



WORLD STRONGMAN ANTI-DISCRIMINATION POLICY

I. INTRODUCTION

The **World Strongman International Union (World Strongman)** is committed to fostering a sporting environment that upholds **fairness, equality, and inclusion** in alignment with the **Olympic Charter** and **International Olympic Committee (IOC) human rights policies**. We adhere to a **zero-tolerance approach** towards discrimination, harassment, and exclusion.

In line with **Olympic Principle 6**, World Strongman guarantees that every individual shall enjoy equal rights and freedoms in sport, without discrimination of any kind, including race, gender, sexual orientation, religion, disability, or socioeconomic status.

II. SCOPE & APPLICATION

1. Who Does This Policy Apply To?

This policy applies to all individuals and organizations involved in World Strongman, including but not limited to:

- ✓ Athletes & Coaches
- ✓ Officials & Referees
- ✓ Event Organizers & Volunteers
- ✓ Employees & Contractors
- ✓ Sponsors & Partners
- ✓ Spectators & Fans
- ✓ World Strongman-affiliated national and continental federations

2. Where Does This Policy Apply?

This policy applies to:

- ✓ World Strongman-sanctioned competitions and events
- ✓ Training facilities and coaching sessions
- ✓ Meetings, online platforms, and communications
- ✓ Social media interactions related to World Strongman
- ✓ Hiring, sponsorship, and governance practices



III. DEFINITION OF DISCRIMINATION

Discrimination includes **any unfair, prejudicial, or exclusionary treatment** based on personal characteristics, such as:

- ✓ Race, ethnicity, nationality, or color
- ✓ Gender identity or expression
- ✓ Sexual orientation
- ✓ Religion or belief system
- ✓ Disability or physical/mental condition
- ✓ Age or generational identity
- ✓ Marital or family status
- ✓ Socioeconomic background
- ✓ Refugee or displaced status

Direct Discrimination: When a person is treated unfairly or unequally based on their characteristics.

Indirect Discrimination: When a policy or rule applies to everyone but disproportionately disadvantages a specific group.

Intent is not required to establish discrimination—if the effect is unfair treatment, it is considered discriminatory.

IV. COMMITMENT TO INCLUSION & DIVERSITY

World Strongman's Core Principles

- ✓ **Sport is a human right** and must be accessible to all.
- ✓ **Diversity strengthens our community** and enhances competitive fairness.
- ✓ **Inclusion is an active responsibility**, ensuring all individuals feel welcomed, respected, and valued.
- ✓ **Zero tolerance for racism, hate speech, or discriminatory behavior** in any form.
- ✓ **Promotion of gender equality** and fair opportunities for all athletes, coaches, and officials.
- ✓ **Support for marginalized groups**, including persons with disabilities, refugees, and underrepresented communities.



V. REPORTING DISCRIMINATORY BEHAVIOR

1. How to Report a Complaint

Any individual who experiences or witnesses discrimination should report it immediately.

- ✓ Reports can be made via email: **gen.secretary@worldstrongman.com**
- ✓ Confidential complaints can be submitted via an online portal (available on the World Strongman website).
- ✓ Reports may be filed anonymously, but providing details will improve investigation processes.

2. Investigation Process

- ✓ All complaints will be treated with **seriousness, urgency, and confidentiality.**
- ✓ A **designated Integrity Officer** will review reports.
- ✓ The individual accused will be given the opportunity to respond.
- ✓ If misconduct is confirmed, appropriate sanctions will be enforced.

Retaliation against individuals who report discrimination is strictly prohibited.

VI. DISCIPLINARY ACTIONS

Discriminatory behavior will result in sanctions based on the severity of the offense, including:

- ✓ Official warning
- ✓ Suspension from competitions and events
- ✓ Fines or financial penalties
- ✓ Permanent ban from World Strongman participation

World Strongman maintains a zero-tolerance policy for severe violations.

VII. EDUCATION & AWARENESS

1. Training Programs

- ✓ **Mandatory anti-discrimination training** for athletes, coaches, and staff.
- ✓ **Workshops on diversity and inclusion** for federations and event organizers.
- ✓ **Guidelines for inclusive practices** in coaching and event management.



2. Public Commitment to Inclusion

- ✓ **World Strongman will actively promote diversity and inclusion** in all its communications.
- ✓ **Partnerships with organizations supporting underrepresented groups** in sport.
- ✓ **Support for IOC initiatives and UN Sustainable Development Goals** related to equality and non-discrimination.

VIII. COMPLIANCE & ACCOUNTABILITY

- ✓ **All World Strongman-affiliated federations must adopt this policy.**
- ✓ **Annual reviews will be conducted** to update and improve anti-discrimination measures.
- ✓ **Failure to comply may result in disqualification or other disciplinary actions.**

IX. CONCLUSION

By implementing this **Anti-Discrimination Policy**, World Strongman reinforces its commitment to: ✓ **A sport free from prejudice, bias, and exclusion.**

- ✓ **Promoting fairness, diversity, and equality for all participants.**
- ✓ **Ensuring accountability and active measures against discrimination.**

WORLD STRONGMAN – STRENGTH, RESPECT, AND INCLUSION.