

2024



FIRST REVIEW
MNA GOVERNANCE AND PERFORMANCE
EXAMPLES OF GOOD GOVERNANCE PRACTICE

EXAMPLES OF GOOD GOVERNANCE PRACTICE

World Taekwondo MNA Survey 2024



The table below presents a compilation of good governance practices from World Taekwondo (WT) Member National Associations (MNAs) that participated in the MNA Survey 2024. These practices were identified after the governance review conducted by WT.

All the examples below relate directly to the 25 questions in the MNA Survey 2024 and are numbered accordingly. To be included, the MNA usually demonstrated that it fully met the specific criteria.

Despite the existence of examples of good governance practice in various languages, to ensure accessibility and comprehension for all members, the selected examples were limited to those available in English and accessible through the MNAs' website. Therefore, it should be noted that the examples provided are not necessarily the best in each category, and the exclusion of any specific MNA example should not be interpreted as any kind of criticism.

MNAs interested in learning from or emulating the provided examples should evaluate whether and to what extent they are relevant to their specific situation. It is acknowledged that replicating some of the structures and procedures listed may be impractical for certain MNAs due to resource constraints. Note that the examples presented for each indicator are not ranked in any particular order. Lastly, as governance practices evolve, the webpages and documents referenced in the list may be updated or replaced. This document should be periodically reviewed to ensure that the links remain available.

LIST OF GOOD PRACTICE EXAMPLES – GOVERNANCE

Ref	Topic	Section – Governance
		<p>Board of Directors and staff information including short biography and contact details along with organization charts:</p> <ul style="list-style-type: none"> • https://austkd.com.au/about-us/board-and-staff/ <p>Committees' information available with areas of responsibility and list of members:</p> <ul style="list-style-type: none"> • https://austkd.com.au/about-us/committees/
2.2	Organizational Structure	<p>Board of Directors information including a short biography and contact details:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/board-of-directors/ <p>Staff information including roles and contact details:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/staff/
		<p>Information of the elected officials of the Executive Council including their biography:</p> <ul style="list-style-type: none"> • https://www.taekwondobarbados.org/executive-council.html
		<p>Strategic Plan from 2021 to 2031 available with information on vision, missions, values, and objectives:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/strategic-plan/ • https://www.britishtaekwondo.org.uk/wp-content/uploads/2022/06/British-Taekwondo-2021-to-2031-Strategy-for-Growth-HR.pdf
2.3	Strategic Plan	<p>Strategic Plan from 2019 to 2028 with clear success measures outlined for each objective:</p> <ul style="list-style-type: none"> • https://assets.contentstack.io/v3/assets/blteb7d012fc7ebef7f/blte2de8a128475f523/6467d378defa33532a619ab0/Create_the_Future - Strategic Plan 2019-2028.pdf
		<p>Strategic Plan for 2023 for all stakeholders:</p> <ul style="list-style-type: none"> • https://austkd.com.au/wp-content/uploads/2023/01/TKD-Strategy-on-a-Page- Final-Draft.pdf
	Management of Disciplinary Actions	<p>Disciplinary code is outlined with procedures and regulations for handling misconduct, appeals, sanctions, and confidentiality detailed:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/wp-content/uploads/2024/07/British-Taekwondo-Disciplinary-Code-June-2024-approved.pdf

