



Co-operative Republic of Guyana National Sports Policy (NSP)

2019



1. Table of Contents

1.	Table of Contents	pg. 1-2
2.	Executive Summary	pg. 3
3.	Definition of Policy	pg. 4
4.	Introduction	pg. 5
5.	Historical Narrative	pg. 6-7
6.	Philosophy	pg. 8-11
	• 6.1 Vision	pg. 9
	• 6.2 Mission	pg. 10
	• 6.3 Values	pg. 11
7.	Aims and Objectives	pg. 12-13
8.	Fundamental Principles	pg. 14-17
	• 8.1 UN Declaration on Human Rights	pg. 14
	• 8.2 Berlin Declaration	pg. 15
	• 8.3 CEDAW	pg. 16-17
	• 8.4 Brighton Declaration	pg. 17
9.	Guiding Principles	pg. 18-20
	• 9.1 IOC Charter	pg. 18
	• 9.2 UNESCO Charter	pg. 18
	• 9.3 WADA Code: Anti-Doping Guyana - Doping Free Environment	pg. 18-19
	• 9.4 UNOSDP Mandate	pg. 19
	• 9.5 SDGs 2030	pg. 20
10.	National Laws, Regulations and Policies	pg. 21-30
	• 10.1 Act 2, 1980 – Constitution of the Cooperative Republic of Guyana	pg. 21-23
	• 10.2 On Discrimination	pg. 23
	• 10.3 On Harassment – Sexual Harassment	pg. 24
	• 10.4 Work-place bullying	pg. 24-29
	• 10.4 Anti-Harassment Policy	pg. 30
11.	Government Ministries, Departments and Agencies (roles) in development of Sports Guyana	pg. 31-32
12.	Sports Governance	pg. 33-36
	• 12.1 Public Awareness	pg. 34
	• 12.2 Capacity Building	pg. 34
	• 12.3 Sanctions and Penalties	pg. 35-36
13.	Sports Administration and Management	pg. 37-46
	• 14.1 Ministry of the Presidency, Department of Social Cohesion, Culture, Youth and Sports	pg. 37-38
	• 14.1.1 Facilities and Infrastructure	pg. 39-41
	○ 14.3.1 Establishment, Maintenance and Management	pg.
	○ 14.3.2 Hosting International Sport Events	pg.
	○ 14.3.3 Environment	pg.
	○ 14.3.4 Security	pg.
	○ 14.3.5 Staffing of National Sports Facilities	pg.
	• 14.2 Ministry of Education	pg. 42-46
	○ Educational Institutions in developing Sports Guyana	pg.
	• 14.3 National Sports Commission	pg.
14.	Sports Organization, National Sports Associations and Federations	pg. 47-49
	• 15.1. National Associations, Federations and affiliated clubs	pg.

•	15.2 Community-Based Organizations -----	pg.
15.	Elite Athlete Development and Viability Model -----	pg. 50-51
•	15.1 Athlete Identification and Talent Spotting -----	pg. 50
•	15.2 Athletes' Development and Well-Being -----	pg. 50
•	15.3 Athletes' Health and Wellness -----	pg. 51
•	15.4 Athletes' Education -----	pg. 51
•	15.5 Professional Management -----	pg. 51
16.	Sports and People with Disabilities (PWDs) -----	pg. 52
17.	Sports Financing, Sponsorship and Investment -----	pg. 53-59
•	16.1 Economic Development -----	pg.
•	16.2 Government Funding -----	pg.
•	16.3 Incentives and Awards -----	pg.
•	16.4 Corporate Sponsorship -----	pg.
•	16.5 Public/Private Partnerships -----	pg.
18.	Sports Intellectual Property Rights -----	pg. 60-61
19.	Sports Manufacturing -----	pg. 62
20.	Sports and the Media: Responsibilities, Roles and Rights -----	pg. 63-65
21.	Sports, Overseas Offices and the Guyanese Diaspora -----	pg. 66
22.	Sports Tourism -----	pg. 67
23.	Policy Implementation, Compliance, Review, Monitoring and Evaluation -----	pg. 68-69
24.	Conclusion -----	pg. 70
25.	Appendices -----	pg. 71-78
•	Acronyms -----	pg. 71
•	Definition of Key Terms -----	pg. 72-73
•	Articles 138-154: Fundamental Rights & Freedoms: Act 2, 1980, Guyana Constitution -----	pg. 74
•	Disciplines and bodies recognized by the International Olympic Committee (IOC) -----	pg. 74-75
•	Disciplines and bodies recognized by the International Paralympic Committee -----	pg. 75
•	Inventory: Sports disciplines active in the Co-operative Republic of Guyana -----	pg. 76-78
26.	Bibliographic references -----	pg. 79-81
27.	Policy Development and Consultations -----	pg. 82-90

2. Executive Summary

The national dialogue on Sport has been ongoing in Guyana for decades. During that period, the nation has succeed in producing athletes of national, regional and international caliber from the existing pool of raw natural talent, residing at home and abroad. Other successes include establishing facilities, several multi-disciplinary in nature, to host sporting activities and events.

The failures however, have been present into the second decade of the 21st century, where citizens cry out for more support, involvement and recognition of their sporting potential, ability and capacity. There are calls for more facilities, programmes (developmental), funding, and critically, greater harmony, communication and functionality in the governance, administration and organization of Sport in Guyana, whereby athletes benefit in the short, medium and long terms processes of their sporting life.

Ultimately, this would require a change of the fundamental flaws prevailing in Guyana's sport culture. Many calls for better operational functionality in the nation's sport environment include policy, policies and policy guidance, facilitation of women as equal but different participants in the sporting environment, ongoing awareness of and support for people with disabilities (PWDs) to access sports, a society where children, youth, adults and seniors are experiencing a sport and physical activity life and lifestyle which brings fulfillment to pre-existing positives or halt and address negatives affecting any Guyanese citizen.

Organizationally, the effort to get this done requires re-educating the population on Sports Guyana, the international provisions and protections available to us as equal members of the global community and informing on the policy and process necessary to achieve desired regional, World and Olympic championship success.

Fundamentally, the athlete's life must be valued, from birth to death, where Sports in Guyana is no longer viewed only as a casual pass time, leisure or recreational activity, but as an entire sector which services the fundamental needs and requirements of the Guyanese athlete, from the amateur to the elite. The enhancement of existing sports management structures would be critical in this phase of engagement.

