

GAMMA

GLOBAL ASSOCIATION OF

MIXED MARTIAL ARTS

EQUALITY & DIVERSITY POLICY

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CONTENTS

ARTICLE 1	Policy Objectives	3
ARTICLE 2	Purpose of the Policy	3
ARTICLE 3	Legal	3
ARTICLE 4	Discrimination, Harassment and Victimisation	4
ARTICLE 5	Transgender Athletes	4
ARTICLE 6	Responsibility, Implementation and Communication	5
ARTICLE 7	Monitoring and Evaluation	5
ARTICLE 8	Disciplinary Process	5
ARTICLE 9	Definitions	6
ARTICLE 10	Appendix	7

I ARTICLE 1

Policy Objectives

The Global Association of Mixed Martial Arts (GAMMA) Executive Board believes it is imperative to ensure everyone connected with international mixed martial arts understands the importance of Equality, Diversity and Inclusion in the world of Mixed Martial Arts (MMA). This policy reaffirms GAMMA's commitment to create an environment where equal opportunity is a priority and where people treat each other with mutual respect. This policy also reflects the commitment of GAMMA's Code of Ethics.

1. GAMMA is fully committed to the principles of equality of opportunity and is responsible for ensuring that no employees, job applicants, office holders, volunteers, consultants or members of commissions and panels (together "Stakeholders") are unlawfully discriminated against because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including ethnic origin, nationality and colour), religion or belief, sex and sexual orientation together the "Protected Characteristics").
2. GAMMA aims to ensure that there will be open access to all those who wish to participate in any aspect of meetings and GAMMA Championships and those Stakeholders are treated fairly, equally, and with respect.
3. In addition, GAMMA recognises that we live in a diverse society and will endeavour to ensure that all Stakeholders are given the same opportunities regardless of their socio-economic backgrounds.
4. Internally, GAMMA is fully committed to the elimination of unlawful and unfair discrimination and values the differences that a diverse workforce brings to the organisation. Equality will also be promoted as part of GAMMA's behaviour and values.
5. GAMMA requires all its Members and affiliated Federations/Associations to adopt and/or demonstrate their commitment to the principles and practice of equality as set out in this Equality and Diversity Policy by implementing policies and practices which are consistent with the values contained herein.
6. This policy sits alongside all other GAMMA policies, codes and regulations including, but not limited to, the GAMMA Code of Ethics, and adherence will be managed through the GAMMA Ethics and Disciplinary Committee. Where the term "MMA Championships" is used in the GAMMA Constitution, Rules, Regulations or these Bylaws, such term shall be interpreted as inclusive of and referring to the terms MMA and Mixed Martial Arts and its derivatives and any other style, combat sport or martial art where MMA is a component part of such activity.

I ARTICLE 2

Purpose of this Policy

1. This policy has been produced to try to address and prevent any unlawful discrimination or other unfair treatment, whether intentional or unintentional, direct or indirect, against Stakeholders that may preclude them from participating fully in any aspect of GAMMA meetings and GAMMA Championships.
2. Equality is about respecting people's individuality. In doing so GAMMA recognises that this policy must provide flexibility in order to ensure a service, which is adaptive to individuals' needs, thus enabling all in our society to participate without prejudice or unnecessary barriers.

I ARTICLE 3

Legal

1. This Equality and Diversity Policy will remain in force until it is amended, replaced or withdrawn.
2. GAMMA will seek advice each time this Equality and Diversity Policy is reviewed to ensure it continues to reflect the current legal framework and good practice as the world governing body of MMA.

