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CHAMPIONSHIPS
The International Governing Body for the Sport of
Alpabut

GENDER EQUALITY

...

& INCLUSION

Equal Opportunity, Non-Discrimination,
and Inclusion across the Federation

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ENGLISH · OFFICIAL TEXT



OFFICIAL DOCUMENT

WAF Gender Equality & Inclusion Policy

Equal Opportunity, Non-Discrimination, and Inclusion

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This Policy establishes the binding framework for gender equality, non-discrimination, and inclusion across the World Alpaut Federation. It is grounded in the WAF Statutes and aligned with the IOC Gender Equality and Inclusion Objectives, the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and the principles of universal sport. Compliance is binding on all WAF Officers, Personnel, member organisations, and licensed persons.



OPENING

Preamble

Sport at its best is a domain of universal opportunity, where merit, dedication, and excellence prevail without regard to characteristics that have no bearing on athletic capacity. The World Alpaut Federation (WAF) commits itself to making this aspiration concrete in the sport of Alpaut — to ensuring that every athlete, official, coach, employee, and volunteer can participate, develop, and contribute on equal terms.

This Gender Equality and Inclusion Policy establishes the binding framework through which the Federation will give effect to that commitment. It is grounded in the values of the WAF Statutes, informed by international best practice including the IOC Gender Equality and Inclusion Objectives and the principles of CEDAW, and shaped by the practical realities of operating across 52 member countries with diverse cultural, legal, and social contexts.

The Policy speaks to opportunity in athletic competition; to representation in governance; to fairness in employment, contracting, and procurement; to the prevention and redress of discrimination and harassment; and to the active fostering of an inclusive culture. It is not a declaration of intent alone — it establishes obligations, structures, and accountability.

FOUNDATIONAL COMMITMENTS

Equal opportunity in sport · Equal access to training, competition, and development · Balanced representation in governance · Non-discrimination on prohibited grounds · Prevention and redress of harassment · Recognition of cultural and national diversity within universal standards · Heightened protections for Protected Persons



REFERENCE

Definitions

For the purposes of this Policy, the following terms shall have the meanings set out below.

Discrimination	Any direct or indirect distinction, exclusion, or preference based on a prohibited ground (Article 4.1) that has the purpose or effect of impairing or nullifying the recognition, enjoyment, or exercise, on an equal basis, of any opportunity within WAF activities.
Direct Discrimination	Less favourable treatment of a person based on a prohibited ground.
Indirect Discrimination	Application of an apparently neutral provision, criterion, or practice that puts persons of a particular group at a particular disadvantage compared to others, unless the provision is objectively justified by a legitimate aim and the means of achieving that aim are appropriate and necessary.
Harassment	Unwanted conduct related to a prohibited ground that has the purpose or effect of violating the dignity of a person or of creating an intimidating, hostile, degrading, humiliating, or offensive environment.
Sexual Harassment	Any form of unwanted verbal, non-verbal, or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating, or offensive environment.
Reasonable Accommodation	Necessary and appropriate modification and adjustment, not imposing a disproportionate or undue burden, where needed to ensure equal participation and opportunity.
Positive Action	Specific measures designed to prevent or compensate for disadvantages linked to prohibited grounds, in order to ensure full equality in practice.
Inclusion Officer	The Officer designated under Article 14 to monitor implementation of this Policy and to receive concerns and complaints.
Protected Person	An athlete or other natural person classified as such under the WAF Anti-Doping Code Article 26.1 and the WAF Data Protection Policy.
Member Organisation	A national or territorial federation or association recognised as a member



of WAF.



PART I

General Provisions

Purpose, scope, prohibited grounds, and core principles

**PART I****General Provisions**

Article 1 Purpose

1.1. The purpose of this Policy is to:

- (a) Affirm the right of every person within the scope of WAF activities to participate without discrimination;
- (b) Establish prohibited grounds of discrimination and the corresponding obligations;
- (c) Set targets and mechanisms for balanced representation in WAF governance;
- (d) Provide structures for the prevention, identification, and redress of discrimination, harassment, and exclusion;
- (e) Establish heightened protections for Protected Persons.

Article 2 Scope

2.1. This Policy applies to:

- (a) Athletes participating in WAF-sanctioned competitions and training;
- (b) Officials, coaches, referees, and other licensed persons;
- (c) Officers, employees, volunteers, and contractors of WAF;
- (d) Member organisations, in respect of WAF-sanctioned activities;
- (e) Sponsors, partners, suppliers, and event organisers acting under WAF authority.