Ref	Topic	Section – Governance
		<p>The roles of the Disciplinary Committee and the Appeal Committee are outlined, along with the detailed disciplinary process:</p> <ul style="list-style-type: none"> • https://issuu.com/gbnutritionist/docs/mta_bylaw_6_disciplinary_process
		<p>Appeal policy is outlined detailing the processes, timing, conditions, and procedures for filing and handling appeals:</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/wp-content/uploads/2023/01/TC-Policy_Appeal_221102.pdf
	Promotion of Sustainability	<p>DEI (Diversity, Equality, and Inclusion) policies as part of the social responsibility component of sustainability:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/wp-content/uploads/2023/08/BT-Equality-Diversity-Inclusion-Policy-V2-board-approved-04072023.pdf <p>The Strategic Plan includes a financial sustainability strategy addressing economic sustainability aspects such as cost efficiency and resource management (p. 10-11):</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/wp-content/uploads/2020/12/Taekwondo-Canada-2021-2024-Strategic-Plan.pdf
	Prevention of Corruption/ Competition Manipulation	<p>Information to protect the integrity of Taekwondo and to prevent and enforce actions against illegal sports betting is shared:</p> <ul style="list-style-type: none"> • https://austkd.com.au/wp-content/uploads/2024/02/Australian-Taekwondo-Competition-Manipulation-and-Sport-Gambling-Policy-2023.pdf
	Management of Conflicts of Interest	<p>The Conflict-of-Interest Policy is outlined, detailing ethical behavior standards and the disclosure requirements for potential conflicts of interest:</p> <ul style="list-style-type: none"> • https://assets.contentstack.io/v3/assets/blteb7d012fc7ebef7f/blt7b9150759e986ac7/65490a02f84ac2040a5f5136/USATKD_Co nflict_of Interest Policy 11_06_23.pdf • https://taekwondo-canada.com/wp-content/uploads/2021/05/TC-Conflict-of-Interest-Policy-Revised-2020.pdf
	Safeguarding Measures	<p>Safeguarding Adults at Risk Policy:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/wp-content/uploads/2022/08/BT-Safeguarding-Adults-at-Risk-Policy-June-2022-v3.pdf <p>Safeguarding Children at Risk Policy:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/wp-content/uploads/2024/04/BT-Safeguarding-Children-Policy-March-2024-approved.pdf

Ref	Topic	Section – Governance
		<p>SafeSport policies and procedures for preventing and responding to minor athlete abuse and all forms of misconduct within Taekwondo programs are defined and explained:</p> <ul style="list-style-type: none"> • https://assets.contentstack.io/v3/assets/blteb7d012fc7ebef7f/bltf86383dbe003bd02/654d1e8ab410ad040a8e1165/USATKD_R_R_Policy_-_11.9.23_Final.docx
		<p>Policies and procedures for safeguarding children and young people:</p> <ul style="list-style-type: none"> • https://austkd.com.au/wp-content/uploads/2024/02/Australian-Taekwondo-NIF-Safeguarding-Children-and-Young-People-Policy-2023.pdf
	Finance Rules	<p>Financial regulations are outlined based on the regulations of the National Authority, detailing guidelines and responsibilities for expenditure approval, expense handling, and asset management:</p> <ul style="list-style-type: none"> • https://www.stf.sg/reference-documents/stf-financial-regulations/ <p>Financial rules for managing travel expenses of employees, contractors, and Board members are summarized:</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/wp-content/uploads/2020/11/TC-Policy-Board_-_Staff-Travel-Expense-Guideline.pdf
	Anti-Discrimination Policy on racial, religious, or sexual orientation	<p>Policies and procedures for creating an environment where all members are free from harassment and discrimination and are treated with respect:</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/wp-content/uploads/2023/01/TC-Policy_Workplace-Harassment-and-Human-Rights_221102.pdf • https://www.britishtaekwondo.org.uk/wp-content/uploads/2023/08/BT-Equality-Diversity-Inclusion-Policy-V2-board-approved-04072023.pdf
2.4	Para Taekwondo Committee	<p>Para Taekwondo Committee in place with the information of the current members:</p> <ul style="list-style-type: none"> • https://nigeriataekwondofederation.org.ng/ntf-committees/ - (Para Taekwondo Committee) • https://www.stf.sg/management/ - (Para Taekwondo Sub-Committee) • https://austkd.com.au/about-us/committees/para-taekwondo/ - (Para Taekwondo Committee)
	Integrity-related Committee	<p>Integrity-related Committee in place with the information of the current members:</p> <ul style="list-style-type: none"> • https://nigeriataekwondofederation.org.ng/ntf-committees/ - (Ethics and Disciplinary Committee) (Medical/Doping Control Committee)

Ref	Topic	Section – Governance
	(Ethics Committee and/or Anti-doping Committee)	<ul style="list-style-type: none"> • https://www.stf.sg/management/ - (Disciplinary Committee) (Appeal Committee) (Audit & Ethics Committee)
		Athlete Committee in place with the information of the current members:
	Athlete Committee	<ul style="list-style-type: none"> • https://nigeriataekwondofederation.org.ng/ntf-committees/ - (Athletes Committee) • https://www.stf.sg/management/ - (Athletes Commission) • https://www.usatkd.org/athlete-advisory-council-information - (Athlete Advisory Council, AAC)