Methodologically, Guyana's National Sports policy is informed by intense research, widespread consultation, meeting both physically and electronically, governmental laws, codes and protocols, as well as several international conventions and treaties to which Guyana remains signatory thereby providing a framework of operation for guidance, implementation and mobilization. ¹

¹ Policy consultation process chronicled in Section 26.

3. Definition of Policy

The layman's definition of the word **policy** holds that this is “a course or principle of action adopted or proposed by a government, organization or individual; a statement of intent, implemented as procedure or protocol. Policies are generally adopted by senior governance bodies.

In politics, Policy refers to the basic principles by which a government is guided, the declared objectives that a government or party seeks to achieve and preserve in the interest of national community.

Therein, national Policy refers to a broad course of action or statements of guidance adopted by the government at the national level in pursuit of national objectives.

A government policy is implemented nation-wide.²

Herein, Sports policy refers to the government statement of intent regarding Sports.

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² See Appendix – Table for Definition of additional key terms

4. Introduction

The quest for a National Sports Policy, as a matter of good governance of the arena, has been the point of articulation among athletes, coaches, trainers, students, academics and the public. The contemporary sport landscape beckons towards the development of a sports policy that will govern sports agencies, organizations, associations and federations on the systematic ways sport entities will function in Guyana.

The endeavor to address the state of Sport in Guyana was outlined in the 2015 Manifesto of the A Partnership for National Unity-Alliance for Change (APNU-AFC) Coalition government, with a declared commitment to providing an annual suvention from the national budget for each national sports association or federation and to support the participation of national athletes in Caribbean Championships.

A second commitment was made to innovate and expand schools sports where all Sport in School (S.I.S.) must be coordinated and supported by the Ministry responsible for Sport and the Guyana Teacher's Union. Further, Government comitted to ensuring that the school sports should not be limited to athletics but be broadly expanded to include a variety of sports disciplines.

Government's framework of operations for Sport also projected support for sports disciplines and participation in regional and international competitions, building on the successes of rugby, cricket, football, basketball, track and field and other sport disciplines with access to direct funding and enabling Guyana's sportsmen and sportswomen to participate regularly in international competitions.³

Therefore, Guyana's National Sports Policy (NSP) policy is based on a foundation of existing accomplishments, nationally, regionally, internationally; existing institutions⁴; existing facilities, with seven (7) of international standard located in Regions 3-4, complimented by grounds across the nation; existing organizations, with the Guyana Olympic Association (GOA) and affiliated groups working towards developing capacity; existing abilities; by exercising the wealth of untapped human resources reposed in qualified persons, especially former athletes, residing in and out of Guyana; existing resources, based on available funding and finances.

The responses required at several levels include policies administered by central government, governing sports bodies, associations and clubs, education and training targetting sports practitioners as well as the wider society, and cultural bodies, reinforcing the value systems enshrined in guidance codes of sporting disciplines and international best practices as outlined by the principles of international sports governing bodies.

³ A Partnership for National Unity-Alliance for Change Coalition Manifesto, Elections 2015, pg. 41.

⁴ Ministry of Education, Department of Culture, Youth and Sport, National Sports Commission, University of Guyana, Cyril Potter College of Education, Allied Arts et al.

5. Historical Narrative

The history of Sport in Guyana is replete with successes, with massive highlights in cricket across all competitive circuits, world rankings in table tennis, ongoing activity in hockey, speed racing, development in tennis, success in boxing, squash, rugby, volleyball, karate, bodybuilding, basketball and activity of overseas based Guyanese residing in the Diaspora.

Guyana's National Olympic Committee (NOC), the Guyana Olympic Association (GOA) was formed in 1948. Since, Guyana has participated in the summer games, in the disciplines of athletics, boxing, cycling, judo, swimming and weightlifting. During the 2008, 2012 and 2016, athletes participated in swimming and judo, with a total of sixty-four athletes afforded the opportunity to represent Guyana at the prestigious games in 11 venues.⁵ The Guyana Olympic Association continue to function administratively, affording athletes the opportunity to represent the nation at international sports gatherings, maintaining the critical link between national, regional and international parties, information sharing and enhancing the capacity of representatives to undertake and effectuate projects and programmes of Sport development worth.

Olympic bronze and Commonwealth Gold 1st international medal in Boxing, glory days of 1970s, tremendous activity in 1930s – 60s, locally bred world champions, through 1980s/90s into 2000s with female champions winning world titles, century long activities; Guyana and cricket is synonymous, from participation in the West Indies team, producing cricketers who set or raised the standards of cricket, remarkable captaincies, batting records in Tests and ODIs, unquestionable representation locally, regional powerhouse and internationally competitive; tradition in cycling emerged in 1970s, with strong representation at regional and international games ; lots of activities in clubs regarding football from grassroots to international meets.

Highlighting the accomplishments of national sporting environment ... Practice of National Sports awards and conferring title of Sportsman and Sportswoman of the Year since 1966; activity and participation at the Pan Am, commonwealth, World and Olympic Games in Athletics; Basketball, Bodybuilding, Boxing, Cricket, Cycling, Football, Hockey, Swimming, Table Tennis et al.

The absence of formal public policy as guidance during the evolution of Sports from pre-colonial to the 21st century in Guyana has caused a gap between potential and capacity, where ability was allowed to go dormant or was realigned to other sectors.

In this phase of engagement, Guyana's National Sports policy endeavors to eliminate stereo-types and catapult the country's athletes into 21st C operations, interactions and functionality, internationally representative of vibrant, prosperous citizens, emphasizing fair play in all aspects of Sport administration, athletic performance, steadfast protection of intellectual property rights, attracting media support while serving to promote Guyana as a sporting destination. With multiple focal points of necessary

⁵ 50 years of Sports, May 2016, pg. 31., Guyana Chronicle Newspaper – Check formal publisher. Guyana did not participate in the 1976 Montreal Games over the IOC's refusal to ban New Zealand over an International rugby match against South Africa during apartheid.

