



# **Commonwealth Games Federation Human Rights Policy Statement**

Approved in Colombo, Sri Lanka on 5 October 2017 and updated in Birmingham, England on 14 June 2022

## **Our Human Rights Commitment**

The Commonwealth Games and Commonwealth Sport Movement have a well-established history and proud heritage of uniting diverse nations and cultures through the power of sport.

The vision of the Commonwealth Games Federation (CGF) is to build peaceful, sustainable and prosperous communities across the Commonwealth through sport. Our commitment to respect, non-discrimination and positive impact is reflected in our core values of 'Humanity, Equality and Destiny'. Our strategic focus on Development, Human Rights, Safeguarding and Inclusion, expressed in our Strategic Plan, brings these vision and values to life.

This updated Human Rights Statement builds on our commitment in our Strategic Plan to: "implement decisions and activities which adhere to universal principles of good governance,... underpinned by a strong commitment to, and respect for human rights, environment and sustainability, health, safety and wellbeing, as well as accessibility and inclusivity". It is also informed and strengthened by the experience and inputs of our committed network of Commonwealth Games Associations, Advisory Commissions, Organising Committees and other key sporting and human rights experts and stakeholders who share and uphold our values.

## **Preamble**

Through this Human Rights Policy Statement, we aim to mobilise and leverage the potential of the entire Commonwealth Sport Movement to protect, respect, remedy and promote the human rights of athletes, citizens and communities across the Commonwealth who are involved with or impacted by our events, actions, programmes and activities.

All Commonwealth citizens are all equally entitled to human rights without discrimination, whatever their ethnic origin, colour, race, nationality, culture, religion or belief, political opinion, gender, gender identity, sexual orientation or disability or any other improper ground. These rights are universal, and all connected, interdependent and indivisible from each other.

Whilst it is imperative that everyone's freedom and human rights are respected and protected, all over the Commonwealth and across the broad spectrum of the Commonwealth Sport Movement's activities, the CGF also passionately believes that sport can advance human rights. Our human rights analyses and due diligence therefore focus not only on salient risks and negative impacts but also human rights opportunities and the potential for positive impact, legacy and social change in line with our vision.

## **Application of this Policy Statement**

We will apply this Human Rights Policy Statement across the CGF's officials and management team. The Policy Statement further reflects the expectations we have of our partners and stakeholders as their activities relate to the Commonwealth Sport Movement. These include Commonwealth Games Associations, the Local Organising Committees for the Commonwealth Games and Commonwealth Youth Games (the Games), our commercial partners and suppliers, and others linked to the CGF through our business relationships.



## **Our Pledge**

To respect, protect and promote the human rights of athletes, citizens and communities across the Commonwealth, the CGF will:

### **1. Governance**

- Continue to embed Human Rights into our Constitutional Documents, Policies, Agreements and Games Host Contracts, to ensure these documents reflect our values.
- Champion best practice across our membership and support the capacity-building of CGAs to uphold human rights and counter violations.

### **2. Athletes' Rights & Advocacy**

- Support freedom of expression at the Commonwealth Games and trust, respect and understand that athletes – as inspirational leaders, agents of change, advocates for integrity and ambassadors for respect, impartiality and non-discrimination - may want to make positive expressions of their values in line with the CGF values of Humanity, Equality and Destiny.

### **3. Child Rights, Safeguarding and Youth Voice.**

- Continue to embed and promote child rights through the Commonwealth Games and Commonwealth Youth Games.
- Enable and empower the voice and views of young people across the Commonwealth to influence and support the CGF's and Commonwealth Games strategic direction and legacy planning.
- Establish and regularly review safeguarding protocols and develop safeguarding policies and measures to support the CGF and CGAs and protect all athletes, employees and participants.

### **4. Media, Communications and Stakeholder Engagement**

- Continue promoting and sharing best practice while engaging with the wider Sport and Rights community (especially through our role as a founding member of the Centre for Sport and Human Rights) to champion and communicate our human rights standards.
- Work with host cities and stakeholders to ensure athletes are clear on image and audio rights.
- Encourage Games hosts to protect and respect the rights of Journalists covering Commonwealth sport events.

### **5. Procurement, Partnerships and Ethical Trading**

- Expect and encourage our partners, sponsors and subsidiaries to adhere to human rights principles consistent with our own.
- Champion a due diligence approach in the procurement and management of suppliers, partners, contractors and other providers (including, not limited to, prohibiting discrimination of any kind, the use of children in labour unless permitted in international law, and forced labour and human trafficking in all activities in line with ILO standards).
- Put in place robust systems to risk assess our supply chains, report labour rights abuses and have policies to ensure third-party contractors are adhering to the same standards. For more information, see the CGF Modern Slavery and Human Trafficking Statement in Annex 1.