LIST OF GOOD PRACTICE EXAMPLES – TRANSPARENCY

Ref	Topic	Section - Transparency
3.1	Website	<p>Websites accessible through the WT website provide stakeholders with necessary materials, including regulations and programs:</p> <ul style="list-style-type: none"> • (EN) https://www.britishtaekwondo.org.uk/ • (ES) https://www.fetaekwondo.net/ • (FR) https://fbtae.bj/ • (zh-CN) https://www.taekwondo.org.cn/
3.2	Publication of Statutes, Rules, Regulations, Bylaws, or Constitution	<p>Constitution available online:</p> <ul style="list-style-type: none"> • https://ghanataekwondo.org/about-us/gtf-rules/ • https://www.stf.sg/category/stf-constitution/ • https://austkd.com.au/wp-content/uploads/2023/12/AUSTKD-Constitution-Current-26th-November-2023.pdf • https://www.taekwondobarbados.org/uploads/3/9/8/7/39875213/tab_constitution_-_effected_22_dec_2017.pdf <p>Bylaws available online:</p> <ul style="list-style-type: none"> • https://www.usatkd.org/v2-resources/bylaws • https://taekwondo-canada.com/wp-content/uploads/2023/03/TC-Policy-Bylaws-Feb122023.pdf <p>Memorandum & Articles available online:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/memorandum-articles/
3.3	Publication of annual report	<p>Annual Report available online:</p> <ul style="list-style-type: none"> • https://austkd.com.au/wp-content/uploads/2023/11/2022-23_AnnualReport.pdf • https://www.stf.sg/annual-report/annual-report-for-the-financial-year-2022-2023/ • https://www.britishtaekwondo.org.uk/wp-content/uploads/2023/11/British-Taekwondo-Annual-Report-22-23-final.pdf <p>Executive Council Report available online:</p> <ul style="list-style-type: none"> • https://www.taekwondobarbados.org/uploads/3/9/8/7/39875213/executive_council_report_-_30_april_2022.pdf

Ref	Topic	Section - Transparency
3.4	Publication of annual financial report following independent audit	<p>Annual Financial Report with auditors' declaration available online:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/wp-content/uploads/2023/04/British-Taekwondo-Company-Report-Accounts-Year-Ending-March-2022.pdf (p.9) • https://austkd.com.au/wp-content/uploads/2023/11/2022-23_AnnualReport.pdf (p.65)
		<p>Minutes of the meeting are published on the webpage:</p> <ul style="list-style-type: none"> • https://www.taekwondobarbados.org/briefcase.html • https://www.usatkd.org/v2-resources/board-of-directors • https://www.britishtaekwondo.org.uk/reports-meetings/
3.5	Publication of agenda and minutes of General Assembly, Executive Board or equivalent	<p>Annual General Meeting Minutes:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/wp-content/uploads/2024/02/British-Taekwondo-AGM-December-2023-Minutes.pdf <p>Board Meeting Minutes:</p> <ul style="list-style-type: none"> • https://assets.contentstack.io/v3/assets/blteb7d012fc7ebef7f/bltd7f249d8c02a1516/66aa2c2c2b7be59611a7783a/Board_of_Directors_Meeting_7_25_2024.pdf • https://www.britishtaekwondo.org.uk/wp-content/uploads/2024/07/Board-Meeting-minutes-Summary-22nd-March-2024.pdf <p>Athlete Advisory Council Meeting Minutes:</p> <ul style="list-style-type: none"> • https://assets.contentstack.io/v3/assets/blteb7d012fc7ebef7f/blt0a6ac5be7067f01e/6642395966b81d047533d728/1_10_24_USATKD_AAC_Meeting_Minutes.pdf

