



World Strongman Gender Policy

PREAMBLE

The World Strongman (WSM), its officers, and the global Strongman family are committed to upholding the fundamental principles of Olympism, including the promotion of gender equality. This policy outlines WSM's dedication to eliminating gender discrimination, fostering inclusivity, and creating equal opportunities for all, while proactively addressing barriers to participation and leadership.

POLICY STATEMENT

WSM endorses the principle of gender equality in sport and is committed to ensuring that individuals of all genders have equitable access to participation, governance, and development opportunities within Strongman sports. This policy is binding on all WSM stakeholders, including athletes, coaches, volunteers, and national federations (NFs).

OBJECTIVES AND ACTIONS

1. Elimination of Gender Discrimination

- Actively combat all forms of direct and indirect gender discrimination in sport, administration, and governance.
- Establish mechanisms to address gender-based harassment and abuse, ensuring a safe environment for all participants.

2. Promotion of Gender Balance

- Set measurable targets to increase gender diversity across all levels of participation, governance, and leadership.
- Achieve a minimum target of 30% female representation in WSM governance structures, in alignment with the IOC's recommendations.



3. Support for Women and Girls

- Develop and implement programmes to increase participation of women and girls in Strongman sports, including grassroots initiatives and talent identification.
- Ensure equitable access to resources, facilities, and opportunities for female athletes and coaches.

4. Equal Pay and Resources

- Guarantee equal prize money, rewards, and benefits for male and female athletes in WSM competitions.
- Ensure proportional allocation of funding and resources to support the development of both genders.

5. Safeguarding and Safe Sport

- Strengthen safeguarding policies to address gender-based violence, harassment, and abuse.
- Establish confidential and accessible reporting mechanisms for gender-related misconduct, with clear pathways for action and support.

6. Education and Awareness

- Implement educational initiatives for all stakeholders, focusing on gender equity, unconscious bias, and the benefits of diversity in sport.
- Promote gender equality as a core value of Strongman sports through campaigns, workshops, and partnerships.

7. Transparency and Accountability

- Conduct regular audits to assess gender equality in governance, participation, and programming.
- Publish annual reports detailing progress toward gender equality objectives and areas for improvement.

8. Intersectionality

- Recognise the intersection of gender with other factors such as ethnicity, disability, age, and socioeconomic status, ensuring that all policies and initiatives address these complexities.



9. Global Implementation

- Adapt the policy to local cultural contexts while maintaining the overarching commitment to gender equality.
 - Collaborate with NFs to ensure consistent implementation and monitoring globally.
-

BREACHES AND SANCTIONS

WSM will enforce this policy through the following mechanisms:

1. Sanctions for Violations:

- Minor breaches will be addressed through education and corrective action.
- Serious violations, including harassment or discrimination, will result in disciplinary measures, up to suspension or expulsion from WSM activities.

2. Reporting Mechanisms:

- Stakeholders must report breaches promptly via confidential channels.
 - The WSM Ethics & Disciplinary Committee will oversee investigations and recommend appropriate actions.
-

REVIEW AND MONITORING

- This policy will be reviewed biennially to ensure alignment with international standards, including the IOC's guidelines.
 - Stakeholder feedback will be incorporated to adapt and strengthen the policy as needed.
-

EFFECTIVE DATE

This revised policy will take effect upon approval by the WSM General Assembly and replaces all previous versions of the WSM Gender Equality Policy.