreement. After that, every municipality can apply for extra funding to enrol the local agreement, for which a total of €30 million is guaranteed by the Ministry of Health, Welfare and Sport. By 2020, more than 95% of the municipalities had reached their own local sports agreement.

Dutch inclusive sports in the spirit of 'no one left behind'

The ambition is that more people will experience a lifetime of pleasure in an inclusive sport and exercise environment. Participating in sports and enjoying sports is not obvious for everyone, some Dutch citizens do little to no sport. Many organizations in the sports field and other involved organizations would like to contribute to make sport and exercise possible for everyone. It means that everyone:

- Can participate with pleasure;
- Feels welcome;
- Belongs;
- Is accepted;
- Isn't excluded;
- Can make their own sport choices.

Parties in the alliance 'Sports and exercise for everyone' have agreed that they will make an effort in the coming years to make the professional field aware of the possibilities and obstacles that exist due to a person's age, physical or mental health, ethnic background, sexual orientation or social position to participate in sports and exercise.

Guidelines on gender and sex diverse individuals

The guidelines on gender and sex diverse individuals ([link](#)) are a framework for clubs and sport federations with the aim of ensuring an inclusive sports environment. The guidelines were recently updated (February 2023) but this updated version is currently only available in Dutch ([link](#)). The guidelines are based on a research document on sex, gender and elite sport ([link](#)). It is proven that physical exercise yields positive results. Any individual who practices sports, either individually or in a team, also benefits from a better emotional and physical development. However, studies also show that gender and sex diverse individuals may have a less pleasant sports experience. We can see from research that gender and sex diverse individuals experience exclusion, negative treatment, and jokes and inappropriate remarks when taking part in sport. This should not be part of an inclusive sports environment. There is a need for guidance that contributes to an environment where everybody can feel at home.

Additional references

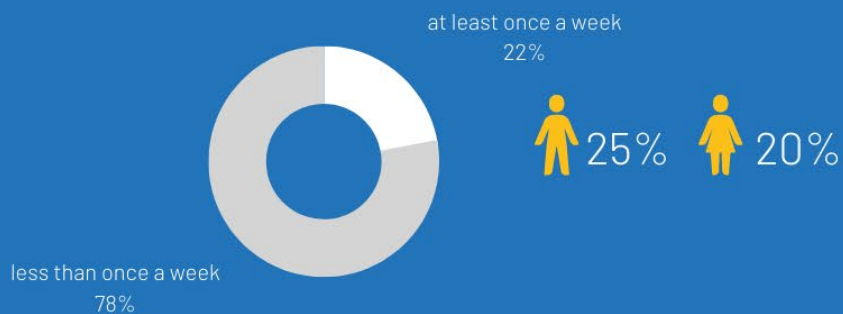
Government of the Netherlands (2018). *LGBTI equality in the Netherlands*. [Link](#) & [link](#)
NOC*NSF (2021). *Charter Diversity*. [Link](#)

Portugal



10.29million (Eurostat 2021)

Number of people engaging in sport (Eurobarometer 2022)



Policies on equality themes

The constitution of the Portuguese republic (1976)

The principle of equality is present in no. 1 of article 13 of the Constitution of the Portuguese Republic (CRP) 1976 ([link](#)) which proclaims that all citizens have the same "social dignity" and which establishes their equality before the law.

National Strategy for Equality and Non-Discrimination 2018-2030

The National Strategy for Equality and Non-Discrimination 2018-2030 ([link](#)) «Portugal + Equal», approved by the XXI Constitutional Government on March 8, 2018 recognizes equality and non-discrimination as a condition for building a sustainable future for Portugal. This long-term vision is translated into three action plans that define concrete measures and targets until 2021:

- Action Plan for Equality between Women and Men.
- Action Plan to Prevent and Combat Violence Against Women and Domestic Violence.
- Action Plan to Combat Discrimination on the basis of Sexual Orientation, Gender Identity and Expression, and Sexual Characteristics.

Equal pay

The Law No. 60/2018, of August 21 ([link](#)) introduces measures to promote equal pay between women and men for equal work or work of equal value.

Gender identity and expression

The Law No. 38/2018, of August 7 ([link](#)) establishes the right for self-determination of gender identity and gender expression and for the protection of the sexual characteristics of each person.

Prevent and Combat Sexism

The Portuguese Platform for Women's Rights has coordinated a program to combat sexism. The programme develops training and awareness-raising initiatives. Sport is one of the eight priority areas. When sport organisations undertake actions to combat sexism and violence, they can receive additional funds.

Sport specific policies on equality themes

Law of physical activity and sport

The law no. 5/2007 of January 16 ([link](#)), states the principles of universality and equality which are also applicable to sport: *"1 - Everyone has the right to physical and sporting activity, regardless of your ancestry, gender, race, ethnicity, language, home territory, religion, beliefs, political or ideological, education, economic situation, social status or sexual orientation. 2 - Physical activity and sport should contribute to promote a balanced situation and not discrimination between men and women."*

The Law No. 1/90, of January 13 ([link](#)), the first Law of the Sports System, already mentions *"the importance of reducing territorial asymmetries and promoting equal opportunities in access to sports"* in its Article 2 No. 2, (h). As such, the concept is present in all sports legislation.

Law no. 113/2019

Law No. 113/2019 of September 11 ([link](#)) establishes the legal framework for security and combating racism, xenophobia and intolerance in sporting events, amending Law No. 39/2009, of 30 July.

National Plan for Ethics in Sport

The National Plan for Ethics in Sport (PNED) is a government initiative by the Portuguese Institute of Sport and Youth (IPDJ). The PNED is a set of structured and planned initiatives, which aim to disseminate and promote the experience of ethical values inherent to sport practice, such as truth, respect, responsibility, friendship, cooperation, among many others. The PNED's mission is to stimulate and promote the experience of ethical values in sport and sport practice.

The Plan aims to reach all areas of society and become accessible to all national and foreign citizens, promoting interaction and social inclusion, promoting intercultural and intergenerational dialogue, contributing to national unity around a common goal - education and ethical training for the construction of a healthy and meaningful sport.

The PNED is implemented in a multi-sectorial and multidisciplinary way with the following goals:

- Promote a set of reflections and activities with the target population, so that sporting values are understood and experienced;
- Provide a wide range of institutions (schools, federations, clubs and sports associations, among others) with resources, means and activities aimed at reflecting on ethics in sports;
- Place the topic of ethics in sport on the media's agenda;
- Take advantage of the sporting moments of greatest importance to spread the theme of ethics.

As part of the celebrations for the 75th anniversary of the United Nations (UN), a brochure "Dislike to Racism in Sport" was presented, targeting preferably but not exclusively children and young people, with the aim of preventing acts of racism in sport. This brochure is widely disseminated in schools, clubs, federations, etc., and aims at combating racism in its different forms. Along with its dissemination, training actions and webinars are carried out by ambassadors with great media impact.

National plan for gender equality in sport

The National plan for gender equality in sport focuses on increasing women sport participation, leadership positions, media coverage and financial investment. The National plan wants to help all sport entities to achieve gender equality in sport. The plan is formed following discussions and collaboration with different European partners. In 2014, the document 'Gender Equality in Sport Proposal for Strategic Actions 2014 - 2020' was approved by the Group of Experts/Experts 'Gender Equality in Sport'. This document was an important milestone to boost the assumption by the decision-making bodies of sports entities, public and private, of the member states of the European Union, to develop a strategic plan filled with specific measures and actions aimed at achieving gender balance in decision making, training, fighting against gender violence and gender stereotypes in sport (and the role of the media), and the integration of the perspective of gender in sport.

Additional references

Instituto Portugues Do Desporto e Juventude. [Link](#)

Sweden



10.37million (Eurostat 2021)

Number of people engaging in sport (Eurobarometer 2022)

less than once a week
41%



at least once a week
59%



61%



58%

Policies on equality themes

The Law Against Discrimination and The Law of UN's Convention of the Rights of the Child

Swedish welfare politics have long had a focus on increased equality regarding citizens' equal opportunities to education, care and more. Two examples can be mentioned: The Act/Law Against Discrimination ([link](#)) and the Law of UN's Convention on the Rights of the Child ([link](#)). These laws protect citizens and children against discriminatory treatment regarding sex, trans sex identity or expression, ethnicity/race, religion or other spiritual beliefs, sexual orientation, (dis)ability and age.

Sweden became one of the first countries to sign the UN Convention the Rights of the Child in 1989 and incorporated it into Swedish law in 2020.

The purpose of the Act/Law Against Discrimination, accepted in 2008, is to combat discrimination, promote equal rights and opportunities regardless of sex, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

Gender mainstreaming

The Swedish Government develops specific policy on gender equality ([link](#)), including following six goals:

1. Equal distribution of power and influence. Women and men must have the same rights and opportunities to be active citizens and to shape the conditions for decision-making in all sectors of society.
2. Economic gender equality. Women and men must have the same opportunities and conditions for paid work that provide economic independence throughout life.
3. Gender equality in education. Women and men, girls and boys must have the same opportunities and conditions with regard to education, study options and personal development.
4. An equal distribution of unpaid housework and provision of care work. Women and men must have the same responsibility for unpaid housework and have the opportunity to give and receive care on equal terms.
5. Gender equality in health, care and social services. Women and men, girls and boys must have the same conditions for a good health and be offered care and social services on equal terms.
6. Men's violence against women must stop. Women and men, girls and boys must have the same rights and opportunities to physical integrity.

The Gender Equality Agency, established in January 2018, is responsible for analysing, following up, supporting, coordinating and implementing of these actions and goals.