2.2. This Policy operates as a baseline. Where applicable national law provides higher protection, that higher protection shall apply to the persons concerned, in line with the multi-jurisdictional approach established in the WAF Data Protection Policy Article 2.2.

Article 3 Core Principles

3.1. Equal Opportunity — Every person within scope shall have equal access to the opportunities provided by WAF, including competition, training, education, recognition, employment, governance participation, and contracting opportunities.

3.2. Merit-Based Selection — Selection for athlete categories, official roles, governance positions, and employment shall be based on merit, with criteria that are objective, transparent, and applied consistently.

3.3. Cultural Sensitivity within Universal Standards — WAF respects the cultural, religious, and national diversity of its global community. Cultural sensitivity does not, however, justify departure from the



universal standards established in this Policy. Where tension arises, the higher protection of the affected person shall prevail.

- 3.4. Heightened Protection for Protected Persons** — Provisions concerning Protected Persons shall be construed and applied with the heightened protective intent established in the WAF Safeguarding Policy and the WAF Data Protection Policy.

Article 4 Prohibited Grounds of Discrimination

- 4.1. Discrimination on any of the following grounds is prohibited under this Policy:**

- (a)** Sex, gender, gender identity, or gender expression;
- (b)** Race, ethnicity, colour, or national origin;
- (c)** Religion, belief, or absence of belief;
- (d)** Language or cultural background;
- (e)** Disability or health status;
- (f)** Age, save where age-based categories are objectively justified for sporting reasons (such as junior, senior, and veteran categories);
- (g)** Sexual orientation;
- (h)** Marital, family, or pregnancy status;
- (i)** Political opinion or other status;
- (j)** Socio-economic background.

- 4.2. Distinctions Permitted** — The following distinctions are permitted and do not constitute discrimination under this Policy: (a) sex-based competition categories where competitive fairness so requires, in accordance with the Alpagut Official Competition Regulations; (b) age-based competition categories; (c) weight-based competition categories; (d) reasonable accommodation provided to a person with a disability; (e) positive action under Article 6.



PART II

Equality in Sport

Athletic opportunity, training, and competition

**PART II****Equality in Sport**

Article 5 Equal Athletic Opportunity

- 5.1.** WAF shall ensure that the opportunity to participate in Alpabut as an athlete is open without discrimination on the prohibited grounds, subject to the technical eligibility, age, weight, and grade requirements established in the Alpabut Official Competition Regulations and the WAF Licensing System.
- 5.2. Equal Categories** — WAF shall progressively ensure that competition categories, prize money, recognition, and developmental opportunities are equivalent for athletes of all sexes at all levels of competition. Where current arrangements diverge from this principle, the WAF Technical Director shall report annually to the Board of Directors on progress and remediation.
- 5.3. Equal Access to Training** — Member organisations shall provide equivalent training opportunities and resources to athletes of all sexes within their jurisdiction. The Examination Commission shall consider this principle in licensing of clubs and academies.

Article 6 Positive Action

- 6.1.** Where a particular group is materially under-represented in any aspect of WAF activity (athletic participation, governance, refereeing, coaching), WAF and member organisations may adopt positive action to address the imbalance, including:
- (a)** Targeted recruitment, training, or scholarship programmes;
 - (b)** Mentoring and development programmes;
 - (c)** Reserved seats, quotas, or aspirational targets in governance bodies;
 - (d)** Outreach to underserved communities.
- 6.2.** Positive action shall be proportionate, time-limited, regularly reviewed, and shall not result in the disadvantage of individuals on the basis of a prohibited ground beyond what is necessary to achieve substantive equality.

Article 7 Reasonable Accommodation

- 7.1.** WAF shall provide reasonable accommodation to persons with disabilities and, where appropriate, to persons with religious, cultural, or family obligations, to enable equal participation in WAF activities.
- 7.2.** Reasonable accommodation may include adjustments to facilities, equipment, schedules, communications, examination procedures, and competition arrangements, provided that the



adjustments do not impose a disproportionate or undue burden on WAF or compromise essential sporting standards.

