

## ANTIDISCRIMINATION

«All human beings are born free and equal in dignity and rights'»

(Art. 1 of the Universal Declaration of Human Rights of 1948).

The prohibition of discrimination is based on the principle of equal treatment, which states that no-one may be disadvantaged on the basis of the following characteristics:

- > Age
- > Disability
- > Ethnicity
- > Gender
- > Religion or belief
- > Sexual orientation

Unequal treatment thus becomes discrimination if the less favorable treatment is directly related to membership of one of these groups or to one of these personality traits (see oesterreich.gv.at).

Although sport is generally considered to have an inclusive and unifying potential that draws attention to the positive aspects of diversity, paradoxically it is precisely the competitive character of sport that repeatedly leads to discriminatory behavior. In sport, this is not limited to the audience; it can also occur among athletes/coaches/volunteers.

**The athletics community is known for fair play** - among all participants. Nevertheless, it is important for us as organisers to emphasise that we are strictly against discrimination and uphold integrity and respect.

If you witness any incidents of discrimination related to the **Hypomeeting**, are personally affected, or have suggestions for improvement, you are encouraged to contact the meeting director, Alexandra Giesinger (+43 664 231 55 04), in confidence.

Furthermore, the following institutions are available to provide confidential advice and support:

- > Hotline against discrimination and intolerance: +43 (0) 800 222 666
- > Ombud for Equal Treatment: +43 1 532 02 44
- > Ombud for the Disabled: +43 (0) 800 80 80 16
- > Child and Youth Advocacy: +43 (0)5522 84900
- > LGBTIQ\*: +43 (0)678 125 60 14
- > Safeguarding (World Athletics): [safeguarding@worldathletics.org](mailto:safeguarding@worldathletics.org)

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source: vorarlberg.at/antidiskriminierung

