



The Gender Equality Charter The Olympic Committee of Israel



“I think the key is for women not to set any limits” (Martina Navratilova)

“While recent years have seen improvements in gender equality in sport, we need more, and we need to do it quickly” (Marisol Casado, Chair of the IOC Gender Equality Review Project)

We adopt this Charter with a commitment to promoting gender equality in sports, and a sense of responsibility for shaping sport's image in Israel as a lever for social change, in the spirit of the State of Israel's values and the Olympic values.

We believe in gender equality in sports.

We believe that gender equality in sports will lead to and promote greater gender equality in all spheres of life.

This Charter is a **guiding document** for all those involved in competitive sports, in all branches, incorporated under national and international institutional frameworks, under the Olympic Committee of Israel.

Olympic sports and Olympic values belong to both women and men. Professional and responsible sports practice is beneficial to both women and men. We must create, maintain, and ensure equal opportunities in sport, at all stages of training and participation, and prevent any form of discrimination or inequality between men and women in sports.

Discrimination and inequality harm the spirit of sport, and the Olympic ideal.

The Olympic Committee of Israel and all the officials and stakeholders to whom this Charter applies, undertake to promote and enforce:

- **Removal of Barriers:** Promoting equality between the sexes and strengthening women's participation in sports, while removing all obstacles to their optimal integration in sport.
- **Equal Representation:** Promoting and imparting the recognition that there is a fundamental value to equal representation, in all levels of participation in sport and its management, and that under-representation of women in sport is a socio-cultural rather than a physiological-biological phenomenon.
- **Promoting Achievement-Oriented Motivation:** Promoting the legitimacy of social motivation for achievement in amateur and competitive sports among women as amongst men, in order to increase their involvement and achievements in elite sport.
- **Equal Resource Allocation:** Equal allocation of resources for women's sports – in training, wages, in awarding prizes and rewards, in facilities, uniforms, and equipment in all Olympic branches, employing remedial equalising action when necessary.
- **Recognition of Differences:** Recognising that female athletes have different needs from male athletes, which fact must be recognised as a condition to equality and the improvement of their achievements.
- **Egalitarian Leadership and Representation of Equality:** Appropriate representation of women in managements, boards of directors, training posts, and functions and key positions in the various sports associations and organisations and at the Olympic Committee of Israel. All while providing public visibility to, and making present, the changes in all spheres of public activity.
- **Integration and Appropriate Representation:** Encouraging and assisting the integration of women, after retirement from sports, in academic studies, and in management and leadership workshops, and their representation in key positions in the world of sports, and in Israeli society at large.
- **Safe Environment:** Ensuring a safe and respecting environment for both sexes in training and participation in sports, including for those with differing sexual preferences; ensuring that handling protectedness of Olympic sport practice in Israel is open, efficient, thorough, and transparent.
- **Promoting Gender Equality Education in Sports:** Promoting gender-aware education with the aid of athletes from both genders, leading by example and with an extensive information campaign, as a catalyst for creating equality models in society at large, and to instil the understanding that engaging in sports is suitable for, and contributes to, both genders.
- **“Olympism” Education:** Instilling Olympic sports' values into the general public, emphasising young and teenage girls as well as women, on the one hand, and sports education systems, on the other, as a goal and a means to affect cultural change in the masculine image of participation in sports, to improve quality of life, for personal and social development, and as a lever for a successful life.
- **Encouraging and Promoting Fair and Gender-Balanced Media** – Providing fair and gender-balanced sports coverage in the media.

This Charter will guide all officials and stakeholders: Leaders and policymakers in sports, and those involved in training, in medicine and health, and in judging, operating, organising, managing, sorting, budgeting, advertising, and all other related and affiliated activities in the supporting structures of competitive sports in Israel.

The Olympic Committee of Israel calls on national entities responsible for the promotion of sports, competition judges and linemen, the Sports Administration, sports unions, sport associations, league and team managements, and all sports education systems including in academia, to act responsibly and transparently to achieve gender equality, and to ensure that the legal, administrative, operational, educational, and technological infrastructure are dedicated to the promotion and maintenance of egalitarian, high-quality female sports in Israel;

Together, with determination and commitment, we can bring about the greatest Olympic achievement of all – excellence in equality.

Signed by the members of the managing committee and general assembly representing all sports organisations in Israel.

27th Nissan 5778 – 10th June 2018.

*Gilad (Gili) Lustig, CEO,
Olympic Committee of Israel*

*Yigal Carmi, President,
Olympic Committee of Israel*

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