- 7.3.** Requests for reasonable accommodation shall be made in writing to the Inclusion Officer or the relevant operational lead. Decisions shall be reasoned and may be appealed to the Secretary General.



P A R T I I I

Governance Representation

Balanced participation in committees, panels, and offices



PART III

Governance Representation

Article 8 Aspirational Targets

- 8.1.** WAF affirms the principle of balanced representation in its governance bodies. The following aspirational targets shall guide nominations, appointments, and elections to WAF governance:
- (a)** Board of Directors and Executive Committee — minimum of one-third (33%) representation of each sex by the year 2030;
 - (b)** Standing committees and commissions — minimum of one-third (33%) representation of each sex by the year 2030;
 - (c)** Athletes' Commission (when established) — equal representation of each sex, with rotational chair where practicable;
 - (d)** Referee panels at major events — best efforts to achieve balanced representation, taking into account the available pool of qualified referees.
- 8.2.** Where, despite good-faith efforts, an aspirational target cannot be achieved in a particular cycle due to the available pool of qualified candidates, the responsible body shall record the reasons and the steps being taken to expand the pool for the following cycle.
- 8.3.** Aspirational targets shall not be applied so as to result in the appointment of unqualified candidates, nor so as to displace qualified candidates on the basis of a prohibited ground beyond what is permissible under Article 6 (Positive Action).

Article 9 Pipeline and Development

- 9.1.** WAF shall, in cooperation with member organisations, support the development of qualified candidates from under-represented groups for governance, refereeing, coaching, and other roles. Such support may include:
- (a)** Mentoring programmes;
 - (b)** Targeted training and certification opportunities;
 - (c)** Scholarships for international refereeing or coaching education;
 - (d)** Visibility and recognition initiatives.



P A R T I V

Employment & Contracting

Equal treatment in WAF engagements

**PART IV****Employment, Contracting, and Procurement**

Article 10 Employment Practices

- 10.1.** WAF shall apply the principles of equal opportunity and non-discrimination in all employment practices, including recruitment, hiring, promotion, training, evaluation, compensation, discipline, and termination.
- 10.2.** Equal Pay for Equal Work — WAF shall ensure that compensation for equivalent work is equivalent regardless of prohibited grounds. Material disparities, where they exist, shall be addressed in successive remuneration cycles with documented action plans.
- 10.3.** Pregnancy, Family Care, and Caregiving — WAF shall not disadvantage employees, contractors, athletes, or officials on the basis of pregnancy, family care obligations, or caregiving responsibilities. Reasonable accommodation shall be considered, and statutory entitlements respected.

Article 11 Contracting and Procurement

- 11.1.** WAF shall, in its contracting and procurement, give consideration to the equality and inclusion records of suppliers, contractors, and partners, and shall, where appropriate, include equality clauses in contracts requiring compliance with the principles of this Policy.
- 11.2.** Sponsorship arrangements shall not require WAF to compromise the principles of this Policy, including in connection with the categorisation, recognition, or compensation of athletes.



P A R T V

Harassment & Discrimination Response

Prevention, reporting, investigation, and remedies

**PART V**

Harassment and Discrimination Response

Article 12 Prevention

12.1. WAF shall actively prevent discrimination and harassment through:

- (a) Education and awareness programmes for Officers, Personnel, athletes, and licensed persons;
- (b) Clear behavioural standards in WAF facilities, events, and digital channels;
- (c) Explicit anti-discrimination clauses in licences, employment contracts, and event-organisation agreements;
- (d) Routine review of policies, practices, and decisions for indirect discrimination.

Article 13 Reporting and Investigation

13.1. Any person experiencing or witnessing discrimination or harassment in the context of WAF activities may report the matter through:

- (a) The Inclusion Officer (inclusion@alpagutfederation.org);
- (b) The Safeguarding Officer (where the affected person is a Protected Person);
- (c) The Ethics Committee, where the conduct involves an Officer;
- (d) The dedicated whistleblower channels under the WAF Anti-Doping Code Article 14A and the WAF Ethics & Conflict of Interest Code Article 18.

13.2. Reports shall be handled with sensitivity, with respect for the privacy of the reporter and the person reported, and in accordance with the WAF Data Protection Policy.

13.3. Investigation shall follow the procedures applicable to the body receiving the report (Inclusion Officer initial review; referral to Ethics Committee, Disciplinary Committee, Safeguarding Officer, or Examination Commission as appropriate).