### **6. Conduct and Whistleblowing**

- Conduct our operations with honesty, integrity and openness, and with respect for the human rights and interests of our employees, CGA teams, athletes and all associated stakeholders, as outlined in our Code of Ethics and Conduct.



- Have a robust system in place for whistleblowing and dealing with allegations internally and externally (including via an independent Ethics Commission and Ethics Officer) and pledge to protect the anonymity and rights of whistle-blowers.

## **7. Gender Equality and Non-discrimination**

- Embed gender equality principles through the CGF Constitution and governance, programmes and policies.
- Plan and promote gender equality expectations in Games operations, including but not limited to medal opportunities in the Sports programme.
- Support CGAs in developing EDI strategies and challenge discriminatory policies and practices.

## **8. LGBTQ+ Equality and Non-discrimination**

- Promote LGBTQI+ rights and develop the Commonwealth Sport Pride Network in consultation with experts to champion inclusion and zero tolerance on discriminatory behaviours, whilst acknowledging the cultural and religious differences that exist within the Commonwealth.
- Acknowledge and support the IOC's recently published framework on fairness, inclusion and non-discrimination. For more information, see the CGF Gender Statement in Annex 2.

## **9. Para Sport inclusion and Non-discrimination of Different Abilities**

- Remain committed to the full inclusion of Para athletes and disabled spectators and staff, working with representatives from this community to promote inclusion and diversity, including but not limited to improved participation rates and Commonwealth-wide representation of Para athletes in the Commonwealth Games and Youth Games

## **10. Historical injustice & Racism**

- Through sport encourage an open and nuanced understanding of the historical legacy and impact of the British Empire and the establishment of the Commonwealth by member nations to collectively promote democracy, equality and the rule of law.
- Enable and support peace, partnership and reconciliation, facilitating and supporting post-colonial or indigenous programmes and policies across our membership and events
- Develop and publish a Commonwealth Sport Declaration on Truth, Reconciliation and Partnership with Indigenous Peoples.
- Uphold the ideals of the Commonwealth to promote inclusion, cohesion and anti-racism across CGF and Games governance and, where possible, provide technical support and capacity building to members to develop EDI strategies to further advance these ideals.

### **Our Human Rights Responsibilities**

In order for us to implement our responsibility to respect human rights, we must clearly articulate what our human rights responsibilities are. The CGF is therefore guided by a number of international standards and treaties, namely:

- all international human rights standards as enshrined within the Universal Declaration of Human Rights (1948)
- the UN's nine core international human rights treaties, among them the UN Convention on the Rights of the Child (1989).
- The Commonwealth Charter (2013) and The Commonwealth Consensus Statement on Promoting Human Rights in and through Sport (2020)
- The Sporting Chance Principles (2016)



- other regional human rights charters and instruments as may be locally applicable to our operations.

The CGF recognises that some rightsholders, for example children and athletes/adults at risk, are particularly vulnerable and will be guided by other international human rights standards, codes and principles - such as the Children's Rights and Business Principles - where their provisions can further support our efforts to respect the rights of particular affected groups.

Where international human rights standards and national laws and regulations differ or are in conflict, CGF will make every effort to apply the higher standard without breaking domestic laws.

The CGF in its daily operations and relationships is committed to implementing the UN Guiding Principles on Business and Human Rights (2011) and embraces the ILO Declaration on Fundamental Principles and Rights at Work (1998). We recognise our responsibility to respect human rights and to provide or contribute towards access to effective remedy where adverse human rights impacts occur.

The CGF recognises that our operations and those of our partners have the potential to impact adversely on the human rights of a range of key stakeholders, including but not limited to our direct employees, the workforce across our supply chains for goods and services, people in the communities where the Games are held (including vulnerable groups such as women and children), the athletes and spectators. We seek at all times to understand and mitigate the risks of harming people's rights.

CGF goes beyond compliance and also champions human rights through programmes and activities that promote the protection and enjoyment of human rights, and which benefit the societies in which we operate and serve.

### **Our Human Rights Due Diligence and Remediation Responsibilities**

In line with our commitment to adhere to the UN Guiding Principles on Business and Human Rights, the CGF is dedicated to undertaking an ongoing process of human rights due diligence to avoid causing or contributing to adverse human rights impacts through our own activities; and mitigate and account for how we address any adverse human rights impacts. The CGF also seeks to prevent or mitigate adverse human rights impacts directly linked to CGF operations, goods or services through our business relationships, even where the CGF is not directly responsible; and will use our leverage with those third parties with whom we have relationships to the fullest extent possible to ensure positive human rights outcomes.

The CGF is committed to meaningful consultation with potentially affected groups, including those at heightened risk of marginalisation or vulnerability, as in the case of children or athletes/adults at risk.