Gender neutral marriage law (2009)

In 2009, new rules regarding marriage were applied in Sweden. A person's sex/gender was no longer important for the possibility of entering into marriage. The Marriage Code and other statutes concerning partners have been made gender neutral and the previous acts on registered partnerships have been repealed ([link](#)).

Disability Policy (2016)

The National Goal of Disability Policy ([link](#)) is that, with the UN Convention on Human Rights including people with disability as a starting point, achieve equality in living conditions and

full participation in society for people with disabilities. The goal contributes to increase gender equality and to the recognition of the children's legal perspective.

Public Health Policy

The statutory grounds for discrimination - gender, gender identity or expression, ethnicity, religion or other belief and disability, sexual orientation and age - must permeate and be monitored in the national, regional and local public health work ([link](#)).

Public health work is a shared responsibility and requires efforts from most sectors of society - the public, private and non-profit organisations as well as the individuals themselves. The health situation in Sweden is mainly good, but there are significant differences in health between different groups in society that should be given attention. With this policy, the government wants to call on all these actors to actively work to promote good and equal health and to reduce the measurable health gaps within a generation.

The goal for Public Health Policy is to create societal conditions for good and equal health for the entire population and to close the health gaps within a generation. Target areas of public health policy are:

1. The conditions of early life
2. Knowledge, skills and education
3. Work, working conditions and working environment
4. Income and livelihoods
5. Living and local environment
6. Living habits
7. Control, influence and participation
8. Equal and health-promoting health care

Immigration and integration policy

The intention of the immigration policy ([link](#)) pursued since 1975 has been to include those who have immigrated to the Swedish community. The immigration policy is general and proclaims that each authority and organization concerned shall take responsibility for immigrants in the same way as for the general population.

The goal of the integration policy is equal rights, obligations and opportunities for all, regardless of ethnic and cultural background.

Sport specific policies on equality themes

Sport wills

There are several policies targeting sustainable sport, inclusion, anti-discrimination, sexual harassment and sexual abuse, gender equality, safety, anti-doping and more. All policies and regulations have their origin from the statutes of Swedish sport and our "Sport wills" ([link](#)), which is the name of the policy programme for the Swedish Sports Confederation (RF), including guidelines for the whole sports movement. One of the most concrete is the gender equality quota.

The first gender equality plan was formulated in 1989 but issues of gender were already discussed prior to this date. In 1995, a decision was made to direct and regulate gender/sex composition in all RF bodies, i.e. in all boards of the Special Sport Confederations that are

members in RF. In 2021, the statutory requirement for equal gender representation was introduced in decision-making and advisory bodies.

There are several policies and reports concerning gender-related issues ([link](#)) such as a policy against discrimination, a decision on gender quota (40 % at min.), safe sports policies, and many more. The Board of the Swedish Sports Confederation has formulated instructions for the composition of boards to include LGBTQI+ identity.

Government's Bill 2008/09

The Government's Bill ([Regeringens proposition](#)) mentions equal access to sport: *"A starting point should be that everyone - regardless of age, gender, sexual orientation and social, ethnic and cultural background and disability - should be equally welcome in the sports movement. The sports movement's gender equality work can not only be measured on the basis of the gender representation in boards and other key positions, but must also include women's and men's equal access to premises, equipment and financial support for practicing their sport."*

Strategy 2025

Swedish sports are in the middle of a big change in many ways. This is called Strategy 2025 ([link](#)). In Sweden there has been a trend for many years that after the age of 11, many children dropout from sports. Before the age of 11, we engage around 80% of all children in sport clubs but after 11, (too) many drop out. To change the trend of drop out and to make Swedish sport accessible for all people at any age, the Strategy 2025 was developed: *"In 2025, we will have a sports movement where everyone has a place to play sports based on their own conditions, regardless of ambition, age, gender, level of performance or other conditions. Training and competition are designed so that the practitioner feels good, has fun and develops throughout life."*

The Strategy 2025 also focuses on the integration of migrants. Especially after the start of the Syrian war, the Swedish sports movement has been an active partner in integration politics: *"In 2025, boys and girls, men and women at different ages and with different conditions and backgrounds will feel welcome at the sports club. The club activities give people with different abilities the opportunity to participate. The training is developed according to the individual's own capacity. In 2025, the members of the sports movement will reflect/mirror the population in Sweden. The opportunities to train, compete and get involved in an association do not depend on the individual's financial conditions or where you live."*

Transgender persons in sport

Swedish sports emphasize everyone's right to participate ([link](#)). Regarding transgender people, sports regulations can be/are perceived as limiting for the individual. The ambition is to constantly evolve and improve regulations and content to review, as far as possible, restrictive rules, norms and structures. Some sport federations change the (restrictive) regulations.

Inclusive sport

Under the umbrella 'Inclusive sports' ([link](#)) several policies aim to remove various obstacles, at different levels. In short, these could be summarised in the motto that 'Everyone should have the same opportunity to shape sports and their participation in the sports movement.'

Policies from The Swedish Sports Confederation build on the Government's overall goals of equal rights and opportunities, regardless of background. The inclusion work is ongoing and is understood as a prerequisite for a successful sports development. At an educational level, an ambition is to teach what norms are and do, ultimately creating a norm-conscious sport where we are aware of the norms that affect us and can relate to them, where prevailing privileges and limitations of practitioners and leaders are highlighted and discussed, where we work actively for an inclusive leadership, a just resource distribution and an equal representation that minimises inequalities.

Parasport Sweden

Parasport Sweden's ([link](#)) purpose is to promote, organise and administer sports for people with disabilities - in their own association and in the sports movement in general and to create better conditions for people with disabilities to practice sports. The Swedish Parasport Association and the Swedish Paralympic Committee organise sports for people with disabilities. In total, the association organises 18 different sports. Through collaboration with various partners, including sports clubs, federations, and governmental bodies, Parasport Sweden strives to create opportunities for people with disabilities to participate and become integrated into a wide range of sports and physical activities.

All development work in Parasport Sweden is based on a feasibility study conducted in 2018, which describes how society can create better conditions for physical activity for people with disabilities.

Additional references

Riksidrottsförbundet. *RF's code for democratic governance of sports federations and clubs*. [Link](#).

Riksidrottsförbundet. *Vem bestämmer?: jämställdhetsmål, kvotering och könssammansättning i idrottens beslutande organ*[Who decides?: Gender equality goals, quotas and gender composition in sport's decision-making body]. [Link](#).

Riksidrottsförbundet. *Införande av könskvotering i specialidrottsförbunden*[Introduction of gender quotas in special sports federations]. [Link](#).

Good practices on equality and inclusion in sport

This index collects good practices related to five equality themes: gender, sexual orientation, (dis)abilities, socio-economic status and racial and ethnic discrimination. Whilst the index is organised in a thematic way, many practices address more than one equality theme. In order to recognise this intersectionality, the other equality themes addressed by the practices are mentioned as well.

Gender

The image features a solid blue background. In the bottom right corner, there is a large, bright yellow shape that appears to be a diagonal cut or a wedge, extending from the bottom edge towards the right edge. The word "Gender" is written in a bold, white, sans-serif font on the left side of the blue area.

#GIOCHIamoMISTI			
Country	Italy	Timeframe	2021-2022
Initiator	Uisp Bologna APS		
Topic	Participation, fighting discrimination	Type of practice	Grassroots Sport Initiative
Other equality themes addressed	Sexual orientation		
Target group	Women, men, transgender people and all LGBTQI+ community		
Short description	<p>#GIOCHIamoMISTI organises football 7 and volleyball tournaments open to all beyond gender identity. The goals are promoting respect for a culture of diversity and non-discrimination, also in relation to sexual orientation and plural gender identity, promoting the theme of equality between men and women and countering violence against women and homo- and transphobia. The tournament's rules are defined by the teams and the partners. One of the new rules was the introduction of a 'cooling break' (3-minute break that can be called by the team captains and / or the referee after an incident of intolerance or discrimination) and the anti-discrimination card (an individual mandatory temporary replacement). Trans, intersex and not-binary people can participate with their chosen name and gender.</p>		
Learnings and transferability	<p>More than 25 teams and over 300 people took part in the tournament. More than 30 referees have been trained on gender issues and new regulations. The project's impact is currently in evaluation phase through questionnaires. Football and volleyball are sports widely practised all over the world and the possibility of replicability through the creation and/or use of new game models is very high. The project can also represent a new model of European sport closely linked to gender mainstreaming.</p>		
Website	https://www.uisp.it/bologna/progetti/giochiamomisti		
Contact	progetti@uispbologna.it		

Charter Gender Diversity in Sports			
Country	Germany	Timeframe	2021
Initiator	Seitenwechsel Sportverein für FrauenLesbenTrans*Inter* und Mädchen e.V. Berlin		
Topic	Participation, fighting discrimination	Type of practice	Codes of conduct and codes of ethics
Other equality themes addressed	Sexual orientation, (dis)abilities, socio-economic status, racial and ethnic discrimination		
Target group	Sport clubs and sport organisations		
Short description	<p>The Charter for Gender Diversity in Sports encourages sport clubs and organisations to create a gender inclusive climate in their organisation. The Charters consists of nine aspects: recognition, language, visibility, documents, spaces, protection, innovation, intersectionality and communication. The Charter is available in English and German. For each of the nine aspects, an information leaflet is available in German (and in English soon). The Charter should be signed by the board of directors of a sport organisation, on behalf of its members, staff and coaches.</p>		
Learnings and transferability	<p>It can be a challenge to make people understand that it is not enough to just say that their sport organisation does not have a problem with trans*, inter* and non-binary people and that all are welcome if they want to be. To become a truly inclusive sport organisation more action needs to be taken. Above all, it is a question of attitude. The Charter and the additional documentation can help sport organisations in becoming more inclusive. Also, the concept of the Charter can easily be applied to other grounds of discrimination.</p>		
Website	www.charta.seitenwechsel-berlin.de		
Contact	tin-strukturen@seitenwechsel-berlin.de		