I ARTICLE 4

Discrimination, Harassment and Victimisation

GAMMA recognises the following as being unacceptable:

- 1.** Unlawful discrimination, which can take the following forms:
 - a.** Direct Discrimination: treating someone less favourably than you would treat others because of a Protected Characteristic.
 - b.** Indirect Discrimination: applying a provision, criterion or practice which, on the face of it, applies equally to all but which, in practice can disadvantage individuals with a particular Protected Characteristic. Such requirements or conditions are lawful only if they can be objectively justified.
 - c.** Harassment: engaging in unwanted conduct relating to a relevant Protected Characteristic or unwanted conduct of a sexual nature where the conduct has the purpose or effect of violating the recipient's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for the recipient, or any other individual affected by such conduct. GAMMA is committed to ensuring that its Stakeholders are able to conduct their activities free from harassment.
 - d.** Bullying: the misuse of power or position to criticise persistently or to humiliate and undermine an individual's confidence.
 - e.** Victimisation: subjecting someone to a detriment because he or she has in good faith taken action under the relevant legislation by bringing proceedings, giving evidence or information in relation to proceedings, making an allegation that a person has contravened any aspect of the relevant legislation or doing any other thing for the purpose of or in connection with any relevant legislation.
- 2.** GAMMA regards discrimination, harassment, bullying or victimisation, as described above, as serious misconduct. All complaints against Stakeholders will be taken seriously and appropriate measures, which may include disciplinary action being brought against any Stakeholder who unlawfully discriminated against, harasses, bullies or victimises any other person.

I ARTICLE 5

Transgender Athletes

- 1.** GAMMA wishes to be inclusive and recognises that Transgender athletes may wish to compete in MMA in accordance with their gender identity. GAMMA aims to allow Transgender Athletes the ability to compete at the highest level, on conditions that go only so far as is necessary to protect the safety of all participants and to deliver on the promise of fair and meaningful competition offered by the division of the sport into male and female categories of competition.
- 2.** The need to respect and preserve the dignity and privacy of Transgender athletes, and to avoid improper discrimination and stigmatisation on grounds of gender identity, is paramount.
- 3.** Please see Appendix for GAMMA's Policy Statement on Transgender Athletes.

I ARTICLE 6

Responsibility, Implementation and Communication

- 1.** The following responsibilities will apply:
 - a.** The Executive Board of GAMMA is responsible for ensuring that this Equality and Diversity Policy is implemented, followed and reviewed when appropriate. The Ethics and Disciplinary Commission is also responsible for ensuring that this policy is enforced, and any breaches are dealt with appropriately. The President has overall responsibility for the implementation of this policy although this will be managed by the Executive Board.
 - b.** All stakeholders, including members, have responsibilities to respect, follow and promote the spirit and intentions of this policy.
- 2.** This Equality and Diversity Policy will be implemented as follows:
 - a.** A commission will be set-up to ensure that all matters related to equality and diversity can be addressed and included as an agenda item at Congress and board meetings when appropriate, and that the Executive Board takes equality and diversity issues into consideration when making decisions.
 - b.** GAMMA will regularly review its employment practices to ensure continuing compliance with relevant legislation, and where possible good practice.
 - c.** No applicant for any post (including job applicants, volunteers, consultants and supplier) will be placed at a disadvantage by requirements or conditions which are not necessary to the performance of the job or which constitute unlawful discrimination.
 - d.** All stakeholders will be required to adhere to this policy. GAMMA Members and partner organisations will be required to abide by the principles of this Equity and Diversity Policy and it will be referred to in any service level agreements or contracts issued by GAMMA.
- 3.** A copy of this policy will be publicly available on the GAMMA website and copies will also be available from the GAMMA Office. All members will be made aware of the Policy and will be required to adhere to it as a condition of organising or hosting the GAMMA Championships.

I ARTICLE 7

Monitoring and Evaluation

- 1.** This policy will be reviewed every four years, unless any proposal to the Board or a legislation change requires an interim review and/or amendment.
- 2.** This Equality and Diversity Policy will remain in force until it is amended, replaced or withdrawn.