- Guyana has never made the qualifying time for the Olympics in swimming – the IOC in collaboration with FINA makes provisions for countries which have not met the qualifying standards: this is called a 'Universality Place'. Onan Orlando Thom received a Universality invitation to participate in 2004 in Swimming; Niall Robers in 2008 and 2012; Brittany Van Lange in 2012; and Hannibal Gaskin and Jamila Sanmoogan in 2016. The Judoka (Raul Lall) in 2012 was invited via 'wildcard'.
- Some important sports names mention include the Harris Sisters and George Braithwaite (Table Tennis), George Cumberbatch (Cycling), Aliann Pompey (Athletics), Rohan Kanhai, Alvin Kallicharran and Roy Fredricks (Cricket), Michael Benjamin (Boxing).

reference, the national sports policy will additionally address issues of discrimination, proper regard for professional conduct of Sports in Guyana. The contemporary environment will only benefit from analysis and understanding of the historical perspective of Guyana's sports world, replete with excellence in effort of athletes, in the gentleman's games, the grace in performance of basketballers and the brilliant strength of Guyana world championship boxers.

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6. Philosophy

The world of Sport continues to benefit from the dialogue generated by the Brighton Declaration on Women and Sport⁶ which was addressed to all governments, public authorities, organizations, businesses, educational and research establishments, women's organizations and individuals who are responsible for or who directly or indirectly influence the conduct, development, promotion of sport or who are in any way involved in employment, education, management, training, development or care of women in Sport.

Since the declaration is meant to complement all sporting, local, national and international charters, laws codes, rules and regulations relating to Women in Sport, the overriding aim to develop a sporting culture that enables and values the full involvement of women in every aspect of Sport.

While Guyana is not a signatory to the Brighton Declaration or the updated Brighton Plus Helsinki 2014 Declaration on Women and Sport, which provides clear direction and is being applied elsewhere across the globe with positive effects, Sports Guyana in 2017 must be so too guided, to leverage the full capacity of our collective functionality.

A recurring problem within Guyana's Sports sector includes the marginalization of women and girls where the thinking is heavily controlling to quiet the female athlete's voice. Its subtle and very ticklish but in other instances blatant and the source of broken confidence and related breakdowns. Therefore, Sports in Guyana will function in a culture where males in sport do not view females in Sport as their competition. The elimination of such antiquated notions will see the emergence of a hospitable sporting environment for Guyanese girls and women, boys and men.

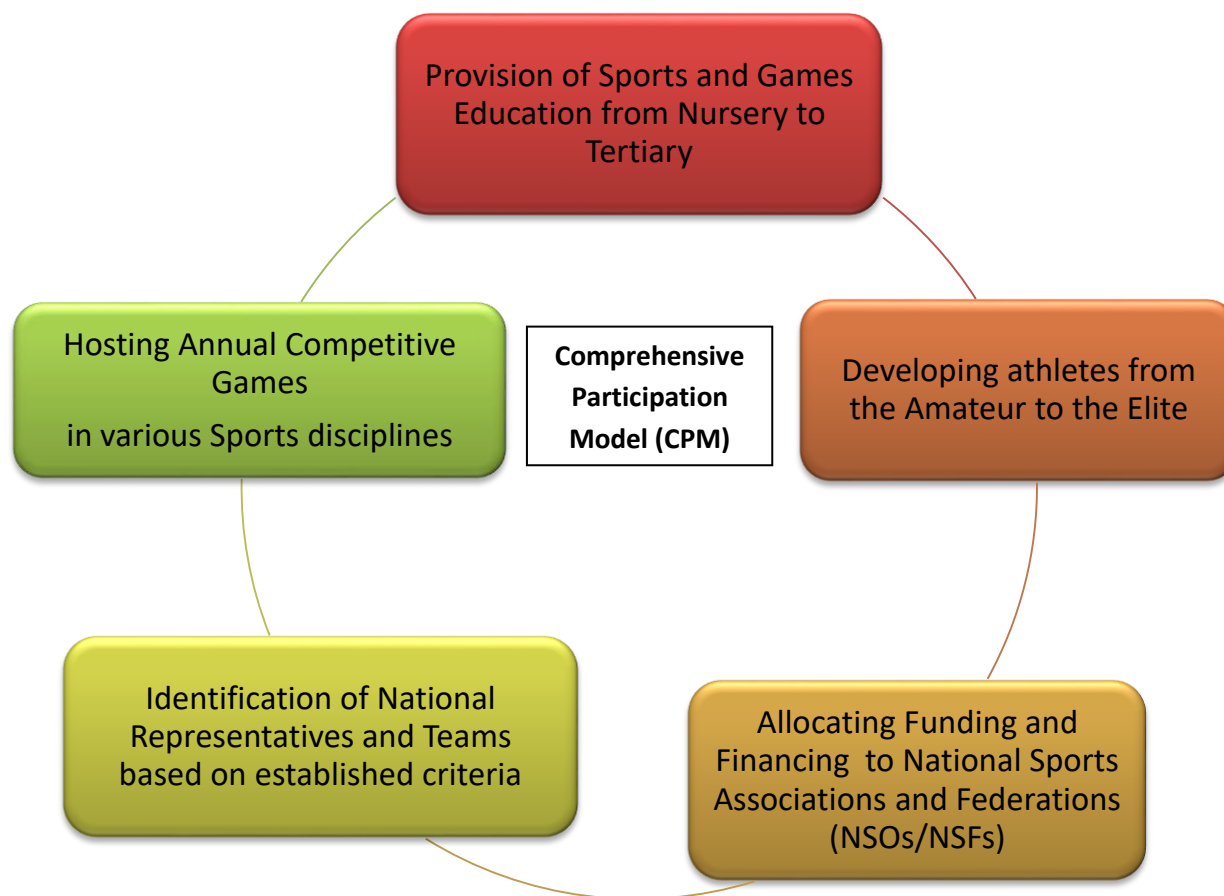
Girls and boys approach sports from markedly different perspectives. Therefore, concerns about school and youth sport remain fair and front burner issues, noting that quality physical education should exist so that relevant skills, knowledge and understanding can be acquired at the fundamentally important period in an individual's development, allowing for lifelong participation.