Gender equity in coaching self-assessment tool			
Country	Canada	Timeframe	2021-ongoing
Initiator	Canadian Women & Sport		
Topic	Representation in coaching	Type of practice	Strategy and policy frameworks
Other equality themes addressed	/		
Target group	Sport clubs, sport federations		
Short description	The Gender Equity in Coaching Self-Assessment Tool helps sport leaders to identify potential gender inequities in their organisation related to coaches. The tool is based on the Gender Equity in Coaching Framework which outlines evidence-based best practices to advance women in coaching. The tool consists of questions about several aspects of the sport organisation. When finished, the sport leaders receive concrete feedback to create an action plan that will improve the conditions for women in coaching.		
Learnings and transferability	Leaders of sport organisations have a responsibility to challenge the status quo, combat biases in the coaching pathway, and foster an inclusive culture in sport to actively advance gender equity in coaching. The information and strategies presented in the Gender Equity in Coaching Framework and Self-Assessment Tool will support organisations to make positive changes toward gender equity not only in coaching, but across the organisation.		
Website	https://womenandsport.ca/resources/tools/gender-equity-in-coaching/		
Contact	info@womenandsport.ca		

Girls extra-curricular clubs			
Country	England	Timeframe	ongoing
Initiator	Palace for Life Foundation		
Topic	Participation	Type of practice	Educational programmes and materials
Other equality themes addressed	/		
Target group	Young females from primary and secondary school ages		
Short description	The objective of the programme is to engage more girls in football by providing football training for them in collaboration with local schools and football clubs. The Girls extra-curricular clubs focuses on developing girls confidence and self-esteem in a football environment. Recently, a wellbeing aspect was added through the introduction of booklets which included challenges, achievements and topics surrounding wellbeing, such as resilience and being your best possible self.		
Learnings and transferability	The majority of the participants engaged said they enjoyed the sessions and felt more confident than before the club started. Most participants also said they wanted to continue playing football.		
Website	https://www.palaceforlife.org/project/extra-curricular-clubs/		
Contact	rashanmcdonald@palaceforlife.org		

Guidelines on Gender and Sex Diverse Individuals			
Country	The Netherlands	Timeframe	2021- ongoing
Initiator	Netherlands Fair Play Alliance (Royal Dutch Football Association, Royal Dutch Hockey Federation, Dutch Olympic Committee*Dutch Sports Federation NOC*NSF, Dutch Foundation Queer Football Fanclub and coordinator John Blankenstein Foundation		
Topic	Participation, Fighting discrimination	Type of practice	Codes of conduct and codes of ethics, strategy and policy frameworks
Other equality themes addressed	/		
Target group	Sport organisations, trainers, referees and officials, parents and athletes		
Short description	The guide consists of recommendations and practical advice to become an inclusive sport organisation. There is a checklist and the document discusses regulations in the Netherlands and in international professional sport. The guidelines were made based upon experiences of gender and sex diverse individuals, sport organisations and federations, advice of interest groups and scientific research. The main principle is that sport is for everyone and that it is a human right to receive equal and respectful treatment.		
Learnings and transferability	The guide raises awareness on the inclusion of gender and sex diverse individuals in sport. The guide wants to help sport organisations to become more inclusive and aims to guide gender and sex diverse individuals in finding their way in the sport environment.		
Website	https://nocnsf.nl/media/3903/richtlijn-gender-en-seksediverse-personen.pdf		
Contact	thijsdegreeff@hotmail.com		

Kvinnors idrott (Women's Sport)			
Country	Sweden	Timeframe	2017- ongoing
Initiator	The Society of Sport History in Örebro County		
Topic	Participation	Type of practice	Awareness-raising, educational programmes and materials
Other equality themes addressed	Physical disabilities		
Target group	Sport organisations, school pupils		
Short description	Sporting females were encouraged to write a story of their sport life, the stories formed the basis for a touring exhibition and a book. When launching the exhibition and book in each commune in Örebro county, local politicians, schools and sport clubs were invited to a public discussion on gender equality in contemporary sports.		
Learnings and transferability	The project raised awareness on gender equality issues in sport and strengthened sporting women's voices in public spheres.		
Website	https://www.rfsisu.se/orebrolan/Nyheter/Egnanyheter/pionjarernasombrotnymark		
Contact	idrottshistoriska@telia.com		

New Leaders Programme			
Country	Europe	Timeframe	2019
Initiator	International Olympic Committee (IOC), European Olympic Committee (ECO), ran by the Finnish Olympic Committee		
Topic	Representation in management / governance and leadership	Type of practice	Educational programme
Other equality themes addressed	/		
Target group	Young European managers, volunteers and employees in the field of sport		
Short description	<p>The New Leaders Program was a joint educational effort of the IOC and EOC, run by the NOC of Finland in cooperation with the NOC of Lithuania, NOC of Ireland and NOC of Azerbaijan. In total, 30 European game-changers were selected from 25 countries, 19 women and 11 men. They took part in three workshops, co-organised a closing conference and benefited from the wisdom and experience from recognised mentors. The topics addressed were strategic leadership, communications, public speaking, lobbying and conflict management through the lenses of equality, sustainability, human rights and ethics. In addition, content was designed to implement the IOC Gender Equality Recommendations into action.</p>		
Learnings and transferability	<p>Each game-changer developed a concrete action plan on a personal and organisational level, creating a culture of change in Europe. Moreover, during the New Leaders Forum (the final conference), a 'Call to Action' was published and demanded the European National Olympic Committees, the European Sport Movement - men and women together - to act in advancing gender equality. Eventually, the program provided a platform for young game-changers to exchange ideas and practice their skills, to be inspired and inspire in return.</p>		
Website	https://www.olympiakomitea.fi/briefly-in-english/new-leaders/		
Contact	etunimi.sukunimi@olympiakomitea.fi		

Queerfit			
Country	Italy	Timeframe	2019-ongoing
Initiator	Gruppo Trans APS and UISP Bologna APS		
Topic	Participation/ Representation in coaching / Fighting discrimination	Type of practice	Educational programme / Awareness-raising initiative / Codes of conduct and codes of ethics
Other equality themes addressed	/		
Target group	Transgender people / non-binary people		
Short description	<p>Queerfit is a project born from the trans community for the trans community. A survey was conducted through 34 interviews with transgender people with the aim of highlighting the major sporting problems encountered in terms of spaces, languages and practices in the local sports facilities. This information was collected through individual interviews conducted at our headquarters and subsequently discussed collectively in processing meetings in groups that allowed us to define good practices to be reported within the Queerfit training platform and to be disseminated through training interventions. A web platform offers information on gender issues in relation to sport, a glossary, and videos. Training was given to all gym operators, an expert from the Trans Group association and a team of personal trainers.</p>		
Learnings and transferability	<p>The impact of Queerfit emerged from the level of participation of the transgender community in sporting practice and the number of memberships that were made of people from the association for the course. Furthermore, the impact was visible through the professional training of the operators who implemented the tools and the environment of the gym itself, thanks to the gender neutral changing rooms.</p>		
Website	www.queerfit.it		
Contact	Christian Leonardo Cristalli - coordinator & peer +393467330971		

Reimagining Sport. Pathways to gender balanced media coverage			
Country	Across Europe and beyond	Timeframe	2021
Initiator	European Broadcasting Union (EBU)		
Topic	Media Coverage	Type of practice	Handbook
Other equality themes addressed	Racial and ethnic discrimination		
Target group	Sports media professionals, sport federations		
Short description	<p>The objective of the handbook is to drive increased volume and consistency of media coverage of women's sport while ensuring a bias-free representation of sportswomen and to address the lack of gender balance in all levels of sports broadcasting be it in front of or behind the camera. The handbook was developed in the context of the Women's Sport Initiative at the EBU. Best practices were gathered through interviews with EBU Members. Other insights and data came from research and information collected by the EBU's Media Intelligence Service. Interviews were also conducted with academics, gender experts and sports professionals.</p>		
Learnings and transferability	<p>The handbook can be implemented by any media organisation outside the EBU community. The section on key elements for the successful implementation of the strategy can be applied to any strategic initiative and not just media coverage. The same holds for the section on building diverse and inclusive teams.</p>		
Website	https://www.ebu.ch/publications/strategic/open/report/reimagining-sport-pathways-to-gender-balanced-media-coverage		
Contact	arapi@eurovision.net		

Report on Non-Binary People, Sport & Physical Activity			
Country	United Kingdom	Timeframe	2020-ongoing
Initiator	Pride Sports		
Topic	Participation	Type of practice	Awareness-raising initiative, educational programmes and materials, codes of conduct and codes of ethics, strategy and policy frameworks
Other equality themes addressed	Racial and ethnic discrimination		
Target group	LGBTQI+		
Short description	Sport England commissioned Pride Sports to devise policy guidance for non-binary inclusion in grassroots sport and physical activity. As part of this work, Pride Sports commissioned the Proud Trust to host focus groups amongst young people with whom they currently work, and a further focus group and two individual interviews were held by Pride Sports with non-binary people involved in sport. A further interview was held with a national governing body which has been working, within a mixed gendered framework, to become more inclusive of non-binary participants. The report reflects data and commentary gathered through desk research, as well as input from focus groups and individual discussions with non-binary people. The report discusses challenges related to gendered spaces, gendered activity, representation & visibility and language.		
Learnings and transferability	The report discusses several recommendations related to spaces, activity, binary competition, representation & visibility, language and sport at school.		
Website	https://pridesports.org.uk/wp-content/uploads/2019/05/Non-binary.pdf		
Contact	info@pridesports.org.uk		

