

As at: 13 February 2018

GENDER INCLUSION POLICY

1. Policy Objective

The purpose of this policy is to state the commitment of Asia Rugby (AR) to gender inclusion and to identify strategies that will help to promote gender equity within our organisation and our sphere of influence.

2. Policy Statement

It is the policy of AR to:

- Welcome and promote the involvement of all persons in its programs and services, leadership and employment regardless of marital or family status, sexual orientation, gender identity, gender expression or other status;
- Adhere to our values of fairness, respect, equity and inclusion in our allocation of resources, program design and decision-making;
- Be an equal opportunity employer;
- Provide fair terms of remuneration including equal pay for work of equal value;
- Identify and address any imbalances in the benefits and opportunities, or barriers and disadvantages, affecting members of a particular gender group.

3. Policy Implementation

- (1) AR will equitably allocate resources and provide opportunities for participation, leadership and remuneration for all gender groups without discrimination.
- (2) AR will maintain a policy on AR Code of Conduct that addresses issues of harassment, including sexual harassment.
- (3) AR will ensure that gender is portrayed equitably in promotional materials and official publications and that appropriate language is used in all communications.
- (4) AR will ensure that its programs and activities welcome the participation of all persons, including persons of all genders.
- (5) AR will recruit and manage on the basis of an individual's competence, qualification and performance.
- (6) AR will seek out opportunities to enhance diversity when recruiting for contract positions or volunteer positions within the organisation.
- (7) AR will pursue opportunities to encourage gender balance on its Executive

Committee (Exco) and additional committees.

- (8) AR will not solicit or accept sponsorship from companies which knowingly discriminate or undermine the values of World Rugby and Asia Rugby.
- (9) AR will work cooperatively with our member unions, other partner organisations, officials, coaches, players and the broader sport community to raise awareness and understanding of gender equity issues, and to promote inclusive practices.
- (10) AR will collate relevant data and maintain statistics on participation of women and girls in all facets of the sport.
- (11) AR will conduct gender equity audits to periodically evaluate AR's culture and effective implementation of this policy.
- (12) AR reserves the right to limit competitions to persons of a specific gender where this is necessary to ensure equitable, safe and equal competition.

4. Application and Accountability

- This policy covers all governance, strategic, operational and financial policies and procedures of AR.
- This policy applies to all AR Executive Committee Members (Exco), AR Committee Members, AR Working Groups, AR Members or Associate Members, including all unions which operate within Asia as well as any contractor or volunteer that is acting on behalf of AR.
- In pursuance of this policy, AR reserves the right to discipline any of its members or contractors who practice any form of unlawful discrimination on the grounds of a person's gender, marital or family status.

5. Responsibility for Monitoring and Evaluation

AR Exco will monitor the scope and effectivity of this policy. The Gender Inclusion Committee is responsible for developing, where possible, measurable objectives and strategies to meet the objectives of this policy and monitoring the progress of those objectives. Management of AR is responsible for implementing, monitoring and reporting on measurable objectives as established by Exco.

6. Supporting Policies

- AR Code of Conduct Regulation 4 in the By-Laws