I ARTICLE 8

Disciplinary Process

- 1.** To safeguard individual rights under this policy, any Stakeholder who believes they have suffered inequitable treatment within the scope of it may raise the matter through submission of a confidential complaint through GAMMA Integrity Reporting & Whistleblowing Form and the matter will be dealt with by the Ethics and Disciplinary Commission.
- 2.** Appropriate disciplinary action will be undertaken by the Ethics and Disciplinary Commission against any GAMMA Stakeholder and/or Member who violates this policy at a GAMMA Championships.
- 3.** An individual raising a grievance under this policy will not be penalised for doing so unless it is untrue or is not made in good faith.
- 4.** The Ethics and Disciplinary Commission has the full power and authority to investigate, consider and determine breaches of this Policy.

5. As with all disciplinary and grievance procedures, the final point of appeal relating to this policy is the Court of Arbitration for Sport (CAS).

I ARTICLE 9

Definitions

Capitalised terms in this policy will have the meanings given to them below. Unless the context otherwise requires, words denoting any one gender include all others and words denoting the singular includes the plural and vice versa.

Articles mean the Articles of Constitution of GAMMA, as amended from time to time.

Congress is the highest authority of the sport and GAMMA. The Executive Board, GAMMA Office and other commissions within GAMMA are accountable to it and must report to Congress annually.

Diversity means recognising and valuing individual and group differences.

Equality in sport is about treating all people with dignity and respect, paying due regard to their personal characteristics or circumstances. It is about fairness, equality of access, recognising inequalities and taking steps to address them. It is about evolving the culture and structure of Mixed Martial Arts to ensure that it becomes equally accessible to all members of society, whatever their age, gender, ability, race, religion/belief, ethnic origin, colour, nationality, social status or sexual orientation.

Equality and Diversity Policy means this policy, as amended from time to time.

Executive Board means the board which directs the operations of GAMMA, elected pursuant to the Constitution.

GAMMA means the Global Association of Mixed Martial Arts.

GAMMA Championships means a duly-sanctioned bout, competition or tournament contested by national representative teams or by teams under the jurisdiction of different National Federations or by teams representing different Federations.

Member means a Federation that has been admitted as a member of GAMMA in accordance with the Constitution.

Protected Characteristics has the meaning given to that term in clause 1.1.

Sports Equality is about an individual's and an organisation's responsibility to challenge discriminatory practice and promote inclusion.

Stakeholder has the meaning given to that word in clause 1.1.

Transgender describes individuals whose gender identity (i.e. how they identify) is different from their biological sex registered at birth, whether they are pre- or post-puberty, and whether or not they have undergone any form of medical intervention.

Policy Statement on Transgender Athletes

Combat sports (like most other sports) are divided into sex/gender categories because, on average, men have a significant, measurable advantage in size, strength, and power over women.

GAMMA considers it necessary and proportionate to maintain separate competition categories for men and women to preserve the safety of participants in, and the fairness and integrity of MMA.

GAMMA has responsibility ensure the sport of MMA, which already carries inherent risks, is as safe as possible.

Evidence from current research of differences between men and women (e.g. in mass, strength, power, and speed) mean that in a direct contact situation between a biological male (whose puberty and development is influenced by androgens/testosterone) and a biological woman (who has not experienced androgen-influenced development) creates higher safety risks for a biological woman than what would typically be experienced when competing against another biological woman.

Scientific evidence also shows that lowering testosterone in a biological male would reduce lean body mass and measures of strength by relatively small amounts, however there is a considerable retained advantage in all physiological measurements compared with a reference group of biological females.

GAMMA considers there is an increased safety risk to biological females if they compete against transgender females, (who have meaningful force and power advantages conferred by testosterone, even if that testosterone is suppressed for a period prior to competition).

GAMMA concludes that:

The scientific evidence currently available is compelling enough to protect women and prevent transgender females from competing at the female category at GAMMA competitions because the risks of injury and therefore unfair competition are too great.

Further analysis of evidence regarding the inclusion of transgender males in the male category is required to enable GAMMA to change its position on this situation.



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