LIST OF GOOD PRACTICE EXAMPLES – INTEGRITY

Ref	Topic	Section - Integrity
4.1	Appropriate gender balance in the Executive Board or equivalent	<p>Three (3) out of seven (7) board members are women:</p> <ul style="list-style-type: none"> • https://newzealandtaekwondo.co.nz/board
		<p>Three (3) out of six (6) members of the Executive Council are women:</p> <ul style="list-style-type: none"> • https://www.taekwondobarbados.org/executive-council.html
		<p>Six (6) out of 13 staff are women:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/staff/
4.2	Ethics/Integrity Rules	<p>Code of Conduct & Ethics published on website:</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/wp-content/uploads/2024/04/TC-Policy-Code-of-Conduct-and-Ethics-04012024.pdf • https://austkd.com.au/wp-content/uploads/2021/11/Codes-of-ConductRev-May.2018.pdf • https://teamusa-org-migration.s3.amazonaws.com/USA%20Taekwondo/Migration/Documents/12312022%20Code%20of%20Ethics.pdf
		<p>MNA policies are consolidated into a single document. The Code of Conduct is available starting from p.16:</p> <ul style="list-style-type: none"> • https://static1.squarespace.com/static/59cede1ea8b2b058e9641a88/t/6598b1b58e16553ce021abee/1704505787356/TNZ+Policies+v4.0+-+2024.pdf
		<p>Code of Conduct for Athletes is available online:</p> <ul style="list-style-type: none"> • https://www.stf.sg/wp-content/uploads/2022/09/STF-Code-of-Conduct-for-Athletes_compressed.pdf <p>Webpage for the Code of Conduct has been established, and the related document is available for download:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/code-of-conduct/ • https://www.britishtaekwondo.org.uk/wp-content/uploads/2023/05/Code-of-Conduct-approved-31032023.pdf
4.3	Ethics/Integrity monitoring and enforcement	<p>Section 4 states that appeals are handled internally by an independently constituted Appeal Panel:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/wp-content/uploads/2022/12/BT-Complaints-Disciplinary-Policy-September-2022.pdf
		<p>Section 13 describes that appeals can be made to a designated major national provider of arbitration and mediation services:</p> <ul style="list-style-type: none"> • https://assets.contentstack.io/v3/assets/blteb7d012fc7ebef7f/blt4d1b6975388eb0a4/65490947a1a3d4040a751339/USATKD_Complaint_and_Hearing_Procedures_11_06_23.pdf

Ref	Topic	Section - Integrity
		<p>Section 11.1 outlines the right to appeal through the Sport Dispute Resolution Centre:</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/wp-content/uploads/2023/01/TC-Policy_Appeal_221102.pdf
		<p>Safe Sport policies and documents are accessible and available for download:</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/safesport/safe-sport-policies/ • https://taekwondo-canada.com/wp-content/uploads/2020/11/TC-Policy-Screening-1.pdf (Screening Policy) • https://taekwondo-canada.com/wp-content/uploads/2023/01/TC-Policy_Workplace-Harassment-and-Human-Rights_221102.pdf (Workplace Harassment & Human Rights)
		<p>Sexual harassment policy available on the website plus evidence of implementation:</p> <ul style="list-style-type: none"> • https://www.usatkd.org/safesport
4.4	Programs or policies regarding safeguarding from harassment and abuse	<p>Safeguarding Children and Young People Policy is available online:</p> <ul style="list-style-type: none"> • https://austkd.com.au/wp-content/uploads/2024/02/Australian-Taekwondo-NIF-Safeguarding-Children-and-Young-People-Policy-2023.pdf <p>Introduction webpage for Complaints Process is available:</p> <ul style="list-style-type: none"> • https://austkd.com.au/club-hub/lodge-a-complaint/ <p>MNA policies are consolidated into a single document. The safeguarding policy is available starting from p.20:</p> <ul style="list-style-type: none"> • https://static1.squarespace.com/static/59ced1ea8b2b058e9641a88/t/6598b1b58e16553ce021abee/1704505787356/TNZ+Policies+v4.0+-+2024.pdf
4.5	Department or person responsible for compliance with the World Anti-Doping Code	<p>Connection to the National Doping Free Sport Agency, and the MNA Clean Sport Officer is also provided:</p> <ul style="list-style-type: none"> • https://newzealandtaekwondo.co.nz/policies <p>Anti-Doping resources available on website linked to relevant organizations:</p> <ul style="list-style-type: none"> • https://www.usatkd.org/v2-membership/usada • https://taekwondo-canada.com/safesport/anti-doping/ • https://www.stf.sg/reference-documents/statement-of-anti-doping-policy/