Trans*Active			
Country	Scotland	Timeframe	2020-ongoing
Initiator	LEAP Sports Scotland		
Topic	Participation	Type of practice	Grassroots Sport Initiative
Other equality themes addressed	/		
Target group	Transgender people who are not active and not participating in sport and physical activity		
Short description	<p>To improve physical health and mental wellbeing of trans* people and directly reduce the exclusion of trans* people whilst empowering them to be more active, a sports and community development project was developed by using a capacity building approach. Specifically, the project set up a group called Trans*Active which schedules activity opportunities for members such as swimming sessions, cycles, local walks, hill walks, badminton sessions and so on. The activities provided are those which we have evidence that trans people are the most excluded from. The activities take place at locations all over the west of Scotland and the strategy is to have these in a variety of places and spaces to build confidence in people to use them in the future outwith the project. Alongside this, a support worker is helping potential and actual group members to overcome some of the barriers to participation. This includes setting up introductory meetings with others, providing reassurances around privacy, listening to previous experiences and fears around body image, or signposting on to more specialist health support where required. Some specific training has been provided to develop <u>Community Activity Leaders</u> who now develop activities.</p>		
Learnings and transferability	<p>In its first 21 months, 193 people have engaged with the Trans*Active project. These are predominantly people who are socially isolated and most at risk of poor health outcomes. The overall difference that the project makes in people's lives is that they are physically and mentally healthier and that their sense of exclusion is reduced. The same model could be used for different areas for trans people or for different groups.</p>		
Website	https://leapsports.org/activities/TransActive	Contact	mat@leapsports.org

When women coach			
Country	Italy	Timeframe	2019
Initiator	Olga Lopresti-Pierantonio Soldato		
Topic	Representation in coaching	Type of practice	Awareness-raising, educational programmes and initiatives
Other equality themes addressed	/		
Target group	Young women between 12 and 19 years old		
Short description	<p>In 2019, a pilot project was started to increase the number of female coaches. The pilot was done with athletes involved in Martial arts and Artistic Gymnastics. The girls were progressively introduced to training, starting with taking the lead for half an hour during the warm-up. Before each class there was a meeting with the mentor coach to revise together the organization of the class , then space was left for the girl to manage the lesson and the mentor did not intervene (unless absolutely necessary), but participated as an athlete. At the end of each training, a debriefing was carried out with the girl on how the lesson was managed, how it was and what could have been done differently. After about 2 months, each female coach started to follow small groups of 3 or 4 people, to practice and improve the technical part.</p>		
Learnings and transferability	<p>Female athletes introduced to coaching started to test their ability to coach to groups of men and women. The support by the mentor coaches helped them to reflect on the process, their will, their motivations and on the techniques to use. The activity was tested in two different regions and with different disciplines creating practices which can be replicated.</p>		
Website	/		
Contact	olga.synda@icloud.com		

Women's sport leadership academy for high performance coaches			
Country	United Kingdom	Timeframe	2019-2021
Initiator	University of Hertfordshire		
Topic	Representation in management, coaching and refereeing	Type of practice	Educational programmes and materials
Other equality themes addressed	/		
Target group	High performance women coaches		
Short description	<p>The Women's Sport Leadership Academy for High Performance Coaches (WSLA HPC) was specially designed and developed for high-performance coaches with the aim of preparing coaches to step up and be part of an increased cohort of female coaches at the Continental, International and Olympic Games. The programme supported female high-performance coaches to further develop their coaching skills in a high-performance domain, their leadership behaviours, confidence to progress their career path, negotiation skills and collaboration within the decision-making processes in their sport, influence at the very highest levels of the organisation and ability to advocate for themselves, their athletes and for the team of people they represent.</p>		
Learnings and transferability	<p>During the Covid-19 pandemic they had to move to a fully online programme. Nevertheless, 25 coaches graduated from the programme representing 23 countries. In order to make a more sustainable programme, additional long term funding is required.</p>		
Website	https://www.herts.ac.uk/about-us/news-centre/news/archive/elite-female-coaches-to-benefit-from-specialised-programme-for-leadership-and-technical-training		
Contact	e.pike@herts.ac.uk		

Sexual orientation

The image features a solid blue background. In the bottom right corner, there is a large, bright yellow shape that resembles a stylized triangle or a wedge, pointing towards the bottom right. The text 'Sexual orientation' is positioned on the left side of the blue area.

Alliantie Gelijkspelen 4.0 (Alliance Equal Playing 4.0)			
Country	The Netherlands	Timeframe	2018-2028
Initiator	John Blankenstein Foundation, the Football Association KNVB, the Field Hockey Association KNHB, NOC*NSF, Stichting Roze Voetbal Fanclubs (RVFC)		
Topic	Fighting discrimination	Type of practice	Awareness-raising campaign, educational programme and material
Other equality themes addressed	Gender		
Target group	Everyone active in sport		
Short description	The goal of the campaign is to achieve complete acceptance of LGBTQI+ in sport. The alliance is supported by the Ministry of Education, Culture and Science (OCW) and the Ministry of Health, Welfare and Sport (VWS). In November 2018, the Alliance Equal Playing 4.0. was launched with a national conference meeting. The Alliance gives workshops for sport clubs on inclusion and diversity, provides campaign material and gives policy advice to sport organisations.		
Learnings and transferability	Rather than only speaking about LGBTQI+, the Alliance is including the LGBTQI+ community in their work and gives them a platform to speak about their experiences, wishes and needs.		
Website	https://www.johnblankensteinfoundation.nl/alliantie-gelijkspelen/		
Contact	info@johnblankensteinfoundation.nl		

CEEYOUSPORT			
Country	Central and Eastern Europe (CEE) countries & Denmark, Scotland and Germany	Timeframe	2019-2021
Initiator	European Gay and Lesbian Sport Federation (EGLSF)		
Topic	Participation	Type of practice	Awareness-raising, educational programme, grassroots sports project
Other equality themes addressed	Gender, socio-economic status		
Target group	LGBTQI+ people		
Short description	<p>The main aim of the programme is to support the establishing of a strong network and an effective intersectional cooperation among LGBTQI+ sports clubs, their leaders and volunteers operating in the CEE region. The main actions were led through a series of workshops:</p> <ul style="list-style-type: none"> - Self-assessment of LGBTQI+ sport initiatives with focus on CEE-specific issues; - How to organise an LGBTQI+ sport tournament and sports camp; - Base of launching a new LGBTQI+ sports club, how to extend and develop an existing LGBTQI+ sports club, how to find and motivate volunteers; - How to involve more women* into sports activity. - Developing a Strategic Plan - Communication strategies 		
Learnings and transferability	<p>Results from the workshops show the added challenges that the LGBTQI+ community in CEE countries face in coming together and finding safe space to practice sport and develop clubs. These issues should be taken into account when updating policy and practice in the future. We need understanding that access to sport and physical activity is not equal and that there is no one-size-fits all solution to engaging different communities. The differences of the communities need to be taken into consideration in developing policy and practice.</p>		
Website	/		
Contact	general.secretary@eglsf.info		

Diversport Torremolinos			
Country	Spain	Timeframe	2020-ongoing
Initiator	Diversport Torremolinos		
Topic	Participation, representation in management, coaching and refereeing	Type of practice	Awareness-raising initiative, educational programmes and materials
Other equality themes addressed	Women empowerment, hearing disabilities, racial and ethnic discrimination		
Target group	Students, policy makers, civil society		
Short description	The objectives of the campaign are to provide sports technicians and administrators with the necessary tools to manage diversity in sports, to increase the visibility of the LGBTQI+ community and to improve the respect for human rights. A communication campaign was developed to raise awareness about respect for human rights, especially within the LGBTQI+ community. Information about what legal tools to use in case of an attack or discrimination has been spread in the community. The campaign is working on a documentary for educational purposes.		
Learnings and transferability	Whilst the campaign started in Torremolinos, it has subsequently been implemented in other cities in Spain. The initiative can be used by others as a way to force politicians to effectively implement existing legislation.		
Website	https://shangay.com/2021/06/07/diversity-matters-campana-diversport-torremolinos-diversidad-lgtbi/		
Contact	info@diversport.org		

EuroGames			
Country	Europe	Timeframe	1992-ongoing
Initiator	European Gay and Lesbian Sport Federation (EGLSF)		
Topic	Participation	Type of practice	Grassroots sports project
Other equality themes addressed	Gender reassignment		
Target group	LGBTQI+ people, but open to everyone who wishes to participate, regardless of gender, age, race, gender identity or sexual orientation		
Short description	EuroGames is a European multi-sport event governed by the EGLSF. It is the largest multi-sport event for athletes, regardless of their gender identity or sexual orientation in Europe. It was developed in 1989 by the European clubs founding EGLSF following the inspiration of the Gay Games which had been founded in the United States 5 years before. In 2021, the 20th edition was organised. The EuroGames consist of a minimum of 7 sports, though usually within the range of 14-20. There are usually between 2,000 and 6,000 participants dependent upon the number of sports and the organising capacity of the hosts.		
Learnings and transferability	The importance of events like this for visibility of athletes in a way that challenges the hearts and minds of wider society, cannot be underestimated. Ensuring that the Games are not only restricted to countries which are seen as having progressive LGBTQI+ legislation and/or social inclusion is important, and it should be recognised that the act of simply running the event in some jurisdictions and / or including athletes who travel to participate from those areas is an achievement in itself. The applicability which the Games have as a tool for change and the links to wider agendas of culture, heritage, education and identity are especially strong. Aspects of the sporting competitions can be considered innovative as they strongly demonstrate inclusive practices such as mixed gender competitions and self-identity in category selection.		
Website	http://2016.eurogames.info/ and https://copenhagen2021.com/EuroGames		
Contact	general.secretary@eglsf.info		

