

GENDER EQUITY

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1 Orienteering Australia Inc. (OA) is committed to encouraging policies and practices which provide equal opportunity for women and girls to participate in all aspects of orienteering. OA encourages its affiliated State/Territory organisations to undertake a similar commitment.

2 Orienteering already caters more equitably for both males and females than many other sports through offering at all events a range of courses and classes for males and females. Recognition through prizes and team selection also occurs equitably. However, awareness of gender equity could be raised among members and some overt strategies could be implemented to ensure equity extends to all of the sport.

- 3 Commitment to gender equity is demonstrated in the following ways:
- a) Removing sexist language from all documentation associated with orienteering.
 - b) Monitoring "The Australian Orienteer" and other promotional or coaching material to ensure that both males and females are shown equitably in all roles associated with the sport.
 - c) Monitoring female participation in all aspects of the sport, including competition, organisation, coaching and administration.
 - d) Establishing reasons why female participation may be low in some areas of orienteering.
 - e) Devising and implementing strategies to encourage female participation in those areas in which data indicate low female participation (major event organisation, event controlling, senior office bearers at state and national level, certain junior and veteran classes of competition).
 - f) Ensuring there is equal recognition given to male and female orienteers through prizes and awards.
 - g) Actively encouraging gender balance on all OA Committees.
 - h) Within the constraints of relevant State/Territory legislation, supporting child care provisions at all major events.
 - i) Where a selection panel is established to fill an OA position, it should contain both male and female members.
 - j) Recognising the contributions which females make to orienteering in ways other than through competition or formal offices, eg coaching, officiating.

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