

World Taekwondo Anti-Discrimination Policy

In effect as of December 6, 2019



Purpose

This document sets out WT's policy against such discrimination and the governance structures, responsibilities and processes that have been established to give effect to that policy.

Policy Description

The World Taekwondo (WT) endorses diversity, supports equal rights, and does not advocate, support or practice discrimination based on ethnicity, race, culture, political opinion, marital status, sexual orientation, religion, gender, sexual orientation, language, country, color, nationality, or other invalid grounds, whether covered by applicable legislation or not, except where affirmative action may be required to redress individual or social handicaps of people from disadvantaged groups.

WT seeks to protect against both individual discrimination (committed by individuals) and from structural discrimination (arising from policies or procedures that disadvantage certain groups).

Responsibilities

1. The WT Council will:

- Regularly review the leadership and commitment given to eliminating discrimination through active promotion of the organization's Anti-Discrimination Policy.
- Monitor performance by way of periodic management reports and assurances.

2. The Secretary General will:

- Ensure that:
 - The organization's practices and processes incorporate precautions against discrimination in such areas as hiring, client selection, and program delivery;
 - Reasonable accommodations are made to allow diverse groups to access benefits provided by the organization;
 - Where appropriate, weight is given to the culture and experiences of individuals from disadvantaged groups.
- Where appropriate, delegate responsibility for compliance to officers with responsibility for particular sections.
- Oversee the performance of subordinate officers in these matters.
- Review and report to the Council, as appropriate, on the effectiveness of the management systems established to remove discrimination.

- Analyze material breaches and identified compliance system weaknesses for systematic trends and ensure that any adverse trends are addressed.
 - Promote a culture of effective policy compliances across the organization.
3. All WT officials and any persons or organization belonging in any capacity whatsoever to the WT or to one of its affiliated members, the Organizing Committee of the WT Competitions and Tournament Support Personnel and Officials (“Participants in the Taekwondo Movement”) will:
- Ensure that they are aware of the organization’s policy against discrimination;
 - Not act in a manner that would be considered to be discriminatory pursuant to this policy or any applicable legislation;
 - Where appropriate, suggest ways in which practices, systems and procedures could be improved so as to reduce the likelihood of discrimination occurring.

Note: “Tournament Support Personnel” refers to any tournament director, owner, operator, employee, volunteer, referee, technical official, WT employee, volunteer, referee, technical official, and any of their respective agents, delegates, commissioners, or contractors, and any similarly situated person at an WT Taekwondo Competition and any other person who receives accreditation from a WT Taekwondo Competition at the request of Tournament Support Personnel.

4. **Processes**

The Secretary General will initially review the organization’s procedures in all areas to ensure that these are in accordance with the principles expressed in this policy, and will report to the Council on this matter. The Secretary General will review any changes to the organization’s procedures in all areas to ensure that these are in accordance with the principles expressed in this policy.