Holebi of hetero. Maak er geen spel van (Gay or straight, not an issue on the pitch)			
Country	Belgium	Timeframe	2013-2015
Initiator	Equal Opportunities in Flanders together with football organisations, experts on discrimination and other sport related organisations		
Topic	Fighting discrimination	Type of practice	Awareness-raising campaign, educational programme and material
Other equality themes addressed	/		
Target group	Football clubs: coaches, club administrators, players, fans, security officers		
Short description	<p>The objective of the campaign was to fight homophobia in football. To do so, an action plan was made with 10 actions, among which the launch of an awareness-raising campaign about sexual identity and the creation of a tolerant sporting environment, a toolkit for football clubs, a training session for football stewards/supervisors in dealing with homophobic language and behaviour and a mapping out of homophobic incidents on and off football pitches. When the toolkit 'Football vs homophobia: 1-0' was launched in 2014 an additional campaign was organised with rainbow laces in the professional football competition. Both campaigns got quite a lot of attention in national media (newspapers and television). Furthermore, in February 2015 the rainbow laces campaign was repeated at grassroots club level. Grassroots football clubs could order rainbow laces for their teams.</p>		
Learnings and transferability	<p>For grassroots football clubs it's important to look for easy-to-implement actions that do not cost a lot. For example, the rainbow laces campaign was a big success because clubs could do it as part of a game and they could receive the laces for free. An overview of the outreach of the project can be found here.</p>		
Website	https://www.maakergeenspelvan.be/ (available in Dutch, French and English)		
Contact	gelijkekansen@vlaanderen.be		

(Dis)abilities

Adapted outdoor fitness			
Country	Belgium	Timeframe	2021-ongoing
Initiator	Municipality of Evergem		
Topic	Participation	Type of practice	Infrastructure
Other equality themes addressed	/		
Target group	People with a disability, wheelchair users, convalescents		
Short description	In order to extent the sport options for people with a disability, the municipality of Evergem decided to install adapted outdoor fitness equipment at their main sporting site. The adapted fitness equipment is installed on accessible flooring, to allow people in wheelchairs or who have trouble walking to easily access the outdoor fitness. The equipment is installed at the same location of the general outdoor fitness equipment, allowing both people with a disability and their family to participate in sport together. The equipment will be used during the weekly sport sessions organised for people with a disability and is free to be used by everyone.		
Learnings and transferability	Just as a regular outdoor fitness, having a well-functioning adapted outdoor fitness requires good maintenance of the equipment and the site.		
Website	https://www.evergem.be/buitenfitness-aan-sportcentrum-hoge-wal		
Contact	sport@evergem.be		

Educadendo			
Country	Italy	Timeframe	2019-ongoing
Initiator	Alberto Nota		
Topic	Participation	Type of practice	Educational programmes and materials
Other equality themes addressed	/		
Target group	Children from 3 to 10 years old with physical and/or intellectual disability.		
Short description	<p>Educadendo (a composed word formed by “educare”/educate and “cadendo”/falling) wants to work with mixed groups of children between 3 and 10 years old with or without disability. It is based on the practice of martial arts. In this activity teachers use introductory exercises, games and obstacle-courses to improve some basic abilities, like balance, coordination and spatiality. In the past three years many kids with different degrees of disabilities attended the programme. It consists of 5/6 lessons using games to learn: listening, correct use of the space, focusing, best use of the body/energy and respect (also in competitions). The activities were prepared by using a STEP approach: Space, Time Equipment, People.</p>		
Learnings and transferability	The methodology to readapt activities according to STEP can be used with different disciplines.		
Website	/		
Contact	nota.alberto@gmail.com		

Get Out Get Active			
Country	United Kingdom	Timeframe	2016-2023
Initiator	Activity Alliance, Spirit of 2012, London Marathon Charitable Trust, Sport England		
Topic	participation	Type of practice	Awareness-raising initiative
Other equality themes addressed	/		
Target group	Disabled and non-disabled people		
Short description	<p>Get Out Get Active (GOGA) is a programme that runs across the UK. They support disabled and non-disabled people to enjoy being active together. Being active together improves the self-esteem, physical health, energy levels and mood of the participants and helps to create happier and more connected communities. The programme reaches 19.431 participants through 1.383 activities and 409 events attended by 24.171, and ensures that 65% are in the least active group (42% not active at all) before taking part. By 2023, GOGA will have reached over 40.000 individual participants, with at least four in ten remaining active, engaged 1.500 volunteers' support and supported 2.500 volunteers and paid staff's training.</p>		
Learnings and transferability	<p>It is important to ask people what they want and need, and to find ways to make activity work for them, wherever and whoever they are. This is done by actively consulting with the least active to understand the barriers/hurdles to participation and work with them to co-produce and co-create the activity offer.</p>		
Website	http://www.getoutgetactive.co.uk/		
Contact	goga@activityalliance.org.uk		

Inclusive Activity Programme			
Country	England	Timeframe	2014-ongoing
Initiator	Activity Alliance		
Topic	Participation	Type of practice	Educational programmes and materials
Other equality themes addressed	/		
Target group	Healthcare professionals, local community activators and sports coaches		
Short description	<p>The Inclusive Activity Programme is a training for healthcare professionals, local community activators and sports coaches to improve their confidence and competence in delivering inclusive physical activity. The programme involves a three-hour practical workshop delivered by an expert tutor. The workshop teaches participants to:</p> <ul style="list-style-type: none"> - Use practical tools to support inclusive delivery of physical activities. - Explore creative ideas to support disabled people to be more active. - Understand how to apply Activity Alliance's Ten Principles in your work. - Access resources to support your activity sessions. - Learn about local groups, organisations and further training opportunities. 		
Learnings and transferability	In order to reach as many people as possible, the programme provides three different learning options: face-to-face workshops, live online classrooms and an IAP eLearning module.		
Website	https://www.activityalliance.org.uk/how-we-help/training/inclusive-activity-programme		
Contact	programmes@activityalliance.org.uk		

Korfball for All			
Country	Portugal	Timeframe	2015-ongoing
Initiator	Portuguese Korfball Federation (PKF)		
Topic	Participation	Type of practice	Educational programmes and materials
Other equality themes addressed	/		
Target group	People with intellectual disabilities, autism spectrum disorders or trisomy 21		
Short description	The Portuguese Korfball Federation started a project of adapted korfball for people with intellectual disabilities, autism spectrum disorders or trisomy 21. Playing sport helps them to develop their physical strength, endurance, speed and flexibility and it can contribute to the prevention of depressive and anxiety states, reducing irritability and aggression, creating feelings of well-being and balance, helping to intensify the athletes' social integration and quality of life.		
Learnings and transferability	The project was developed in collaboration with social solidarity institutions, enabling the PKF to reach their target group. The staff of the institutions were trained to coach korfball.		
Website	https://fpcorfebol.pt/c-n-adaptado/		
Contact	fpcorfebol@gmail.com		

Move On to Inclusion (MOI)			
Country	Austria	Timeframe	2017-ongoing
Initiator	Lebenshilfen Soziale Dienste GmbH.		
Topic	Participation, representation in management/ governance and leadership	Type of practice	Awareness-raising initiatives, educational programmes and materials
Other equality themes addressed	/		
Target group	People with disabilities, sport clubs and federations		
Short description	<p>MOI sport focuses on establishing a bridge between people with disabilities on one side and sport clubs and federations on the other side. We want to bring people with disabilities to regular sport. Additionally, the project channel MOI events teaches a group of people with disabilities relevant skills to work in the organisation of sport events. After the certification as sport management assistants they can work on sport events from small level up to professional events. We also offer consultancy for event organisers to establish more inclusive sport events. We want to show sport clubs and federations the benefits of inclusive activities. By getting new members and more interest from sponsors. Implement "sport for all" makes the club stronger. We aim to create a kind of positive "chain reaction": good practice-clubs are role-models for other clubs, sport events see the benefit of being not only top competitive but also inclusive, people with disabilities are getting more and more involved and sport gives a good example for the whole society.</p>		
Learnings and transferability	<p>Small changes can help. For example, most of the websites of sport clubs are not understandable for people with intellectual disabilities. The language is too complicated and there are barriers in communication. By the additional use of "easy language" you make the website accessible not only for people with intellectual disabilities but also for others such as migrants with limited language skills.</p>		
Website	https://lebenshilfen-sd.at/Freizeit/Move-on-to-Inclusion-MOI		
Contact	Thomas.jaeger@lebenshilfen-sd.at		

Play Unified			
Country	Belgium	Timeframe	2016-2024
Initiator	Special Olympics Belgium		
Topic	Participation	Type of practice	Awareness-raising initiative
Other equality themes addressed	/		
Target group	Sport clubs, federations, coaches, schools, cities		
Short description	<p>The Play Unified campaign consists of a media campaign and the development of the Play Unified Label. The media campaign consists of Special Olympics athletes who challenge famous athletes to compete against/with each other. Additionally, sports clubs, sports federations & cities can be awarded with a Play Unified Label if they meet certain conditions to become more inclusive. By September 2021, 62 sport clubs, 14 federations and 10 cities received a Play Unified Label. The Play Unified campaign is also running in other European countries, such as The Netherlands.</p>		
Learnings and transferability	A strong media campaign helps to raise awareness and increases the interest of potential partners.		
Website	https://www.special-olympics.be/nl/play-unified/		
Contact	PlayUnified@specialolympics.be		

