



GENDER EQUITY POLICY

- Version 1 -

<i>Version</i>	<i>Date reviewed</i>	<i>Date endorsed</i>	<i>Content reviewed/purpose</i>
<i>One</i>	<i>Created January 2017</i>	<i>February 8, 2017</i>	<i>Version 1</i>

1. Introduction and Purpose

- (a) The PNG Olympic Committee (PNGOC) is the recognised National Olympic Committee (NOC), Commonwealth Games Association (CGA) and Pacific Games Association (PGA) for Papua New Guinea; as such we are responsible for sending Team PNG to the Olympic Games, Olympic Youth Games, Commonwealth Games, Commonwealth Youth Games, Pacific Games and Pacific Mini-Games (Games). We are a non-government not-for-profit organisation with membership from the National Sports Federations (NFs) of Papua New Guinea.
- (b) As a member of the Olympic Movement, the PNGOC reaffirms the principles of Olympism as stated in the Olympic Charter that “The enjoyment of the rights and freedoms set forth in this Olympic Charter shall be secured without discrimination of any kind, such as race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.”
- (c) Although not a government organisation, the PNGOC will look to align itself with the guidelines encapsulated in the National Public Service Gender Equity and Social Inclusion (GESI) Policy, which sets a framework for promotion of gender equity and social inclusive practices across the National Public Service.
- (d) The purpose of this Gender Equity Policy (‘Policy’) is to provide the equity principles applied by the PNGOC and to support and improve gender equality outcomes.

2. Scope

- (a) This Policy applies to all directors, staff, volunteers and committee members of PNGOC.

3. Definitions

The definitions of terms related to this Policy are annexed to this Policy.

4. Guiding Principles

The PNGOC will be guided by the following principles:

- (a) To promote and improve gender equality in PNGOC, Team PNG and in the programs and activities run by PNGOC;
- (b) To remove barriers to the full and equal participation of women in PNGOC, Team PNG and in the programs and activities run by PNGOC, in recognition of the disadvantages often experience by women;
- (c) To promote the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities);
- (d) To foster workplace consultation between staff and the organisation on issues concerning gender equality in employment and in the workplace;
- (e) To improve the productivity and competitiveness of PNGOC through the advancement of gender equality in PNGOC, Team PNG and in the programs and activities run by PNGOC.

5. Policy adherence

By example PNGOC considers individuals equally and on merit in the following areas of practice and opportunity, regardless of gender:

- Recruitment and appointments
- Team Selection

- Opportunities and Engagement in Professional Learning
- Opportunities to develop capacity in acting positions and/or positions of added responsibility
- Professional Conversations and Reflections
- Remuneration and entitlements

6. Review and Amendment

- (a) The Executive Board of the PNGOC with the guidance of the Gender Equity Committee may, in its absolute discretion, review and amend this Policy document at any time.
- (b) A copy of this Policy will be available to an interested party upon written request to Secretary General of the PNGOC.

Adopted by the Executive Board of the PNGOC on: February 8, 2017

Amended: Version 1

Definition of Terms (taken from GESI Policy):

