

Boysen Memorial – HR Policy on Diversity, Inclusion & Equal Opportunity

Boysen Memorial is committed to creating a diverse, inclusive, and respectful environment for **all staff, volunteers, technical officials, and external contractors**. Our values are grounded in **Norwegian law**, the principles of the **Norwegian Sports Federation**, and **World Athletics' expectations** as outlined in the Athletics for a Better World standard.

We believe that **everyone involved in organizing and delivering the event should feel welcome, valued, and safe** – regardless of gender, nationality, ethnicity, religion, disability, age, or sexual orientation.

Our Commitments

We have put in place the following policies and practices to promote diversity and inclusion within our event organization:

Equal Treatment and Representation

- All staff, volunteers, contractors, and technical officials are treated equally during recruitment, training, and work participation.
- We strive for gender balance and international representation across all functions.
- We support fair pay and conditions for equal work across all roles.

Inclusive HR Practices

- Our human resource practices are based on **fairness, openness, and respect**, without bias or prejudice.
- We comply with all **national employment laws** and reflect local demographics where possible.

Zero Tolerance for Discrimination

Discrimination and harassment have no place in sport or at Boysen Memorial. We have a **zero-tolerance policy** for:

- Discriminatory language or actions
- Harassment of any kind

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- Exclusionary or disrespectful behavior

Any violations may lead to **immediate removal** from the event or termination of cooperation.

If You Experience or Witness Discrimination

Boysen Memorial ensures there is a **clear and safe reporting channel** for anyone who feels discriminated against or witnesses inappropriate conduct.

- You can speak directly to an **on-site official** or team leader.
- Or contact our organizing committee directly:
matias@tjalve.no

Your report will be handled with confidentiality and taken seriously.

Our Vision for 2025 and Beyond

In line with **World Athletics' guidance**, we aim to move **beyond basic equality measures**, and instead foster a **culture of genuine acceptance, inclusion, and tolerance** within our leadership and operations.

We recognize that **representation alone is not enough** – people must also **feel welcomed, empowered, and safe**. This is a continuous journey, and we are committed to listening, improving, and acting on feedback.