LIST OF GOOD PRACTICE EXAMPLES – DEMOCRACY

Ref	Topic	Section - Democracy
		Executive Council Members shall be elected at an Annual General Meeting (Constitution Article 4.2): <ul style="list-style-type: none"> https://www.taekwondobarbados.org/uploads/3/9/8/7/39875213/tab_constitution_-_effected_22_dec_2017.pdf
5.1	Election of the President and Executive board or equivalent	The Executive Board will comprise four (4) elected titled officers and three (3) appointed officers (Constitution Article 6): <ul style="list-style-type: none"> https://static1.squarespace.com/static/59cede1ea8b2b058e9641a88/t/663b48814664755e21a088e0/1715161218857/TNZ+Constitution-v1.4-passedatAGM-5May2024.pdf <hr/> The Board shall consist of up to seven (7) Elected Directors and up to two (2) Appointed Directors (Constitution Article 13.1): <ul style="list-style-type: none"> https://austkd.com.au/wp-content/uploads/2023/12/AUSTKD-Constitution-Current-26th-November-2023.pdf
		Secret ballot is used for election of officials and when otherwise required by the Constitution (Article 16.10). Various scenarios are addressed to provide appropriate responses (Constitution Article 7): <ul style="list-style-type: none"> https://static1.squarespace.com/static/59cede1ea8b2b058e9641a88/t/663b48814664755e21a088e0/1715161218857/TNZ+Constitution-v1.4-passedatAGM-5May2024.pdf
5.2	Election process with secret ballot under a clear procedure/regulation	Secret ballots can be requested, when necessary (Bylaws 3.19). Procedures for handling various scenarios during elections are outlined (Bylaws 4.12 & 4.13): <ul style="list-style-type: none"> https://taekwondo-canada.com/wp-content/uploads/2023/03/TC-Policy-Bylaws-Feb122023.pdf <hr/> Elections shall be conducted by secret ballot (Constitution Article 4.2.5): <ul style="list-style-type: none"> https://www.taekwondobarbados.org/uploads/3/9/8/7/39875213/tab_constitution_-_effected_22_dec_2017.pdf <hr/> Election will be by secret ballot and the result shall be based on a simple majority of the votes cast (Constitution Article 17.9): <ul style="list-style-type: none"> https://www.stf.sg/wp-content/uploads/2023/01/STF-Constitution-June-2022.pdf
5.3	Term limit for elected officials	A Director may serve up to three (3) consecutive terms, with each term being three (3) years (Constitution Article 13.7): <ul style="list-style-type: none"> https://austkd.com.au/wp-content/uploads/2023/12/AUSTKD-Constitution-Current-26th-November-2023.pdf

Ref	Topic	Section - Democracy
		<p>No director of the Board shall serve more than two (2) consecutive full terms (4 years each), and if elected to fill a vacancy, they may serve one additional 4-year term, ensuring a maximum limit of 12 years (Bylaws Article 7.9):</p> <ul style="list-style-type: none"> • https://assets.contentstack.io/v3/assets/blteb7d012fc7ebef7f/blt5a69ab75b950c907/65490a40a1a3d4040a751346/USATKD_Bylaws_11_06_23.pdf
		<p>Each director serves an initial term of three (3) years, and upon the expiration of this term, it can be extended twice for an additional three (3) years each (Articles of Association Article 37):</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/wp-content/uploads/2024/02/British-Taekwondo-Articles-of-Association-approved-02122023.pdf
		<p>The Annual General Meeting (AGM) shall be held not later than 30 September each year (Constitution Article 12.1):</p> <ul style="list-style-type: none"> • https://www.stf.sg/wp-content/uploads/2023/01/STF-Constitution-June-2022.pdf
5.4	Governing bodies meet regularly	<p>Annual General Meetings will be held every year at the location decided by the Executive Board (Constitution 16.6):</p> <ul style="list-style-type: none"> • https://static1.squarespace.com/static/59cede1ea8b2b058e9641a88/t/663b48814664755e21a088e0/1715161218857/TNZ+Constitution-v1.4-passedatAGM-5May2024.pdf
		<p>The Annual Meeting will be held within fifteen (15) months of the last Annual Meeting but not later than six (6) months after the end of the Corporation's preceding financial year (Bylaws Article 3.4):</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/wp-content/uploads/2023/03/TC-Policy-Bylaws-Feb122023.pdf
5.5	Ensuring equal opportunities for members to participate in the General Assembly	<p>Right to appoint proxy (Constitution Article 10.12) and the provisions for virtual meeting (Constitution Article 16.2 & 16.3) are outlined:</p> <ul style="list-style-type: none"> • https://austkd.com.au/wp-content/uploads/2023/12/AUSTKD-Constitution-Current-26th-November-2023.pdf <p>Attendance at the AGM can be in person, via video conference, or by proxy (Constitution Article 16.7):</p> <ul style="list-style-type: none"> • https://static1.squarespace.com/static/59cede1ea8b2b058e9641a88/t/663b48814664755e21a088e0/1715161218857/TNZ+Constitution-v1.4-passedatAGM-5May2024.pdf