Affirmative Action	Affirmative action aims to identify and remove any barriers which may be stopping women or other marginalised groups of people from enjoying the full range of opportunities in life. It results in taking action to minimise unfair and discriminatory work practices and to promote equality and equity in all aspects of employment and other services.
Bias or Gender Bias	Bias or gender bias is a stated position; an assumption or situation which shows a preferred view or treatment of one sex over the other.
Culture	Culture is a complex set of learned and shared experiences which embrace the beliefs, values, ideas, customs, languages, and laws of a group of people.
Disability	Disability refers to people with special needs who require special attention, care and support in their families, communities and workplace. And encouragement to determine the full potential in life and refers to the needs created by the interaction between a person with impairment and the environmental and attitudinal barriers he/she may face.
Discrimination Direct Discrimination Indirect Discrimination	Discrimination is when decisions are made based on a person's social attributes such as gender, race or ethnic origin, religion, association, physical characteristics and/or other differentiations. Direct discrimination happens when a person is treated less favourably than another person in same or similar circumstances on a ground of a particular attribute, such as their age, gender, disability, race, region, religion, culture, social status or other grounds. Indirect discrimination happens when there is a policy or rule or a way of doing things that might appear on the surface to be fair or neutral, but which has an unequal effect on certain groups of people with a particular attribute and the policy or rule is unreasonable. Indirect discrimination is unlawful regardless of whether the person discriminating intended to discriminate or is unaware that they are doing so.
Equal Employment Opportunity	Equal employment opportunity (EEO) means that employees are given an equal opportunity in accessing jobs, training, promotion, work conditions and other career development opportunities.
Equity Equality	Equity is a process of being fair. It means steps being taken to achieve fairness and justice in the distribution of benefits and responsibilities. It often requires programs and policies to end existing inequalities. Equity leads to equality. Equality means that all people enjoy the same status. All people have equal conditions for realising their full human rights and potential to contribute to national, political, economic, social and cultural development and to benefit from the results.
Gender Sex	Gender describes the different roles and responsibilities of women and men – what males and females do, what they are responsible for, how they are expected to behave, what they are allowed to do, and what is seen as normal and proper behaviour. Gender roles responsibilities vary according to cultural, religious, historical and economic factors. Sex describes the biological differences between men and women. Females and males are born with different reproductive organs.
Gender Awareness	Gender awareness is the recognition of the differences in the interests, needs and roles of women and men in society and how they result in differences in power, status

Gender Equality Gender Equity Gender Inequality	<p>and privilege. It also means the ability to identify problems arising from gender inequity and discrimination.</p> <p>Gender equality means that men and women have equal value, rights and opportunities to participate in every aspect of employment and life.</p> <p>Gender equity is the process of being fair to disadvantaged men or women through specific interventions and actions such as balancing past or current differences that have had a negative impact on a woman or man's ability to participate fully and equally in employment and other opportunities.</p> <p>Gender inequality means that a man or a woman does not have equal values, rights or opportunities.</p>
Gender Mainstreaming	Gender mainstreaming is the process of ensuring that all women and men have equal access and control over resources, decision making and benefits at all stages of organisational processes, practices and policies.
Harassment	Harassment refers to unwanted or uninvited behaviour that is offensive, intimidating and humiliating. Common forms of harassment that have been identified are sexual, religious, bullying, physical disability, physical attack, threat etc.
Sensitivity	Sensitivity means to have consideration, concern and care about another person and treat them with kindness.
Sexual Harassment	Sexual harassment is when an individual makes an unwelcome sexual advance, an unwelcome request for sexual favours, or engages in other unwelcome sexual conduct in relation to another person; in circumstances in which a reasonable person, having regard to all the circumstances, would have anticipated that the other person would be offended, humiliated or intimidated.
Social Exclusion	Social exclusion may be imposed by law, result from economic circumstances or from failure to supply social goods or services. Groups that are socially excluded include the unemployed, ethnic
Social Inclusion	Social inclusion describes a process whereby certain groups in society are systematically excluded from opportunities that are open to others. Groups can be discriminated against on the basis of their sex, age, caste, clan, descent, disability, ethnic background, HIV or other health status, migrant status, religion, sexual orientation, social status, where they live or other social identity. Social inclusion means ensuring that socially excluded people have equal conditions for realising their full human rights and potential to contribute to national, political, economic, social and cultural development and to benefit from the results.
Threat	A threat refers to a statement or behaviour that causes a person to believe they are in danger of being physically attacked and/or intimidated.
Victimisation	In this policy, victimisation refers to an officer or a staff member who has been affected because he or she has formally made an allegation or complaint in relation to discrimination, harassment or unacceptable workplace behaviour.
Gender Based Violence Violence Against Women	<p>Gender based violence means violence committed against women because of their gender. It also refers to forms of violence particular to women such as rape, other sexual assault and sorcery-related violence against women and girls.</p> <p>Violence against women is any act of gender based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in</p>

	public or in private.
Wellbeing	Wellbeing is a state of being comfortable, healthy or happy and ties in closely with the World Health Organisation (WHO) definition of health as “a state of complete physical, mental and social wellbeing and not merely the absence of disease, injury or infirmity”.
Workplace Bullying	Workplace bullying refers to any unreasonable and oppressive behaviour directed at an officer or staff member that may create a risk to the physical and psychological wellbeing.
Workplace Violence	Workplace violence refers to any incident where an officer or staff member is physically attacked or threatened in the workplace.