

Parkour UK Anti-Misogyny Policy

1. Aim

Parkour UK is committed to being an actively anti-misogynistic organisation and take steps to create a culture and work environment where everyone is treated with dignity, respect and equality. The aim of this policy is to outline our approach to tackling misogyny, provide definitions and examples of what misogyny can look like, explain the process of reporting experiences of misogyny, and make clear the action that will be taken to enforce the policy.

2. Defining Misogyny

- i. Misogyny is about power; a way of thinking that upholds the primary status of men and a sense of male entitlement, while subordinating women and limiting their agency and freedom. It is expressed as contempt, malice and prejudice against women. Behaviour based on these beliefs prevent organisations and societies achieving real equality.
- ii. Misogyny is deeply rooted in the system and not always visible in obvious individual actions. Structural misogyny occurs when institutional systems are designed in a way that assumes a typically masculine approach and/or are based on a history of male dominance, and as a result exclude or discriminate against women.
- iii. Misogyny doesn't necessarily mean a conscious hatred of women, although it does include it. Misogyny is an underlying belief which is inculcated into children as a cultural norm that upholds the current patriarchal system.
- iv. Misogyny is not the same as sexism. Misogyny is systemic whereas sexism is more about the actions and attitudes of individuals. Further, sexism is discrimination based on sex, either sex, whereas misogyny specifically affects women and girls.
- v. Because misogyny is so deeply ingrained in society, both men and women will demonstrate misogynistic attitudes. Internalised misogyny is when women subconsciously project misogynist views onto other women and even onto themselves. For example, commenting positively that *"I'm not like other women"* or focusing on the appearance of other women but not men.

3. Our Policy on Anti-Misogyny

- i. Misogyny has no place in Parkour UK, and we have a zero-tolerance approach to it. Zero tolerance means that: (i) we will act to counter misogyny and; (ii) the action will be proportionate to the circumstances. This could include formal disciplinary action and could result in exclusion from Parkour UK activities.
- ii. We recognise that misogyny will affect different women in different ways and may intersect with other forms of discrimination. Misogyny is not the only discriminatory belief system prevalent in our society. Parkour UK also has a zero-tolerance approach to racism, homophobia and other discriminatory beliefs contrary to the Equalities Act 2010 (see policies [list]).
- iii. This policy applies equally to all staff of Parkour UK, including those on permanent, temporary and fixed term contracts. It applies to those with contracts for services, such as our tutors, at all sites involved in [Parkour UK's] work. It applies irrespective of the location someone is based and/or who they work with, whether it is other employees, service providers, volunteers or any other stakeholder.
- iv. This policy also applies to all of our affiliated members and their staff.
- v. Parkour UK will regularly review our policies, including to ensure that all relevant policies are line in with our commitment to tackling misogyny.

4. Roles and responsibilities

The Board and Chief Executive

- i. The Board of Parkour UK has overall responsibility for ensuring that Parkour UK is making an active and conscious effort to be an anti-misogynistic organisation.
- ii. The Board and Chief Executive will ensure that active steps are taken to increase the understanding amongst board members, staff and volunteers of the nature of misogyny and its negative impacts and empower our people to tackle and stamp out misogyny.
- iii. The CEO and Head of Development will ensure that recruitment to non-executive and executive positions will include questions and selection procedures that reduce the risk of appointing people with misogynistic attitudes. This will include ensuring that recruitment panels have at least 50% or more female representation on them.
- iv. The Board and Chief Executive will ensure that questions around misogyny are routinely included in staff surveys and that complaints relating to misogyny are properly investigated according to [Parkour UK's] complaints and feedback policy, ensuring that any panels involved in considering the issue have more than 50% female representation.

Leaders and managers

- i. Leaders and managers set the culture of Parkour UK.
- ii. Leaders and managers will ensure that both they themselves and all staff they are responsible for understand: what misogyny is, how it is expressed, that it can be intentional or unintentional, direct or indirect, and may sometimes be expressed by women as well as men.

All staff involved in Parkour UK activity

- i. We are all responsible for the culture of Parkour UK.
- ii. We all have responsibility for our own wellbeing and the wellbeing of others. Anyone who experiences or witnesses' misogyny is strongly encouraged to report it.
- iii. Please see the section on how to report incidents, below.

