



## Equity and Redress Plan of the South African Table Tennis Board

The SA Table Tennis Board's (SATTB) Equity and Redress Plan addresses accessibility for all that plays table tennis irrespective of age, ability, gender, race, inclusive of persons with disabilities. The SATTB's unification process is a continuous reminder, having introduced a 50-50 quota at the onset of the process and reversed the dominance of the historically privileged.

The SATTB's plan commits us in ensuring that equity is applied across the spectrum of table tennis in the country and we are guided by the National Transformation Charter and ITTF's Gender Policy.

The following has been implemented and is ongoing.

1. Equal prize money for both Women and Men
2. The SA teams comprises of Men, Women, Girls and Boys inclusive of athletes with disabilities. The representation of National teams at Continental and International Competitions are 90% PDI.
3. Regular evaluation of processes that ensures that the athletes and officials are treated fairly.
4. Regular assessments of the athletes to reach their potential.
5. The SA Table Tennis Board actively promotes the election and appointment of Previously Disadvantaged Individuals (PDI) at National and International structures of table tennis and sport structures in general.
6. The SATTB's training programmes includes both Men and Women inclusive of athletes with disabilities and special emphasis on PDI.
7. The SATTB's employment policy focuses on the employment of women with special focus on persons from previously marginalised communities.
8. All athletes and officials are protected against discrimination, intimidation, harassment and abuse guided by the ITTF's Anti-Harassment Policy and Procedures.
9. Provide equal opportunities to the affiliates to host events that will leave a legacy behind of trained Administrators and technical officials. One of the few NF that hosted national competitions in rural and township settings.
10. Promote an open and honest culture that values diversity.
11. Establish and implement professional and ethical values and practices
12. EPG reports seen as an additional tool to monitor the SATTB's equity implementation strategy

The SATTB Transformation and Development Commission is the responsible organ of the SATTB that monitors and evaluates the implementation of the plan annually.

# Equality



Giving the same opportunity

# Equity



Fairness in every situation