It is within this context therefore, that those responsible for sports, education, recreation and physical education shall ensure that an equitable range of opportunities and learning experiences which accommodate the values, attitudes and aspirations of all is incorporated into programmes to develop physical literacy and basic motor skills, in particular, the provision of quality physical education, as guided by the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the International Council of Sport Science and Physical Education (ICSSPE) guidelines, whereby each sport inclined Guyanese is eligible to exposure to Sports, noting importantly the Caribbean Examinations Council (CXC) which administers a Physical Education and Sport (PES) syllabus, which includes finishing examinations, in secondary schools throughout the Caribbean region.

As a result, the following vision, mission and values outline the substantive tenets of Guyana's national sports policy.

⁶ Document generated after conference of leaders in Brighton, United Kingdom (UK), 1994.

Vision – Forecasting a “**Comprehensive Participation Model (CPM)**” to effectively and efficiently use available resources to create an environment where all citizens, regardless of age, gender, ethnicity, community, economic circumstances or ability are encouraged to participate in Sports for personal health, fitness, community development and athletic excellence.



The CPM would consist of

- Sports Education, theoretical and practical, from **Nursery to Tertiary**.
- Supporting and developing athletes, from **Amateur to Elite**.
- Funding and financing of **national representative bodies**, based on achieving requirements
- Selection of **national representatives and teams**, based on performance achievement and maintainance of set standards.
- Hosting of **annual competitive games** across sports disciplines and georgraphic regions.

Mission – The implementation of the CPM through formalization, using existing systems, infused with increased capacity for functionality within the current and future dispensations. Demonstratively, this can be achieved through the implementation of the following four pillars, nationally, on which Sports Guyana can grow.



- **Compulsory Physical Education “CPE” Mandate** – To develop movement experiences, neuromuscular skills, organixc fitness, self-concept and direction, establish maturational levels, acquire knowledge of a wide variety of sporting disciplines towards developing a respect for authority at fundamentally important periods in maturation.
- **Sports in School “S.I.S.” Mandate** – The enhancement of existing sport in school structure, with functional facilities, human resources and active sports programmes in primary and secondary schools in the 10 administrative regions of Guyana.
- **National Anti-Doping Strategy “NADS” Component** - Accompanying the preceding, this mission mandate would be a Clean Sport Initiative, designed to educate students, student athletes, competitive sportspersons, coaches, trainers, teachers and the general public about the important of “winning clean by saying no to doping”.
- **Sustainable Development Goals “SDG” 2030 Achievement** - Gender parity, the representation of a democratic functionality within a state is visible through the presence of women in various strata of society, including Sports’ contribution to achieving the SDGs, which are

Values – The values of this NSP include exercising the multiple benefits that can be derived from involvement in Sports and physical activity fundamental to health and wellness at all stages of life, providing an important environment for education and socialization of all citizens, as well as valuable opportunities for personal enjoyment and social cohesion. For Guyana, sport will be given the due recognition and resources that it deserves, in order to facilitate its contribution to the emerging society. Values of



Government emphasizes a sporting establishment that is fully committed to the promotion and practice of values and ethics in Sport.

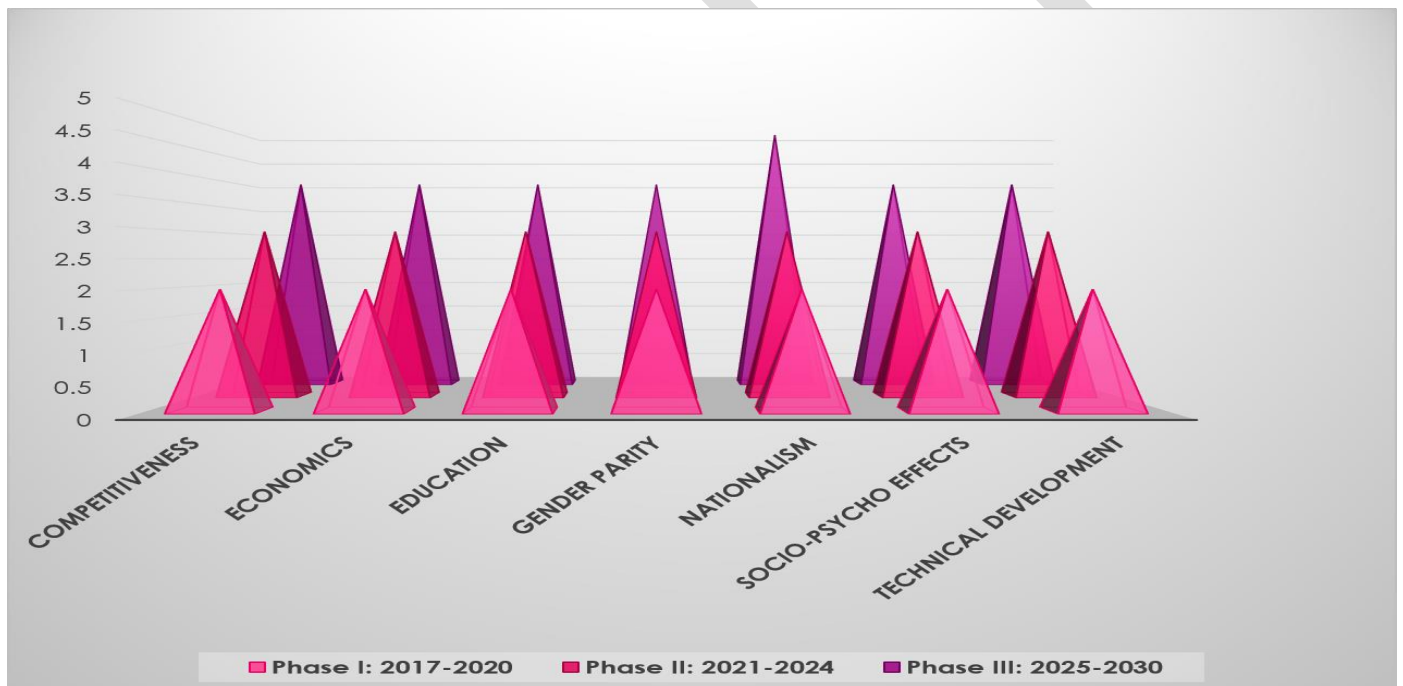
Preserving the integrity of Sports, the government of Guyana is acknowledging that the integrity of sport, while under serious threat with cases of manipulation of competitions, doping and corrupt practices at national and international levels remain high because of a failure to uphold sports' core values of fair play, achievement by merit and uncertainty to the outcome of competitions, negatively affecting the global prestige of sport. Through the preparation process of the NSP, it is critical that all stakeholders in sport are committed to preserving its integrity. Sustainment of multi-disciplinary and inter-regional relationships and commitment to co-ordinated action can ensure success in eliminating these pervasive problems.