LIST OF GOOD PRACTICE EXAMPLES – DEVELOPMENT

Ref	Topic	Section - Development
6.1	Sport development programs to grow grassroots development of Taekwondo in the country	<p>Efforts are made to support all levels of Taekwondo, provide appropriate facilities for participants, and promote widespread participation and physical activity through Taekwondo (Constitution Article 2 Objects):</p> <ul style="list-style-type: none"> • https://austkd.com.au/wp-content/uploads/2023/12/AUSTKD-Constitution-Current-26th-November-2023.pdf <p>Various programs for all levels of Taekwondo are available online:</p> <ul style="list-style-type: none"> • https://austkd.com.au/aus-tkd-programs/ • https://austkd.com.au/aus-tkd-programs/school/ - School Program • https://austkd.com.au/aus-tkd-programs/fighting-falls/ - Old Adult Program • https://austkd.com.au/virtual-centre-of-excellence/ - Virtual Programs • https://austkd.com.au/inclusion/ - Taekwondo for All
6.2	Social responsibility policy and/or Diversity, Equity, and Inclusion (DEI) initiatives/programs	<p>Best practices for promoting diversity, equity, and inclusion are outlined in the document, with strategies provided for fostering an inclusive environment and for ensuring continual improvement of these efforts:</p> <ul style="list-style-type: none"> • https://www.usatkd.org/diversity-and-inclusion - Introduction of Diversity & Inclusion • https://assets.contentstack.io/v3/assets/blteb7d012fc7ebef7f/bltdda956a1d01f8ec3/6526aa247a2689921605cc70/Best_Practices_Diversity_Inclusion.pptx - Best Practices of Diversity & Inclusion <p>The policy is focused on ensuring gender equity and inclusion across all levels of participation and leadership, with measures enforced to prevent discrimination and promote equal opportunities for all genders:</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/wp-content/uploads/2021/02/Taekwondo-Canada-Policy-Gender-Equity-and-Inclusion.pdf <p>Online course for all parents of children and youth involved in Taekwondo is linked at the website:</p> <ul style="list-style-type: none"> • https://taekwondo-canada.com/safesport/respect-in-sport/ - Respect in Sport • https://www.respectgroupinc.com/respect-in-sport/#parent-program – Respect in Sport for Parents

Ref	Topic	Section - Development
		<p>Equality & Diversity session is available online:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/equality-diversity/ • https://www.britishtaekwondo.org.uk/wp-content/uploads/2023/08/BT-Equality-Diversity-Inclusion-Policy-V2-board-approved-04072023.pdf - Equality, Diversity & Inclusion Policy <p>The Equality, Diversity & Inclusion Policy aims to achieve the Preliminary Level of the Equality Standards Framework:</p> <ul style="list-style-type: none"> • https://equalityinsport.org/equality-standard-for-sport/ - Equality Standards Framework
6.3	Education programs and assistance to athletes, coaches, and referees including related to mental health	<p>Athlete education programs are available online:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/crashcourse-concussion-education/ - Athlete Concussion Education • https://www.usatkd.org/highlighted-camps - Poomsae Development Camps • https://newzealandtaekwondo.co.nz/poomsae-tnz - Poomsae Information Centre • https://newzealandtaekwondo.co.nz/kyorugi-info - Kyorugi Information Centre <p>Coach education programs are available online:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/coach-education/ • https://taekwondo-canada.com/programs/coaching-nccp/ • https://www.usatkd.org/v2-coaching/coach-education-program <p>Referee education programs are available online:</p> <ul style="list-style-type: none"> • https://newzealandtaekwondo.co.nz/referee-development • https://taekwondo-canada.com/programs/referee-program/ • https://usatkdu.thinkific.com/collections/virtual-referee-academy
6.4	Respect principles of sustainable development and regard for the environment	<p>Exceptional efforts in environmental protection and community well-being are recognized through awards, with a focus on promoting sustainability and positive impacts:</p> <ul style="list-style-type: none"> • https://www.britishtaekwondo.org.uk/communityrecreationawardcategories/

Ref	Topic	Section - Development
6.5	Para Taekwondo Development at a national level	<p>The classification procedures and regulations for para athletes, detailing how individuals with physical, visual, intellectual, or hearing impairments are categorized and enabled to participate in training and competitions, are explained and standardized:</p> <ul style="list-style-type: none"> • https://austkd.com.au/aus-tkd-programs/para/ • https://www.usatkd.org/para-athlete-classification • https://taekwondo-canada.com/high-performance/para/ • https://nigeriataekwondofederation.org.ng/para-taekwondo/