5. What you should do if you experience or witness misogyny

- i. If any employee, volunteer, member, contractor, course participant or person working in partnership with Parkour UK experiences or observes misogyny they are encouraged to report it. Reports can be made about any type of misogyny and misogynistic behaviour.
- ii. If any employee, volunteer, member, contractor, course participant or person working with one of our affiliated members experiences or observes misogyny they are also encouraged to report it.
- iii. Reports can be made about any type of misogyny and misogynistic behaviour.
- iv. Reports of misogyny will always be taken seriously, and complainants will never be penalised for making reports.
- v. Parkour UK recognises that complainants about misogyny may feel more comfortable reporting misogynistic behaviour to a woman. We will ensure that this is enabled in our complaints process.

Informal Resolution

- i. If you become aware of misogynistic attitudes and patterns of behaviour, and you feel comfortable and safe doing so, it may be appropriate to speak with the individual involved and let them know your concerns. Informing a person of the impact their behaviour is having may mean that the individual adjusts their behaviour and considers their attitudes. This does not prevent you from making a complaint. You should keep a written record.
- ii. The matter should always be raised with your line manager or someone else with equivalent responsibilities in the organisation.
- iii. You should provide specific examples of what you have experienced or witnessed so that the unacceptable behaviour is made clear.

Formal Complaints

- i. If you feel that you wish to make a formal complaint details can be found in our complaints policy: [Complaints and Feedback Policy](#)
- ii. There are some limitations on the action that we can take in the instance of a complaint made against a contractor, invitee, or visitor. All complaints will be raised with the employer or organisation the external person is from.
- iii. Where a complaint of misogyny is upheld, penalties will be in line with our [disciplinary policy](#).
- iv. The normal appeal processes will apply and throughout these processes any panels considering the situation will have at least 50% women on them.

6. Confidentiality

- i. Strict confidentiality will be adhered to, and the consent of the individuals involved will be sought when disclosure of information relating to misogynistic behaviours have been made. There may, however, be situations when disclosure of personal information without consent is deemed necessary in the public interest, for example, where Parkour UK has a duty of care to address concerns relating to the safety of participants, volunteers and/or staff or where there are safeguarding concerns. In such cases, this will be communicated to the individual concerned.
- ii. There may also be occasions where it is appropriate for a matter to be escalated internally or to an external agency where there are concerns about the safety of the individual or others connected to them, or there may be a need to contact the police where there is an imminent threat to life or risk of harm.

7. Examples of misogynistic behaviour

This list is not exhaustive:

Discriminatory use of language, gender stereotypes perpetuate misogyny by assuming that women should be in supporting, rather than leadership, roles and assume 'feminine' behaviours. As a result in a workforce environment, women may be referred to as 'cold' if they are not visibly nurturing in their approaches, 'feisty' or 'bossy' where a man would be called assertive or powerful, 'pushy' rather than persuasive, 'bolshy' rather than decisive and 'difficult' rather than outspoken. This type of language fuels misogyny by questioning women who assume equal roles to men and undermining their authority.

Misogyny-related microaggressions. These can be intentional or unintentional comments or actions directed against a woman that signal malice, contempt or prejudice. Examples include making assumptions about seniority such as looking at the man not the woman for an answer or assuming a woman is serving the tea rather than a CEO; frequent interrupting or talking over; ignoring or appropriating women's ideas; marginalising women from work social networks; punishing women overly harshly for mistakes; judging women, but not men, by performance not potential; or persistent questioning of credentials and experience.

Role stereotyping. This includes making assumptions about suitability for roles and tasks based on sex. This can happen even when women are in equal or more senior positions to the men in attendance. This can also influence the tasks that men and women are allocated or volunteer for. A classic example is consistently asking women to take meeting notes or greet visitors (and women consistently volunteering to do these tasks). Using masculine terms ('sportsman') by default or gendered terms like 'running like a girl' or 'man up' can also be examples of this.

Preoccupation with physical appearance. This includes comments made about body shape, size, physical characteristics, or dress over skill and competence.

Ascribing different value judgements to the same behaviours by men and women. For example, criticising women for behaviours that are seen as positive leadership behaviours for men, such as being focused or competitive, or forgiving behaviours by men that are clearly unacceptable ('boys will be boys'). It can also include using masculine terms to describe a woman who performs to a high level ('she's so good, she's almost as good as the men').

Misogynistic jokes and 'banter' or insults masquerading as jokes can intimidate and silence people and they trivialise misogynistic behaviour. It may seem like a joke or even a compliment to those who have never experienced it, but those who have will know just how undermining, humiliating, and unsettling it can be. Some may think of misogynistic jokes as funny, not realising others may be offended, while others intentionally use them as a means of intimidating women. This can also include referring to the menopause

or menstruation in a derogatory and belittling way ('must be her time of the month' or 'she's going through the change').