Through the NSP, the sporting environment in Guyana will have an opportunity to harness and honor the untapped gifts of national sports.

7. Aims and Objectives

The aims and objectives projection for Sports Guyana, with a phased approach, identifies **improvement** and further **development** in 8 key thematic areas.

AIM	OBJECTIVE
- Competitiveness	- attaining excellence at the highest levels of sport discipline
- Economics	- developing sport sport as an industry and viable employment sector
- Education	- active SIS and PE programmes with theoretical and practical elements
- Gender Parity	- ensuring the fullest participation of girls and women
- Nationalism	- sport and physical education as expressions of national talent
- Socio-Psycho Effects	- needs in this area to be addressed
- Technical Development	- developing Sport knowledge



Any cultural activity, if practiced fairly and equitably, enriches society and friendships between nations. Sport is such an activity, offering individuals of varied backgrounds, race, religion or ability the opportunity for self-knowledge and confidence development, self-expression and fulfillment, personal achievement, skill acquisition and demonstration of ability, social interaction, enjoyment, good health and well-being. Sport and physical activity promote involvement, integration and responsibility in society and contribute to community development, should be an integrated part, an integral aspect of culture of every nation. The justification for Guyana's national sports policy focuses on the critical role of Sports in the consciousness of the Nation. Further justification includes addressing scandals, corrupt practices, serious grievances in organization and administration of amateur and

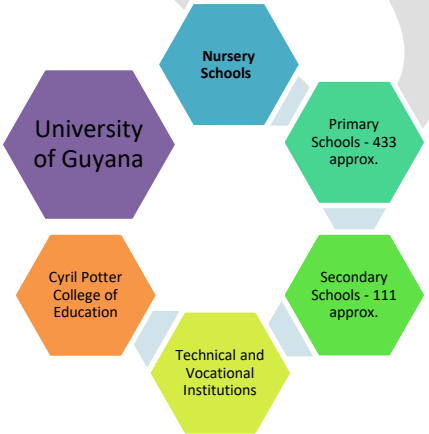
professional sports afflicting institutions of Sport in Guyana, based on feedback from stakeholders. Further, by developing the eight identified thematic areas with a specific sports inclination the national sport policy would ideally address multiple levels of sport and a variety of sport issues in the country, since the aims and objectives were developed around the Comprehensive Participation Model (CPM) emphasizing sports for all citizens, the promotion of health, fitness, lifetime participation in both team and individual sports.

Addressing significant sports reform, elimination of scandals and problems, this policy includes processes. It is a formal, holistic and systematic framework for the development of Sport based on the important role sport plays in the life of the individual, the community, the nation, region and in the world, seeking to guide decision making with regard to the development of Sport, thus the rationale and objectives of the policy, the critical and significant forthcoming points which are central to the development of Sports Guyana and various institutional and organizational mechanisms required for their attainment. For Guyana, two dimensional arcs of contemporary Sport would emerge out of the CPM and is implementation pillars.

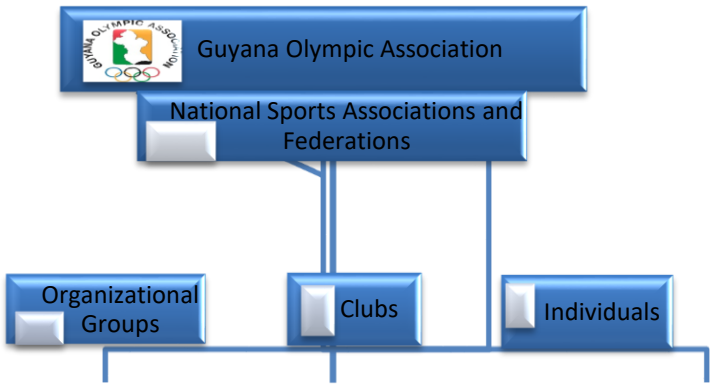
- a. All Inclusive Sport (AIS) – focusing on the nation – Team Guyana
- b. Elite Athlete Development & Viability Model (EADVM) - focus on national athletes. Herein, the definition of and guidelines for “Elite Athletes” are in keeping with International Olympic Committee (IOC) provisions.



These two contemporary dimensions would be applied across the nation and developed according to the following focal points: CPE/SIS



NOC; NSA/F/O; Clubs, Individuals



8. Fundamental Principles: International Law

The National Sports Policy of Guyana is part of an overall effort to remove any existing fear, intimidation, pretenses and insecurities holding sports and athletes from training, competing and achieving success based on abilities.

As an equal member of the international community and its representatives government body, the United Nations, Guyana is party to the Charter of the United Nations, the **Universal Declaration of Human Rights**, a milestone document in the history of human rights. Drafted by representatives with different legal and cultural backgrounds from all regions of the world, the Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 (General Assembly resolution 217A) as a common standard of achievements for all peoples and all nations. It sets out, for the first time, fundamental human rights to be universally protected and it has been translated into 500 languages.

Within the 30 articles which recognize the inherent dignity and equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world, the following articles emphasize reference to this document and speaks to sports.

The safety and security provisions of Article 12 hold that no one shall be subjected to arbitrary interference with his privacy, family, home or correspondence, nor to attacks upon his honor and reputation. Everyone has the right to the protection of the law against such interference or other attacks.

The NSP upholds Article 26 which states fundamentally that

1. Everyone has a right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.
2. Education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. It shall promote understanding, tolerance and friendship among all nations, racial or religious groups, and shall further the activities of the United Nations for the maintenance of peace.
3. Parents have a prior right to choose the kind of education that shall be given to their children.

By recognizing Article 27, that everyone has the right to freely participate in the cultural life of the community, to enjoy the arts and to share in scientific, literary or artistic production of which he is the author, this sports policy acknowledges the fundamental relationship which exists between culture and sport.

