

CRICKET ASSOCIATION OF BLIND, NEPAL

Gender Policy 2015

First edition: 2015

Preamble:

In respect to international human rights for women and UN Convention for the Rights of persons with disabilities, this policy has been felt to bring into action so as to ensure safety of women with visual impairments in and off the play, bring women into leadership; respect the gender differences and dignity; ensure equality and distribute services and benefits into fair and equitable manner.

Tear 1:

1. Preliminary

Name of the policy: Gender Policy 2015 and short name will be "GP 2015".

Date of bringing into legal action: This policy will be brought into action after being approved by the General Assembly.

2. Definition.

Gender means people of both sexes as defined by constitution of Nepal.

Authority means all concern authorities.

EC means executive Committee of Cricket Association of the Blind, Nepal

Sub- Committee means Committees formed under the constitutional provision of Cricket Association of the Blind, Nepal.

Tear 2.

A. Objectives:



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1. To lure women/ girls with visual impairments into the game of cricket
2. To protect women with visual impairments from being sexually abused, tortured and other in humane activities.
3. To bring girls/ women with visual impairments into leadership.
4. To maintain gender balance in all and every activities of CAB so that both the sexes feel respect to their presence in cricket.

1. International Commitments by CAB in ensuring gender equality in cricket:

In 2013, Cricket Association of the Blind, Nepal signed Brighton Declaration on Women and Sports launched by Finish Sports Confederation in 1994 so as to ensure safety and equality of women in all sports activities disregarding their ages, sexes, origin, religion and ethnicity. CAB is the 320th Organization to sign in the world and the only Organization to do it from Nepal.

2. Awards and merits to CAB for its work in women cricket:

CAB Nepal has been nominated as the top three Organizations in the World in Beyond Sports Award 2013 and Peace and Sports Award 2013 for its work in promoting cricket for the blind women for the first time in the world. CAB also received special ward in 2013 from National Sports Journalist forum for its work in the field of blind women cricket.

D. Policies to be adopted:

Cricket Association of the Blind adopts following policies to ensure safe, full and rightful participation of women with visual impairments in cricket activities. Nevertheless, CAB gives equal priority in ensuring participation of male with visual impairments in cricket.

1. Disciplinary action:



The image shows several handwritten signatures in black ink. To the right of the signatures is a circular stamp. The text in the stamp is in Nepali: 'नेपालीन क्रिकेट संघ, नेपाल' (Nepali Cricket Association, Nepal) around the top edge, '२०६३' (2063) in the center, and 'काठमाडौं' (Kathmandu) around the bottom edge.

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- 1.1 No person shall be excluded from the field of play due to their race, gender, caste, nationality, religion and economic back ground.
- 1.2 Policy of zero tolerance will be adopted against any sort of physical, mental or sexual violence against women with visual impairments.
- 1.3 The association ensures safety of all blind players disregarding their gender from the risk of sexual, mental and physical abasement torture and exploitation.
- 1.4 All personnel should be encouraged to demonstrate exemplary behavior in order to promote women's welfare and reduce the likelihood of allegations to be confronted.
- 1.5 No hard or intensive work harmful to the physical and mental health of a woman in specific and other in general will be made to carry out.
- 1.6 The Association ensures full security of its women players till they are in the Association and while participating in several of its activities. Chances of exploitation by the same sex will also be monitored.

2. Governance and leadership:

- 2.1 The Constitution of CAB has guaranteed representation of women in its EC Committee and formed a separate five member Women Committee to bring women into leadership and give them full rights to implement and design their programs.
- 2.2 Coordinator of Women Cricket Committee is entitled to attend all the EC meetings with full voting rights. Coordinator of this Committee is entitled to link between the EC and women Committee.
- 2.3 All cases of abuse and malpractices against women shall be reported to the Women Committee and Women Committee shall forward the case to the EC if the cases are to be seriously decided.

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2.4 CAB provides special rights to all players and officials to report the assault against them directly to the EC members either through e-mail, direct meeting or telephone call. Any reported case will be taken into action within 24 hrs.

2.5 Privacy and secrecy will be maintained while interrogating and accepting the reports.

2.6 No photographs or videos will be taken unless the consent of an individual is received.

3. Participation rewards and merits:

3.1 A special provision will be made to lure more blind girls into the field of cricket.

3.2 No officials, Organizers shall be permitted to use offensive, vulgar and bad words in and off the field. If found the culprit shall be legally charged as given by the Organizational disciplinary law and code of conducts.

3.3 Various incentives and packages of attraction will be lunched to involve more and more players of both genders in the game of cricket.

3.4 No discrimination will be made in giving awards, merits and other facilities on the basis of gender.

3.5 A Special breast feeding facilities will be made available at the playground with a provision of care giver as long as the mother is in the field of play.

3.6 In order to ensure gender equality and reduce coyness, most of the practice session will have both male and female players playing at the same time but tournaments for both gender will be separately organized.

3.7 Female volunteers will be deployed to assist female players and high security will be given while using the toilets, changing rooms and stay at the hotel during the events.

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3.8 There shall be at least of one female trainer and umpires will be diploid during trainings and matches for women.

3.9 On the consent of players, a female player can play from the team of men but no men are permitted to play from the team of women.

3.10 Regular counseling will be done among the teachers and parents so as to create favorable environment to play at home and schools.

4. Funding and investment:

4.1 Local and national Governments, Corporate houses and NGO'S will be approached to make more funding for the promotion of disabled friendly women sports.

5. Compensation to the loss and damages:

5.1 on the basis of degree of injury and financial strength of the Association, medical services will be beared in case of injury in the field of play.

5.2 A compensation decided by the EC will be given to the players receiving death or disability during the field of play.

6. Structure of Women Committee:

1. Coordinator-1 [Elected by the General Assembly]

Asst. Coordinator – 1

Secretary- 1

Treasurer- 1

Public relation officer – 1

Altogether 5

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This Committee will remain in force at least for three years.

7. System of amendment:

This Policy can be amended by at least of two third of the majority during the General Assembly. A special meeting can be called if needed to amend before the AGM

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