Uniek Sporten (Unique Sports)			
Country	The Netherlands	Timeframe	2016-ongoing
Initiator	Fonds Gehandicaptensport		
Topic	Participation	Type of practice	Infrastructure and equipment
Other equality themes addressed	/		
Target group	People with disabilities		
Short description	<p>'Unique Sports' is an online sport community that maps the supply and demand of sport for people with disabilities. Unique Sports consists of a website and an app for people with disabilities, their immediate surroundings, and sports clubs that connect them to information and to each other.</p> <p>Since 2016, 3.400 clubs, 5.600 activities, and 3.750 locations have gathered on the platform. Unique Sports offers services to support people with disabilities in starting or continuing sport such as crowdfunding, sport advice, tools, accessibility of accommodations, and much more. The online community has received around 1 million unique visitors from the start of the campaign in September 2017. Unique Sports forms regional partnerships that promote sport for people with disabilities. These partnerships support sport providers who want to offer sports for the disabled, and also help people with a disability to find the right sport.</p>		
Learnings and transferability	In order to connect sport organisations and people with disabilities it is important to not just have a website and app but also to have people working in the different regions and municipalities to help with all kind of practical issues and questions.		
Website	www.unieksporten.nl		
Contact	info@unieksporten.nl		

Socio-economic status

Apadrinhar uma criança (Sponsor a child)			
Country	Portugal	Timeframe	2009-ongoing
Initiator	Alto do Lumiar Residents Association (ARAL)		
Topic	Participation	Type of practice	Funding
Other equality themes addressed	/		
Target group	Children in poverty		
Short description	Rugby in Alta de Lisboa provides twice a week training session for children/youths, from 6 to 14 years old, boys and girls, distributed according to age groups. The training takes place at the Alto do Lumiar Sports Complex. In order to finance this project, ARAL (Alto do Lumiar Residents Association) launched a Sponsorship Project allowing any person or organization to contribute. Thanks to these contributions, ARAL is able to ensure the coverage of expenses such as monthly fees, training, equipment (shoes, clothing), school material for the study room, extra-school support, promotion of human training, medical consultations, trips to tournaments, etc. This contributes to a better social integration of these children and young people.		
Learnings and transferability	In order for it to be sustainable, the sponsors are invited to a 1-year commitment. However, one-off donations are welcome as well.		
Website	https://aralumiard.wordpress.com/projectos/rugby/rugby-apadrinhar-uma-crianca/		
Contact	aralumiard@gmail.com		

Fritidsbanken (Bank Of Leisure Time)			
Country	Sweden	Timeframe	2013-ongoing
Initiator	Local governments in Sweden (first initiated by Forshaga commune, Värmland)		
Topic	Participation	Type of practice	Equipment
Other equality themes addressed	/		
Target group	Sport organisations, all citizens		
Short description	Fritidsbanken is a library with sports and leisure items. Everyone can borrow leisure equipment, such as skis, skates, inline skates, life jackets, snowboards and much more. The lending period is 14 days and it is free from charges for everyone. The initiative started in 2013 in Forshaga (Värmland) and has now spread across the country. Fritidsbanken wants to give people access to play and leisure through exercise and health.		
Learnings and transferability	The support of municipalities is essential for the success of Fritidsbanken. A couple of Fritidsbanken had to close due to poor management.		
Website	https://www.fritidsbanken.se/		
Contact	david@fritidsbanken.se		

Jeugfonds Sport & Cultuur Nederland (Youth Sports & Culture Fund Netherlands)			
Country	The Netherlands	Timeframe	1999-ongoing
Initiator	Stichting Jeugfonds Sport & Cultuur		
Topic	Participation	Type of practice	Funding
Other equality themes addressed	/		
Target group	Children in poverty		
Short description	<p>Since 1999, the Youth Sports & Culture Fund Netherlands has offered children from disadvantaged families a chance to participate in sports and creative activities. About 10% of the pupils in every average classroom in the Netherlands is growing up in a family with financial worries. These children miss opportunities to enjoy sports and creative activities, which are very important for their physical, mental, and social development and have a lasting impact on their lives. The Youth Sports & Culture Fund Netherlands helps by paying the contribution fees, sports outfits, sports equipment, and creative equipment for children of families living below the poverty threshold in the Netherlands.</p>		
Learnings and transferability	<p>Families do not have to apply for this grant themselves. This is being taken care of by professionals, such as teachers, youth care workers, or the family's doctor. These intermediaries are key to the success of the Fund. In recent years, applications have been growing steadily by more than 10% per year. In 2019, 81.936 children were offered a chance to play sports or participate in creative activities.</p>		
Website	https://jeugfondssportencultuur.nl/		
Contact	info@jeugfondssportencultuur.nl		

Sociaal-sportief platform (Social sportive platform)			
Country	Belgium	Timeframe	2019 - ongoing
Initiator	Demos		
Topic	Participation, fighting discrimination	Type of practice	Strategy and policy frameworks, awareness-raising initiative
Other equality themes addressed	Gender, sexual orientation, (dis)abilities, racial and ethnic discrimination		
Target group	Grassroots sport organisations, policy makers		
Short description	<p>The social-sportive platform was established in 2019 and consists of 26 grassroots sport organisations who collaborate to have more impact on the local and Flemish policy level. The platform aims for more awareness about the importance of social-sportive practices in the sport policy. Five policy recommendations are delineated:</p> <ol style="list-style-type: none"> 1. Acknowledge our sportive and social identity 2. Give room to an advocate for social-sportive practices 3. Support the social sport coach 4. Add more social accents to the education for coaches 5. Make room for co-creative research <p>The platform works in a bottom-up way and recognises the valuable work that has been done by many grassroots organisations. On the website, an expert page has been made, where sport clubs or other organization can get in touch with experts for consultation or specific demands.</p>		
Learnings and transferability	The website comes with a sort of intranet for the members of the platform. However, this intranet is not used that much. The most effective way to collaborate is face to face and in real time.		
Website	www.sociaalsportief.be		
Contact	sociaalsportief@demos.be		

Stichting Life Goals (Life Goals Foundation)			
Country	The Netherlands	Timeframe	2010-ongoing
Initiator	Stichting Life Goals		
Topic	Participation	Type of practice	Grassroots sport initiative, educational programmes and materials
Other equality themes addressed	/		
Target group	People in a vulnerable situation		
Short description	<p>The Life Goals foundation stimulates vulnerable people to participate through sport. They focus on homeless people, people who suffer from addiction, refugees, teenage mothers, former prisoners, or people who suffer from mental health issues. They all share the desire to get a better grip on their lives. The foundation uses sport as a means to make people move again. Participating in sport within the regular infrastructure is often challenging for these vulnerable groups. Therefore, the foundation developed the necessary tools to engage local municipalities, clubs, and healthcare institutions in facilitating sport activities for these groups.</p>		
Learnings and transferability	<p>The foundation believes in local ownership by educating local organisations and professionals to adequately apply the methods of the foundation. They have educated more than 200 professionals to become a Social Sports Coach. They are the motor of the programmes and help the participants tackle challenges such as homelessness, addiction, illiteracy, and criminal behaviour among youth. In recent years, the coaches have directly contributed to the development of over 6.000 people.</p>		
Website	www.stichtinglifegoals.nl		
Contact	info@stichtinglifegoals.nl		

Triple ThreaT			
Country	The Netherlands	Timeframe	2009-ongoing
Initiator	Triple ThreaT		
Topic	Participation	Type of practice	Grassroots sports organisation
Other equality themes addressed	Racial and ethnic discrimination, gender		
Target group	Children and young people (5 to 24 years old)		
Short description	Triple ThreaT was founded in 2009 and is still running. Triple ThreaT offers appealing activities, as well as a complete program where young people can grow from participant to certified volunteer. Triple ThreaT's offerings are diverse: basketball, dance, homework assistance, internships, and so much more. Triple ThreaT offers something for everyone. Triple ThreaT has built a community where all young people (from the age of 5 to 24) can participate and develop new skills.		
Learnings and transferability	The strength of Triple ThreaT is that it is supported by the community. Young people do not associate the organisation with regular youth organisations or youth work in general, but as "their own". Young people want to be associated with the Triple ThreaT brand. Thanks to social branding the brand connects with the (cultural) background of the young people in the neighbourhood. Triple Threat has heavily invested in building online social communities through all social media platforms. The Triple ThreaT community stands and falls with the value of role models in the neighbourhood. They train young people to become role models and make them aware of their function and value for the neighbourhood. The role models then involve/inspire their surroundings by organizing activities and events under supervision.		
Website	https://stichting.triplethreat.nl/		
Contact	info@TripleThreaT.nl		

Racial and ethnic discrimination

Get Involved			
Country	England	Timeframe	2020-ongoing
Initiator	Palace for Life foundation		
Topic	Participation, fighting discrimination	Type of practice	Grassroots sport organisation
Other equality themes addressed	/		
Target group	People from the Asian and Muslim community		
Short description	The project provides multi-sport activity for the Asian community in the Croydon and south London area. This programme aims to provide opportunities for the Asian and Muslim community to participate in sport within Croydon and the surrounding areas. It also aims to increase social cohesion with other communities by working alongside other projects such as Premier League Kicks and Primary Stars.		
Learnings and transferability	The project addresses the barriers to participation in grassroots football by maintaining dialogue with the local community so they can ensure spaces are truly inclusive. This includes separate male and female sessions, different age groups, and sessions for those of different abilities.		
Website	https://www.palaceforlife.org/project/get-involved/		
Contact	rashanmcdonald@palaceforlife.org , hazmibahrin@palaceforlife.org		

