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## **Finnish Hockey Association's Equality Plan**

The Finnish Hockey Association's equality plan is based on Finnish law, the rules, and the federation's strategy. The association's operations reflect the ethical values of sports and the principles of fair play. The association is committed to promoting equality in all its activities.

Equality means that all individuals are valued equally, regardless of their gender, age, ethnic or national origin, nationality, language, religion or belief, opinions, disability, health status, sexual orientation, or any other personal characteristics. In this plan, the term equality also encompasses gender equality.

Discrimination refers to unequal treatment of individuals based on their membership in a particular group, such as a specific religion or a sexual minority. Discrimination may be an isolated incident or the result of systemic practices or rules that produce inequities. Indirect discrimination occurs when seemingly neutral practices lead to unequal outcomes.

Accessibility encompasses both physical and social aspects. Physical accessibility ensures that everyone, regardless of gender, age, health, disability, or functional capacity, has the opportunity to work alongside others. Structural barriers must not divide individuals into active participants and passive bystanders. Accessibility can be promoted by using personal aids, adapting the environment, employing inclusive methods, or by providing assistance. Social accessibility fosters an inclusive atmosphere. In a socially accessible organisation, everyone can safely be themselves without fear of discrimination. All participants can contribute and have influence in a way that respects individual privacy.

### **Objective of the Equality Plan**

The key objective of the Finnish Hockey Association's equality plan is to identify discriminatory practices and models and find ways to improve equality in all activities.

## Goals of the Equality Plan

1. To serve as a resource for Finnish Hockey Association member clubs and sports enthusiasts, fostering understanding and increasing equality in their activities.
2. To develop operational frameworks and tools that promote inclusivity, address discrimination, and encourage participation.
3. To ensure that the sport is perceived as open and welcoming, making all participants feel accepted in both the sport and the federation.

## Current Status

The association's first equality plan was created in 2017 through collaboration between the Board of Directors and the Executive Director, based on a survey template from Valo ry on equality. The plan was updated in 2022.

Gender equality is well realised in Finnish hockey, as individuals of various genders and ages train and play together in many clubs. The sport remains affordable, with economic accessibility seen as an important achievement.

Compared to other sports, hockey in Finland has diverse representation, including players from various age groups, cultural backgrounds, and linguistic communities. The federation includes board members whose native language is not Finnish. Communication has expanded to include English, with further investments planned to make communications more accessible.

The federation's new disciplinary regulations enable action against inappropriate behaviour, both on and off the field. In 2024, the federation committed to transferring expertise and decision-making on these matters to the Finnish Centre for Ethics in Sports (SUEK).

## Targets for 2025-2026

### *Federation Administration*

The association's board appoints responsible persons and committees to promote and monitor equality.

### **Actions**

1. Committee chairs ensure diverse representation from different clubs and leagues.
2. The association ensures that activities are accessible to participants regardless of their native language.
3. The association holds regular club forums, accessible remotely.
4. Key documents are translated into English.
5. Meetings can be attended remotely, and discussions are translated into English when necessary.

## ***Competitions and Events***

The association strives to provide activities suitable for all interested in the sport. In addition to competitions, the goal is to organise social hockey events, mixed-gender events, and recreational leagues.

The sport will be kept affordable to ensure low-barrier participation. Discriminatory or racist behaviour is strictly prohibited and will be addressed with severity. Positive reinforcement will be fostered through fair play awards, and a link to the ILMO channel has been added to the homepage.

### **Actions**

1. A broad range of activities will be offered, catering to different enthusiasts and ensuring affordability.
2. Models will be developed to recognize players who demonstrate consideration for others.
3. All discriminatory behaviour will be addressed.

## ***Communication and Training***

The association is committed to promoting responsibility and equality in all communications. Member clubs and sports enthusiasts will be informed about various inclusive practices. Communication will continue to be developed for improved accessibility.

### **Actions**

1. The association will inform member clubs and players about equality-related issues.
2. Participation in sports community responsibility campaigns will continue.
3. The association's website will include more English-language content, and English will be increasingly used alongside Finnish in news and other communications.

## **Responsibilities**

The Board of Directors, together with the Executive Director and committee chairs, is responsible for implementing, updating, and sharing the association's responsibility plan within the sport.

## **Evaluation and Monitoring**

The success of the plan's actions and objectives will be reviewed annually.