The **Declaration of Berlin** (UNESCO MINEPS V) – the fifth conference since the inception emphasized three key themes, including

- access to sport as a fundamental right for all (inclusion in sport, implementing the UN Convention on the rights of persons with disabilities; participation of Women and Girls in and through all sports).
- promoting investment in Physical Education and Sports programmes (promoting quality Physical Education and Sport programmes, awarding of Sports Mega Events and their sustainability).
- preserving the integrity of Sport (commitment to the values of Sport and the fight against match fixing, doping and corruption in Sport).

The evolution of the Berlin Declaration was the result of a year and half of cross sectoral preparation where over 90 researchers and practitioners were engaged through discussion forums to put forth a global position on each of the three conference themes. As a progressive move, this year's conference went beyond promoting collaboration in words but to engrain it through the meeting and planning process. Opening speeches by the presidents of the International Olympic Committee, the international paralympic committee and the special Olympics emphasized the sports movement's commitment to the conference outcomes for the first time expert forum was held.

There was the expressed hope that national governments will consider Berlin Declaration while framing or amending their national sports policies, keeping in view the place of traditional physical cultures, sports and games.

In relation to Guyana the Berlin Declaration guides us to develop strategies for effective information sharing whereby all stakeholders ought to develop cross border and multi-disciplinary systems for collaborative, continual, effective and dynamic exchange of information according to their national legislation.

Therein is found the projected commitment to policy and instrument development – giving support to the Council of Europe's ongoing work towards an international convention against the manipulation of sports competitions could be an important step towards the establishment of an international normative framework. The draft convention calls on national governments to consider the introduction of effective sanctions (criminal) as deterrents.

Therefore, in Guyana, the government commits to enacting strong, but proportionate sport law, with appeals to the Sport Movement to implement effective, proportionate, clear and binding disciplinary regulations to fight the manipulation of sport competitions; acknowledging the public interest in major sport events and the critical issue considering spectators and security issues; recognizing that participation in the bidding process for hosting a major sport event and the related international exposure can act as a catalyst for sustainable national development, improved cooperation of different societal groups and identity building.

Herein, the Government of Guyana is committed to develop national sport, education, health and youth policies to reflect scientific evidence concerning the socio-economic benefits of physical education and sport, and to share accordingly good practice among countries' consider the funding of physical education and sport programmes as a safe investment that will result

in positive socio-economic outcomes; invest in community development and in accessible infrastructure to encourage physical activity; support the establishment of alliances involving all concerned stakeholders, including public authorities, city planners, parents, teachers, sport and cultural organizations, coaches and athletes to develop a national vision and priorities for physical education and sport programmes/policy; strengthen the role of national and regional sport infrastructure with particular consideration to the provision and quality assurance in physical education and sports (PES); Develop an all embracing policy regarding sport infrastructure with particular consideration to the provision and quality assurance in PES; Support and further the work carried out by WHO, and other UN entities, on the importance of physical activity, notably in the prevention of non-communicable diseases; treat major sport events as an integral part of national PES planning, ensuring that other programmes do not suffer from budget shifts in favour of the implementation of major sports events or of high-performance sport; develop a consistent policy setting out the condition for planning and implementing major and mega sports events as well as for participating in related bidding procedures.

Fundamentally, the National Sports Policy of Guyana upholds the **United Nations Convention on the Elimination of All forms of Discrimination against Women (CEDAW)**, which was effectuated in 1981. Considered the international bill of rights for women, the document defines what constitutes discrimination against women and girls and sets out a comprehensive framework for tackling gender inequality. Article 1 defines discrimination against women as including any distinction, exclusion or restriction made on the basis of sex that has the effect or purpose of impairing or nullifying women’s enjoyment of human rights and fundamental freedoms in the political, economic , social, cultural civil or any other field. This is irrespective of their marital status, on a basis of equality of men and women.

The Policy/normative frameworks on women, gender equality and sport. “State parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of women and men, the same rights, in particular, the rights to participate in recreational activities, sports and all aspects of cultural life”, CEDAW Article 13.

Convention of the Elimination of all forms of Discrimination against Women (CEDAW)	
Article 1	Definition of Discrimination against Women
Article 2	Duty of States
Article 3	Equality
Article 4	Special measures
Article 5	Stereo-typing and cultural prejudices
Article 6	Trafficking and Prostitution
Article 7	Political and public life
Article 8	Participation at the international level
Article 9	Nationality

Article 10	Education
Article 11	Employment
Article 12	Health
Article 13	Economic and social benefits
Article 14	Rural Women
Article 15	Equality before the Law
Article 16	Marriage and family life
Article 17-24	Composition and procedures of the CEDAW Committee et. al.
Article 25-30	Administration of CEDAW

Acknowledging the **Brighton Declaration of Women and Sport** which was adopted at the 1st international conference on Women and Sport in Brighton, United Kingdom, 1994 and by June 12, 2014 conference in Helsinki was endorsed by 419 organizations. Legacies include Windhoek Call for Action 1998, Montreal Communiqué and the Montreal Toolkit 2002, Kumamoto Commitment to Collaboration 2006, Sydney Scoreboard 2010.

BD 2014 was designed to benefit from and complement all local, national and international charters, laws, codes, rules and regulations relating to Sport and physical activity which impact on Women and girls opportunities and experiences. Develop a sporting culture that enables and values the full involvement of women in every aspect of Sport and physical education. The principles and recommendations of the Brighton-Helsinki Declaration are guidelines for developing appropriate policies, structure and mechanisms.

Holding that equity and equality are essential in society and sport, every effort will be made by the state and government to ensure compliance with equality provisions of, equal opportunity to participate and be involved is the right of every women, whatever her race, color, language, religion, creed, sexual orientation or identity, age, marital status, ability/disability, political belief or affiliation, national or social origin.

Resources, power, responsibility should be allocated fairly and without discrimination on the basis of sex or gender, but such allocation should redress any inequitable balance in the benefits available to women and men. Fundamental principles based on international charters to which Guyana is party and thereby sporting sector has guidance of best practices by which to function.

9. Guiding Principles - International Sports Law

There are several sources of sport law guidance and regulation which give operational direction, most notably the **International Olympic Committee** (IOC) on values and ethics in Sport and the **United Nations Education, Scientific and Cultural Organization** (UNESCO) on assisting governments with Sport, with Guyana being a party to the latter organization's 2007 Convention, the 140th signatory.