The CGF commits to provide for, or cooperate in supporting, access to remedy for victims and survivors where our activities cause or contribute to adverse human rights impacts. The CGF is also dedicated to promoting, or cooperating in, access to remediation where adverse human rights impacts are directly linked to us via our business relationships.



## **ANNEX 1: MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **What is Modern Slavery?**

Modern slavery is a crime and a violation of fundamental human rights. Modern slavery can take many forms, including forced labour, slavery, servitude and human trafficking. This crime can manifest itself in many ways, but what each of its forms will have in common is the exploitation of a person for another person or another person's (or organisation's) benefit. In the UK the Modern Slavery Act 2015 consolidates anti-slavery and human trafficking offences into one piece of legislation.

### **Our Organisation**

The Commonwealth Games Federation (CGF) is the organisation responsible for the direction and control of the Commonwealth Games and Commonwealth Youth Games, and for delivering on the vision of the Commonwealth Sports Movement: through sport, we create peaceful, sustainable and prosperous communities across the Commonwealth. It is an organisation headquartered and incorporated in the UK but working across 72 member nations and territories.

The CGF Values are:

**Humanity** We embrace all Commonwealth athletes, citizens, communities and nations.

**Equality** We promote fairness, non-discrimination and inclusion in all that we do.

**Destiny** Through impactful, high-performance sport, we help Commonwealth athletes, citizens and communities realise their aspirations and ambitions.

Slavery and human trafficking are fundamentally opposed to these CGF values and we are committed to ensuring that our organisation and those we work with are free of modern slavery and human trafficking.

The Modern Slavery Act requires every organisation carrying on a business in the UK with a total annual turnover of £36m or more to produce an annual Statement; setting out the steps they have taken to tackle slavery and human trafficking in their organisation and supply chains. The Commonwealth Games Federation (CGF) does not fall into this category and is not required to make a statement pursuant to section 54(1) of the Modern Slavery Act 2015. The CGF has however elected to do so as it is committed to zero tolerance of modern slavery in any form. We hold ourselves to the highest ethical standards and expect the same of our partners and suppliers. We therefore recognise all the principles of the Modern Slavery Act 2015 and publish this voluntary statement.

### **Our Policies and Practices**

Our procurement policies and contracts expressly require compliance with the UK legislation and as such we ensure our suppliers, consultants and contractors, throughout our supply chain, are not engaging in any form of modern slavery and human trafficking. We also ensure that any organisation which hosts the Commonwealth Games or Commonwealth Youth Games has similar processes and policies in place.

We limit the risk of modern slavery and human trafficking in the workplace and encourage all staff to work and act ethically and live the CGF values.



To date we have seen no evidence of modern slavery in our organisation or supply chains. However, we recognise that modern slavery is very much a hidden crime and we are committed to continuing to focus on understanding our risk exposure and putting in place measures to mitigate risk.

### **Continuous improvement**

As part of our ongoing commitment to eliminating modern slavery and human trafficking, we understand and recognise that our own circumstances and those of our suppliers are constantly evolving. We will continue to review our processes and assessments in relation to modern slavery and human trafficking to ensure they are fit for purposes, as part of our established risk framework; both as an employer and a purchaser of goods and services.

## **ANNEX 2: GENDER STATEMENT**

The CGF welcomes and fully endorses the IOC Framework on Fairness, Inclusion and Non-Discrimination on the Basis of Gender Identity and Sex Variations (the Framework). The Framework has inclusion, fairness, non-discrimination and the prevention of harm as key principles. The document is also aligned with other fundamental human rights - such as freedom from abuse and harassment, bodily autonomy, privacy, and gender autonomy which accords perfectly with the CGF values of Humanity, Equality, Destiny.

The Framework recognises both the need to ensure that everyone, irrespective of their gender identity or sex variations, can practise sport in a safe, harassment-free environment that recognises and respects their needs and identities, and the interests of everyone – particularly athletes at elite level – to participate in fair competitions where no participant has an unfair and disproportionate advantage over the rest.

The principles contained in the Framework are aimed at ensuring that competition in each of these categories is fair and safe, and that athletes are not excluded solely on the basis of their transgender identity or sex variations.

Where eligibility criteria must be set in order to regulate the participation in the women's and men's categories, the establishment and implementation of such criteria should be carried out as part of a comprehensive approach grounded on respect for internationally recognised human rights, national laws, robust evidence and athlete consultation. In so doing, precautions should be taken to avoid causing harm to the health and well-being of athletes.

The CGF will work in close partnership with the relevant International Federations to establish qualification and eligibility criteria for athlete participation at the Commonwealth Games which are in keeping with all of the principles established in the Framework. We embrace all Commonwealth athletes, citizens, communities and nations and promote fairness, non-discrimination and inclusion.