Kvinna i foKus (Women in focus)			
Country	Sweden	Timeframe	2018-ongoing
Initiator	RF-SISU Örebro County		
Topic	Participation	Type of practice	Awareness-raising initiative, educational programme and material
Other equality themes addressed	Gender, socio-economic status		
Target group	Asylum-seeking women and their (male) partners		
Short description	<p>The main purpose is to empower asylum-seeking women both physically and mentally through group activities with a variety of physical and social, community-shaping activities. A secondary purpose is to learn the Swedish language and to increase their knowledge of society. Long-term goal is that participants, after a successful asylum-process, become members in sport clubs and live active lives. In addition to the group activities for the women, some of their partners expressed a wish to create other meeting spaces. As a development of the project, asylum-seeking men met in male-only groups to exercise and talk about gender equality, human rights, various masculinity ideals, macho cultures, honour-related issues, children rights etc.</p>		
Learnings and transferability	The results show increased gender equality, better physical and mental health. The work also indicates that the male groups have had a positive impact on family relationships.		
Website	https://www.rfsisu.se/orebrolan/Viarbetarmed/Aktuellaprojekt/KvinnaiFokus		
Contact	magdalena.asgarde@rfsisu.se		

Ons voetbal is van iedereen (Our football belongs to everyone)			
Country	The Netherlands	Timeframe	2020-2023
Initiator	Dutch government, Football Association KNVB, the Netherlands professional football competition		
Topic	Fighting discrimination	Type of practice	Awareness-raising initiative, educational programme and material
Other equality themes addressed	Gender, sexual orientation		
Target group	All football clubs, coaches, players and fans		
Short description	<p>The action plan 'Our football belongs to everyone' consists of 20 actions and is designed to combat racism and discrimination in football. It has four complementary pillars: awareness, signalling, sanctioning and cooperation. Part of the plan is the OneLove campaign, which started in September 2020 with an open letter signed by sixty parties from professional and amateur football. The players of the Netherlands men's and women's national teams have embraced the OneLove campaign and all captains in professional soccer wore the OneLove armband during the Coming Out Weekend to propagate that everyone in football should be able to be themselves. Another important element of the campaign is the establishment of a hotline app to enable quick and efficient reporting of incidents of discrimination in professional and amateur football.</p>		
Learnings and transferability	An awareness-raising campaign is important but not sufficient to battle racism and discrimination. It is important to develop supporting measures such as an app to report discrimination, trainings on discrimination, disciplinary measures and so on.		
Website	www.onsvoetbalisvaniedereen.nl		
Contact	onsvoetbalisvaniedereen@knvb.nl		

Project RIGHTS			
Country	Italy, Portugal, Spain, France, Greece, Bulgaria, Serbia and Turkey	Timeframe	2021-2022
Initiator	Unione Sportiva Maria Ausiliatrice (USMA) Caselle		
Topic	Fighting discrimination	Type of practice	Awareness-raising campaign
Other equality themes addressed	/		
Target group	Everyone active in sport		
Short description	<p>The aim of this Erasmus+ project is to collect testimonies from people who have experienced or witnessed situations of hate speech in a sporting context. This project aims to contribute to combat violence, racism, discrimination and intolerance in sport. A kit of communication tools and awareness campaigns is developed. The tools adopt Intercultural Communication as the main vehicle to promote education, respect and guaranteeing integrity in sport. This project provides the targets with: a framework of knowledge on Hate Speech at the popular and amateur level, both in clubs and in the media, educational resources and teaching materials to improve intercultural communication, and toolkits for awareness campaigns, including a pack of comics, cartoons, videos and a format for organizing intercultural awareness sporting events.</p>		
Learnings and transferability	All results are tested with selected participants and improved based on the impacts produced, before being disseminated and explored.		
Website	https://rostosolidario.pt/rights/		
Contact	segreteriausma@virgilio.it		

Ride to the Olympics			
Country	USA	Timeframe	2017-ongoing
Initiator	Ride to the Olympics		
Topic	Participation	Type of practice	Grassroots sport initiative
Other equality themes addressed	Socio-economic status		
Target group	Young people of colour		
Short description	The non-profit foundation Ride to the Olympics wants to break down barriers for young people of colour to be involved in equestrian sports such as polo, show jumping and dressage. They organise summer camps, riding lessons and trips to equestrian events to give young people of colour access to these sports.		
Learnings and transferability	To be the first to encourage people of colour to be involved in a sport wherein very few players are of colour requires a shift in the mind of people. The organisation wants to normalize horseback riding and polo within the Black community.		
Website	https://www.ridetotheolympics.org/		
Contact	miguel@ridetotheolympics.org , Kim@ridetotheolympics.org		

Toolkit Playdagogie ‘Fight against discrimination’			
Country	France	Timeframe	2016-ongoing
Initiator	PLAY International		
Topic	Fighting discrimination	Type of practice	Awareness-raising initiatives
Other equality themes addressed	Gender, (dis)abilities		
Target group	Children from 8 to 12 years old		
Short description	The goal of the toolkit is to teach children about discrimination and to help them fight it in everyday life. They learn to identify different types of discrimination (social, gender, racial, ...), to understand what stereotypes and prejudices are, and to understand the consequences of discrimination. They are encouraged to be more inclusive and to accept differences and respect others. PLAY International has trained professionals of the French formal and information educational sectors to use the toolkit in their organisation.		
Learnings and transferability	To help those who are using the toolkit, a platform is made available with educational support: answering difficulties in using the kit, barriers and challenges to facing up to issues, advice, sharing experiences with colleagues. To assess the impact of the toolkit, a knowledge test for children is made available to assess the evolution of knowledge related to discrimination before and after the toolkit was set up.		
Website	https://www.play-international.org/en/pedagogy/playdagogy		
Contact	marie-hermine.demontangon@play-international.org , germain.peyraud@play-international.org		

Annexes

Additional resources

On equality

Clubbase (in Dutch)

- ⇒ Website collecting information on inclusion and diversity.
- ⇒ <https://clubbase.sport.nl/kennisbank/ledenwerving-behoud/diversiteit-en-inclusie>

Inkluderingswebben (in Swedish)

- ⇒ Inkluderingswebben is made by The Swedish Sports Confederation, SISU Idrottsböcker and RF/SISU Örebro and aims to support sport organisations to be inclusive. The website collects several methods and initiatives from Swedish sports regarding inclusion work.
- ⇒ <https://utbildning.sisuidrottsbocker.se/sisu/generell/organisation/inkluderande-idrott/>

Laagdrempelige sportclub (in Dutch)

- ⇒ Website with tips to make your sport club inclusive.
- ⇒ <http://www.laagdrempeligesportclub.be/>

On gender

ALL-IN: Towards gender balance in sport

- ⇒ This Erasmus+ project collects data and best practices on gender equality in sport and provides a toolkit to address gender equality.
- ⇒ <https://www.coe.int/en/web/human-rights-channel/all-in/>

EPAS Collection of Good practice handbooks

- ⇒ Collection of good practices related to gender equality in sports and access for girls and women to sport practices.
- ⇒ <https://edoc.coe.int/en/gender-equality/6957-gender-equality-in-sports.html>

LEAP Sport: Let me be brave

- ⇒ A 10-minute training film and tool for sports bodies to develop knowledge and confidence on inclusion of trans people.
- ⇒ <https://leapsports.org/activities/campaigns-and-resources/let-me-be-brave>

LEAP Sport: Non-binary inclusion in Sport

- ⇒ A good practice guide to help the sports movement improve accessibility for non-binary gendered people in sport.
- ⇒ <https://leapsports.org/files/4225-Non-Binary%20Inclusion%20in%20sport%20Booklet.pdf>

UN Women: Guidelines For Gender-Responsive Sports Organizations

- ⇒ Guidelines to work on gender equality in sport.
- ⇒ <https://sportsforgenderequality.org/Guidelines-for-Gender-responsive-Sports-Organizations.pdf>

UN Women & UNESCO: Tackling violence against women and girls in sport: a handbook for policy makers and sports practitioners

- ⇒ A handbook to tackle violence against women and girls in sport
- ⇒ <https://unesdoc.unesco.org/ark:/48223/pf0000386159?posInSet=2&queryId=badc2983-be22-4c41-9596-919593f1b38e>

Women and Sport Insight Hub

- ⇒ Collecting toolkits, news stories, research and case studies on women in sport.
- ⇒ <https://www.iwginsighthub.org/insights#grid>

On sexual orientation

EPAS Collection of Good practice handbooks

- ⇒ Collection of good practices related to LGBT Inclusion in Sport.
- ⇒ <https://edoc.coe.int/en/lgbt/6959-lgbt-inclusion-in-sport.html>

LEAP Sport: Manifesto for Inclusive Physical Education

- ⇒ A charter for schools for LGBTI physical education and school sport.
- ⇒ <https://leapsports.org/activities/campaigns-and-resources/manifesto-for-inclusive-physical-education>

LEAP Sport: Using major sports events to further LGBTIQ+ equality

- ⇒ A practice toolkit to help the organisers of major sports events reach LGBTIQ+ people.
- ⇒ <https://leapsports.org/files/1840-Major%20Sports%20Events%20toolkit.pdf>

Outsport Toolkit

- ⇒ A practice toolkit for sports educators in how to use education through sport methods to improve awareness of LGBT people.
- ⇒ <https://www.out-sport.eu/wp-content/uploads/2019/11/OUTSPORT-TOOLKIT-EDUCATION-THROUGH-SPORT.pdf>