Subscribing to Olympism is a philosophy of life, exalting and combining in a balanced whole the qualities of body, will and mind. Blending sport with culture and education, Olympism seeks to create a way of life based on the joy found in effort, the educational value of good example and respect for universal fundamental ethical principles. The goal of Olympism is to place everywhere Sport at the service of the harmonious development of man, with a view to encouraging the establishment of a peaceful society concerned with the preservation of human dignity and transfer to section on philosophy.

Guided by the UNESCO **1978 International Charter of Physical Education and Sport**, it is noted that physical education and sport should seek to promote closer communion between peoples and between individuals, together with disinterested emulation, solidarity and fraternity, and full respect for the integrity and dignity of human beings.

The clear guidelines provided by the IOC to governments give administrations the fundamental rights to place Sports at whatever level of priority they deem suitable to the country's development. It is in this context that the attitude of politicians towards sport, the prominence of sport as a policy and the relationship between organizations responsible for sport in Guyana are critical.

As a party to the **World Anti-Doping Agency (WADA) Code 2005**, Guyana is committed to playing an important role in the protection of health, in moral, cultural and physical education and in promoting international understanding, peace and clean sport.

The International convention against Anti-Doping in Sport was adopted by the general conference at its 33rd session in 2005. The convention harmonized anti-doping efforts worldwide, between governments and the sporting movement. The convention provides a legal framework within which all governments can take action to remove doping from Sport. Through the Convention's continuous monitoring mechanisms, State Parties are encouraged to re-examine the state of their national laws and policies for areas of improvement. Application of Doping Control policies Set guidelines for dealing with athletes who test positive for banned substances.

For its many positive effects, sport also has the capacity to become a magnet for negative social behaviors as well. Highly competitive athletes sometimes turn to performance enhancing drugs, a practice that must be prevented and punished with strict rules and clear consequences. Although they can be a forum for reconciliation and peace building, sporting events can also become a venue for violence and team rivalries can end up reinforcing social divisions. Programs need to be designed in such a way that activities are carried out on neutral ground, either geographically location or through the types of activities selected.

- Government commits to providing anti-doping awareness building operations conducted across sporting disciplines and demographics.
- Government facilitation, responsible for overseeing timely payment of Guyana's dues to WADA and C-RADO,
 - maintaining membership in global and regional sporting bodies,
 - ensuring ongoing access to updated information and training/development opportunities for Sports Guyana.
- o Ensure ongoing training programmes administered to athletes, students, sports associations and federations, in tandem with the efforts of the Guyana Olympic Association.
- o Ensure national facilities and staff therein are operating within the awareness of anti-doping and clean sports initiatives
- o Ensuring that testing rooms at In-Competition sites are accessible, with relevant electrical and plumbing requirement

The Ministers call upon UNESCO to cooperate with governmental and non-governmental organizations and institutions to develop an international prevention programme to preserve the integrity of sport, with a focus on training and education, and support the exchange of good practices and expert advice, as well as methodologies in the fight against the manipulation of sport competitions and against doping in Sport.

Further guidance is given by the **United Nations Office for Sport, Development and Peace (UNOSDP)**, recognizing the potential of sport as a valuable tool in the promotion of education, health, development and peace, the General Assembly, in **2016**, adopted a resolution by consensus, reaffirming sport's use to bring about positive social change, build a peaceful and better world. The draft resolution A/71/L.38 entitled, "Sport as a means to promote education, health, development and peace" was coordinated by the Co-Chairs of the Group of Friends of Sport for Development and Peace, Monaco and Tunisia, and co-sponsored by 67 countries. The General Assembly, including Guyana, acknowledged the importance of sport and physical activity in combating non-communicable diseases and building the confidence and strengthening of young people, persons with disabilities and minority groups, and empowering young women and girls.

Acknowledging that across the world, sports had been used to advance peace and reconciliation and had the power to transcend borders and inspire all, as one of its transformative impacts on the world.

Looking to the future, the aforementioned **2030 Sustainable Development Goals** recognizes the importance of sport as an enabler of sustainable development, and that it could be used as a key tool for driving the achievement of the Sustainable Development Goals through the promotion of tolerance and social inclusion, fully realizing the values of Sport and leveraging its great potential to achieve objectives in a number of important areas in particular with regard to the sustainable development goals.

Government's policy herein is indicative of the value of sport as an essential development tool, a means of increasing health, reducing juvenile crime. Therefore, greater funding has been and will be allocated where sport can help implement these service. With the relationship between sport organizations and government department being strengthened, the promotion and support of sports will see stability in planning and funding of activities. Perhaps more critical is the value that Government's policies place on physical education for citizens, from children to seniors, and indication that Guyana values sport. The government dictates which policies are important and this determines where funding goes. Presently, Guyana's government has demonstrated that will towards Sports development.



SUSTAINABLE DEVELOPMENT GOALS



10. National Laws, Regulations and Policies

Acknowledging Act No. 2 of 1980, the **Constitution of the Cooperative Republic of Guyana** and the list of provision enshrined therein relevant to the establishment of a national Sports policy to development the myriad aspects of the sector to 21st level capacity and sustainability.

Recognizing Article 17 which speaks to the existence of privately owned economic enterprises. Such enterprises must satisfy social needs and operate within regulatory framework of national policy and the law. Further, it is Article 21 which speaks to the source of the growth of social wealth and the well-being of the people, and that each individual is in the labour of the people. As a primary organ that nations utilize in their attempts to meet national development goals, Guyana's national sports policy is based in provided guidelines and operational principles used by governments and sports organizations in Sport governance.

Highlighting Article 22 which holds principles that bring foundation to Guyana's sport sector, noting

- (1) Every citizen has the right to work and its free selection in accordance with social requirements and personal qualifications. He has the right to be rewarded according to the nature, quality and quantity of his work. Women and men have the right to equal pay for equal work.
- (2) Socially useful activity is an honorable duty of every citizen able to work. The right to work implies a corresponding duty to work
- (3) Every citizen's right to work is guaranteed
 - (i) by social ownership of the means of production, distribution and exchange
 - (ii) by socialist planning, development and management of the economy
 - (iii) by planned and progressive growth of the socialist productive forces and labour productivity
 - (iv) by consistent implementation of scientific principles and new and productive forces and labour productivity;
 - (v) by continuous education and training of citizens
 - (vi) by socialist labour laws
 - (vii) by sustained efforts on the part of the State, co-operatives, trade unions and other socio-economic organizations and the people working together to develop the economy in accordance with the foregoing principles in order to increase continuously the country's material wealth, expand employment opportunities, improve working conditions and progressively increase amenities and benefits.