13.4. Anti-Retaliation — Retaliation against a person who has, in good faith, reported discrimination or harassment, or cooperated with an investigation, shall constitute an aggravated breach of this Policy and of the WAF Ethics & Conflict of Interest Code, attracting the most severe sanctions available.

Article 14 The Inclusion Officer

14.1. WAF shall designate an Inclusion Officer responsible for the implementation, monitoring, and reporting of this Policy.

14.2. Transitional Designation — Until a dedicated Inclusion Officer is appointed by the General Assembly, the function shall be discharged by the WAF Safeguarding Officer, who shall in this capacity coordinate with the DPO and the Ethics Committee. Where a case received in the Inclusion



Officer capacity engages safeguarding-related concerns, the Safeguarding Officer shall recuse from the Inclusion Officer role for that case and refer it to a Board-designated alternate, in accordance with the Implementation Roadmap Article 7A.3(a) on Separation of Integrity Functions.

14.3. Tasks of the Inclusion Officer:

- (a)** Receive concerns, complaints, and reports under this Policy;
- (b)** Conduct preliminary review and refer matters to the appropriate body;
- (c)** Maintain the WAF Inclusion Register, recording aggregated and anonymised data on the implementation of this Policy;
- (d)** Monitor progress against the aspirational targets in Article 8;
- (e)** Advise the Board of Directors and the General Secretary on inclusion matters;
- (f)** Report annually to the Board of Directors and to the General Assembly on the operation of this Policy.



PART VI

Monitoring & Accountability

Reporting, review, and amendment

**PART VI****Monitoring and Accountability**

Article 15 Annual Reporting

15.1. The Inclusion Officer shall, in cooperation with the General Secretary, prepare an annual Inclusion Report describing:

- (a) Implementation of the prohibited grounds in Article 4 across WAF activities;
- (b) Progress against the aspirational targets in Article 8;
- (c) The number, nature, and outcome of reports received under Article 13 (anonymised);
- (d) Educational and preventive activities undertaken;
- (e) Recommendations for the following year.

15.2. The Inclusion Report shall be submitted to the Board of Directors and presented in summary to the General Assembly at its ordinary session.

Article 16 Periodic Review

16.1. This Policy shall be reviewed by the Board of Directors no less frequently than every four (4) years, and amended as necessary in light of practical experience, developments in international best practice, and the recommendations of the Inclusion Officer.



PART VII

Final Provisions

Compliance, amendments, and entry into force

**PART VII****Final Provisions**

Article 17 Compliance

17.1. Breaches of this Policy may be addressed through the WAF Disciplinary Code, the WAF Ethics & Conflict of Interest Code, the WAF Safeguarding Policy, the WAF International Referee Code of Conduct, or through employment procedures, as applicable to the person and the conduct concerned.

Article 18 Amendments

18.1. This Policy may be amended upon recommendation of the Board of Directors and approval of the General Assembly, in accordance with the Statutes.

Article 19 Entry into Force

19.1. This Policy shall enter into force on the date of its adoption by the WAF Board of Directors at the meeting held on 19 May 2026 in Baku, pursuant to Board Resolution WAF-BOD-2026-001; subject to ratification by the General Assembly in December 2026, with subsequent ratification by the General Assembly at its next ordinary session.

**OFFICIAL**

Adoption & Signatures

This WAF Gender Equality & Inclusion Policy has been adopted by the WAF Board of Directors at the meeting held on 19 May 2026 in Baku, pursuant to Board Resolution WAF-BOD-2026-001; subject to ratification by the General Assembly in December 2026. By signature below, the undersigned officers confirm the adoption of this Policy and affirm the Federation's commitment to equal opportunity, non-discrimination, and inclusion across the global Alpaut community.

Adopted by	WAF Board of Directors, with ratification by the General Assembly
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Date of Adoption	19 May 2026
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Version	1.0
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Effective Date	19 May 2026
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Official Language	English (authoritative text)
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SIGNATURES

Authorised Signatories

Vasif Namazov

Chairman of the Board

Signature

Date



EMIL RAHIMOV

Interim President — BAŞAD

World Alpaut Federation

Signature

Date

INCLUSION OFFICER

To be designated; interim function discharged by the Safeguarding Officer

Signature

Date



WORLD ALPAGUT FEDERATION

The International Governing Body for the Sport of
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