

**Turkish Olympic Committee (TOC)**  
**Gender Equality Action Plan 2023 – 2025**  
 (Approved by the TOC Executive Board on 16.5.2023)

Gender equality is an inherent value of the Turkish Olympic Committee (TOC). The TOC is committed to promoting gender equality in sports and aims to increase the number of women in leadership positions in sports organizations, as well as to support the development of women's sports in Türkiye. Believing that promoting gender equality in sports is also important for promoting gender equality and social change in the country, TOC works to raise awareness about gender equality both within the sports community and in the broader society.

The TOC already has an approved gender equality policy outlining its commitment to promoting gender equality (Annex 1). Mandated by the TOC Gender Equality Policy Document, this Gender Equality Action Plan (GEAP) made up of measurable targets and timelines, is a strategic tool to operationalize and implement the Policy by specifying how TOC will promote gender equality across its organization and programmes.

Section	Detail				
Vision	To create a more inclusive workplace where everyone feels valued and respected, regardless of their gender, and to achieve gender equality in leadership positions. We envision a future where women are well-represented at all levels of our organization and have equal opportunities to succeed and advance in their careers.				
Mission	To implement policies and practices that promote gender equality and create a culture of equity, inclusion, and diversity. Encourage National Sports Federations (NFs) to move in the same direction.				
Objectives	<b>Objective 1 – Achieving Gender Balance on TOC Executive Board, Commissions, Committees, Employees, and General Assembly Delegates.</b>  Increase the proportion of women on the TOC Executive Board, 5 Commissions and Committees, and employees to at least 40 % of the total with a target of 30 % of the General Assembly delegates by December 2025.  Draft necessitated amendments to the TOC By-Laws and ask the General Assembly in 2025 to approve the amendments	<b>Objective 2 –Setting Specific Term Limits for Leadership and Decision-Making Positions</b>  Introduce a maximum of 3 terms of 4 years for the President, Executive Board members, and Commission Chairs. Accordingly, amend TOC By-Laws by December 2025.  All terms of the incumbent President, members of the Executive Board, and Commission / Committee Chairs served up to 2025 will be counted as 1 term.	<b>Objective 3 – Monitoring and Reporting on Gender Equality</b>  Implement annual systematic monitoring and reporting -including the updates on ongoing work (Annex 2)- on gender equality in the TOC and ensure that the objectives are met, with the first report to be published by the end of February 2024.	<b>Objective 4– Providing training on Gender Equality and Diversity</b>  Provide and deliver training on gender equality and diversity to the TOC Executive Board, commission and committee members, and staff by December 2024 and continue to offer it regularly to new staff and officeholders.	<b>Objective 5– Encouraging and Offering Guidance to National Sports Federations (NFs) on Gender Equality and Diversity</b>  Encourage and offer guidance to the NFs on achieving gender balance in their general assembly, executive board and commission members, employees, as well as their technical staff including coaches, referees, team physicians, psychologists, physiotherapists, etc. Share TOC's policies and practices on providing women with leadership skills via training and courses, supporting and nominating women to take roles in international bodies, celebrating and recognizing successful gender balance initiatives and achievements, implementing flexible work arrangements that allow for work-life balance, etc. by December 2025.