Rainbow Ready

- ⇒ A strategy to help anyone working in sports communications or media to effectively include, welcome and report on LGBTIQ+ issues in sport. Also to construct your messages.
- ⇒ <https://sportsmedialgbt.com/rainbow-ready-new-resources-for-media-on-lgbt-inclusion-in-sport>

On socio-economic status

kINesis Project

- ⇒ Integration of school children from vulnerable target groups through sports.
- ⇒ <http://kinesis-sport.eu/>

On (dis)abilities

EPAS Collection of Good practice handbooks

- ⇒ Collection of good practices related to disability in Sport (2013).
- ⇒ <https://edoc.coe.int/en/people-with-disabilities/6958-disability-sport-in-europe.html>

On racial and ethnic discrimination

Australian Human Rights Commission: Racism. Nobody Wins

- ⇒ Guidelines for Addressing Spectator Racism in Sports.
- ⇒ https://humanrights.gov.au/sites/default/files/document/publication/ahrc_spectator_racism_guide_a4_r7_.pdf

Changing the Chants

- ⇒ The platform has a guideline and compendium of good practices for educational practices to address antisemitism behaviour in football.
- ⇒ <https://changingthechants.eu/>

EPAS: Sport Migrant Integration Platform

- ⇒ The platform indexes and shares knowledge on good practices at a pan-European level, on current activities and future projects focusing on newly arrived migrants and their integration via sport, and subsequently putting them in the spotlight.
- ⇒ <https://www.coe.int/en/web/sport-migrant-integration-directory>

Fare: Global Guide to Discriminatory Practices in Football

- ⇒ The guide contains a description of discriminatory practices displayed inside football stadiums around the world in order to help fans, governing bodies and other actors in the game to recognise and stop discriminatory abuse and effectively address it when it occurs.
- ⇒ https://farenet.org/wp-content/uploads/2018/06/Global-guide-to-discriminatory-practices-in-football_2018_v5.pdf

Integration of Refugees through Sport

- ⇒ The website collects resources that have been selected with expert input from grassroots sport professionals, humanitarian organisations, coordinators from asylum centres and refugees themselves.
- ⇒ <https://irts.isca.org/>

ProS4+: Promoting and Strengthening the Council of Europe Standards on Safety, Security and Service at Football Matches and Other Sports Events.

- ⇒ The project aims to combat violence, intolerance and discrimination. It wants to tackle cross-border threats to the integrity of sport due to the violence and misbehaviour of individuals and groups, as well as other kinds of intolerance and discrimination.
- ⇒ <https://go.coe.int/Xxtrk>

Acknowledgments

We would like to thank all the equality experts who have contributed to the Index of Top Policies and Practices for their input.

- Christian Leonardo Cristalli, Coordinator Queerfit (Italy)
- Elizabeth Pike, Professor of Sport, Health and Exercise and Head of Research Unit in Sport, Physical Activity and Ageing at the University of Hertfordshire, Co-founder of the Anita White Foundation (United Kingdom)
- Elsa Arapi, Women's Sport Project Lead at European Broadcasting Union (Switzerland)
- Lara Lill, Director at Global Active (United Kingdom)
- Lou Manders, Secretary of John Blankenstein Foundation (The Netherlands)
- Okrah Donkor, Founder and CEO of Triple Threat (The Netherlands)
- Pieter Smets, staff member Sport at Demos (Belgium)
- Rashan McDonald, Senior Community Development Coordinator at Palace for Life Foundation, Sport and Recreation Alliance Youth Panel Member, London FA Youth Council member (United Kingdom)
- Thomas Jäger, Project Leader MOI at Lebenshilfen Soziale Dienste GmbH, Former Team Manager at Homeless World Cup Team Austria (Austria)

- College van de rechten van de mens (The Netherlands)
- Fonds Gehandicaptensport (The Netherlands)
- Jeugdfonds Sport & Cultuur (The Netherlands)
- Kenniscentrum Sport en Bewegen (The Netherlands)
- KNVB (The Netherlands)
- Ministerie van VWS (The Netherlands)
- G-sport Vlaanderen (Belgium)
- PLAY International
- Special Olympics Europe-Eurasia
- Sportdienst Evergem (Belgium)
- Stichting Life Goals (The Netherlands)

About the partners

ENGSO

The European Non-Governmental Sport Organisation (ENGSO) is the European Sport NGO, the leading voice of voluntary sports organisations in Europe, representing National Sport Confederations and National Olympic Committees from 33 European countries. ENGSO promotes their interest and acts as a bridge-building organisation among different actors dealing with grassroots sport activities. The Equality Within Sport (EWS) Committee is the expert working group within ENGSO that oversees the implementation of the EQUIP Project. EWS is an elected committee of equality expert organisations tasked to activate and inspire sport organisations in Europe to act on equality.

Website: <https://www.engso.eu>

Organizzazione per l'Educazione allo Sport (OPES)

Opes is an Italian Organization created in 1980 to promote the practice of sport in Italy. Today, it is considered an important ramification and presence around the country and represents a dynamic reality in the field of Social and Sportive Promotion. OPES is a Third Sector Body, promoter and organizer of sport, cultural, social, volunteering, formative and recreating initiatives, non-profit-making, in cooperation with Public and Private Bodies and with Institutions, at the local, provincial, national and international level.

Website: <http://www.opesitalia.it>

Centre Ethics in Sport (ICES)

The Centre Ethics in Sport (ICES) is a knowledge centre recognised by the Flemish Ministry of Sport, to inform, sensitise and support sport organisations in Flanders and Brussels (Belgium) on a wider array of ethical issues in sport, such as equality and diversity. Currently, ICES is mainly focused on the following ethical themes: fair play, sexual violence in sport (safeguarding children and youth), gender equality and sexual diversity, sport parents, bullying and match fixing.

Website: <https://www.ethischsporten.be>

European Gay and Lesbian Sport Federation (EGLSF)

The European Gay and Lesbian Sport Federation (EGLSF) was founded in 1989 and is a Europe-wide membership organisation representing over 22,000 lesbian, gay, bisexual, transgender (including non-binary), intersex, queer and other diverse identifying (LGBTIQ+) people in sport. The federation exists to combat discrimination, to pursue equality and protection of human rights in sport, and to strengthen and empower the LGBTIQ+ sporting community. EGLSF also licenses the EuroGames, Europe's largest LGBTIQ+ sports event.

Website: <https://www.eglsf.info>

Portuguese Sports Confederation (PSC)

The Portuguese Sports Confederation, is a Non-Governmental sports organization and multisport federation founded in 1993. Its aims and activities are to defend the right to engage in sport as an essential factor for the individual and collective development as well as to represent all sports federations at the national and international level. The PSC provides support to their associated sports federations, ensures the coordination of their interests

and promotes sport-related cultural, educational and training initiatives. It contributes to reduce regional asymmetries and social inequalities in access to sport while defending participation in sport on the basis of equal opportunities without discrimination on the grounds of sex, age, ethnic origin, sexual orientation or the fact that they are citizens with disabilities.

Website: <https://cdp.pt/>

RF-SISU Örebro

RF-SISU Örebro County is one of the 19 regional branches of the Swedish Sports Confederation (RF). Its mission is to support, lead, represent, develop, form and educate sport clubs and regional sport federations. In Örebro, there are 600 sport clubs with 123 000 members in sport activities, led by more than 20 000 voluntary leaders. RF-SISU Örebro is a unifying force for the district's sports movement: its challenge is to create conditions for associations, covenants and their members to flourish so that more people can and want to engage in sport their entire lives. The organisation works with sport policies to bring forward and monitor important issues for the sports movement in the general public debate, to authorities and decision-makers.

Website: <https://www.rfsisu.se/orebrolan/>

Dutch Olympic Committee* Dutch Sports Federation (NOC*NSF)

The NOC*NSF is the umbrella body of organized sport in the Netherlands with 75 affiliated members, most of them being national sport federations. The missions of NOC*NSF are to increase sport participation and to achieve a place for Team NL in the top 10 of the international medal ranking. The organisation focuses on creating the best possible conditions for sports in the Netherlands by encouraging both participation and winning, grass roots sport and elite sport. It promotes excellence in sport, helps athletes win medals, and also strengthens sport research.

Website: www.nocnsf.nl

Belgian Olympic Committee (BOIC)

The Belgian Olympic and Interfederal Committee (BOIC) is the National Olympic Committee (NOC) that represents the Olympic Movement and its values in Belgium. The BOIC fulfils its mission in close cooperation with the sport administration of the three Belgian communities: Sport Vlaanderen, Adeps and Ostbelgien. It is the umbrella organisation over the national sports federations which together represent around 30,000 sports clubs and 2,000,000 active members. Although the NOC is mainly considered as an elite sport partner, the NOC is also engaged in various activities that directly or indirectly support sport at grassroots level. Elite sport and grassroots sports are very closely connected.

Website: www.olympic.be

Hellenic Paralympic committee (HPC)

The Hellenic Paralympic Committee (HPC) is the authority responsible for the development and promotion of the Paralympic Movement in Greece. It oversees the selection and formation of the teams that represent Greece at the Paralympic Games. It offers incentives to people with a disability and encourages especially young people to get actively involved in sports and athletic activities. It supports a wide range of activities from recreational sport to high performance athleticism for people with a disability. Through this process it supports

the socialization and the equal integration of persons with a disability into Greek society. It is the umbrella organisation over the national sports federations for Paralympic Sports in Greece. It also runs many programs on inclusion of refugees and migrants, equality in sports and many other areas.

Website: www.paralympic.gr

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Project is funded by



Co-funded by the
Erasmus+ Programme
of the European Union

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