Government's commitment to these principles will be further realized through these applications to the Sports sector, where Article 27 highlights that every citizen has a right to a free education from nursery to university as well as a non-formal laces share opportunities are provided for education and training, and Article 28's provisions wherein every young person has right to ideological, social, cultural and vocational development and to the right of the socialist order of society.

With the equal rights provision of Article 29, facilitations within the sector will see a gender sensitive approach since Guyana's constitution holds that

(1) Women and men have equal rights and the same legal status in all spheres of political, economic and social life. **All forms of discrimination against women on the basis of their sex is illegal.**

(2) The exercise of women's rights is ensured by according women access with men to academic, vocational and professional training, equal opportunities in employment, remuneration and promotion, and in social, political and cultural activity, by special labour and healthy protection measures for women by providing conditions enabling mothers to work and by legal protection and material and moral support for mothers and children, including paid leave and other benefits for mothers and expectation mothers.

The **fundamental rights and freedoms** of the individual is accorded on citizens and clearly outlined in Chapter III, noting in Article 40

- (1) That every person in Guyana is entitled to the basic right to a happy, creative and productive life, free from hunger, disease, ignorance and want. That right includes the fundamental rights and freedoms of the individual, that is to say, the right, whatever his race, place of origin, political opinions, colour, creed or sex, but subject to respect for the rights and freedoms of others and for the public interest, to each and all of the following, namely —
 - o (a) life, liberty, security of the person and the protection of the law
 - o (b) freedom of conscience, of expression and of assembly and association
 - o (c) protection for the privacy of his home and other property and from deprivation of property without compensation.
- (2) The provisions of Title 1 of Part 2 shall have effect for the purpose of affording protection to the aforesaid fundamental rights and freedoms of the individual subject to such limitations of that protection as are contained in those provisions, being limitations designed to ensure that the enjoyment of the said rights and freedoms by any individual does not prejudice the rights and freedoms of others in the public interest. Title 1 speaks to the protection of fundamental rights and freedoms of the individual, based on articles 138 – 154 (see Appendix)

Therefore, on the issue of the employment within the sporting sector, it is noteworthy that under the constitutionally provided Public Service Commission (PSC), 201, subject to the provisions of the Constitution, the body has the power to make appointments to public offices and to remove and to exercise disciplinary control over persons holding or acting in such offices shall vest in the PSC. Further, Article 202 holds that where any power of the PSC is exercised under Article 201 (2), any person in respect of whom the power was exercised (including a person who failed to obtain an appointment), may appeal to the Commission from the decision. This policy for sports in Guyana continually upholds this principle as critical to effectively catering to the needs of citizens.

The employment of sporting staff, in coaching, training, administration, marketing, among others, through this policy, will be protected by the provisions of Guyana's Occupational Safety and Health Act 1997 (OSHA) which provides for registration and regulation of all individual establishments and occupational safety and healthy periods in the workplace.

Wherein in sports administration and organization, employers have a duty to take reasonable care of their workers by providing a safe place to work, a safe system of work, adequate plant and equipment with guards or rails as required (for the facilitation of PWDs), competent staff, training to ensure that workers understand and know safety procedures and all hazards in the workplace.⁷

Regarding Discrimination, which can occur where a person makes any distinction and exclusion or preference in relation to another person with the intention of nullifying or impairing equality of opportunity, of treatment in any employment or occupation; that a person can raise grounds of discrimination on basis of race, sex, religion, colour, ethnic origin, indigenous population, national extraction, social origin, economic status, political opinion, disability, family responsibilities, pregnancy, marital status or other except for the purposes of retirement and restriction on work and employment of minors. Further the conduct amounting to discrimination can be direct or indirect, intentional or unintentional. What is important is the identification of the act or omission that amounts to discrimination.⁸

Acknowledging the aforementioned, the NSP protects persons in Sports, employed in whatever position or capacity, where complaints can be made to the Chief Labour Officer or designated officers at the Ministry of Labour. An investigation should be conducted and statements taken from perpetual witnesses. The employer or agency that is accused of the discriminatory conduct should be interviewed and a statement taken from the proper officer of the employer.

Upholding the OSHA which provides protection from discrimination, that it is unlawful for an employer to discriminate in relation to recruitment, selection or employment of any person for the purposes of training, apprenticeship or employment. The Act holds that there should be no discrimination in advertisement of jobs, arrangements made for the purpose of determining who should be offered employment, in terms or conditions on which employment is offered and in the creation, classification and abolition of jobs; shall be unlawful for any employer to discriminate against an employee -

- In terms or conditions of employment
- In conditions of work or occupational safety and health measures
- In the provision of facilities related to or connected with employment
- By denying access or limiting access to opportunities for advancement, promotion transfer or to any other benefits, facilities or services associated with employment

⁷ Occupational Health and Safety Act, 1997.

⁸ The Guyana Association of Women Lawyers, "What you need to know about the law and You IV", 2011 Booklet, USAID Funded, pg. 89-97.

- By retrenching or dismissing an employee
- By subjecting the employee to any other disadvantage

Concerning genuine occupational qualification, applicable to professional partnerships, professional or trade organizations, qualifying bodies, vocational training bodies, employment agencies, protection from discrimination in other areas.

Therefore, on the issue of **Sexual Harassment**, any act of sexual harassment against an employee, committed by an employer, managerial employee or co-worker shall constitute unlawful discrimination based on sex and is therefore a discrimination offence.

Sexual harassment means “unwanted conduct of a sexual nature in the workplace or in connection with the performance of work which is threatened or imposed as a condition of employment on the employee or which creates a hostile environment for the employee. Related compounding issues in equal remuneration, general expectations, other penalties, supplemental remedies shall not occur in Guyana’s Sports environment as a matter of policy.

Guidance provided by Guyana’s Public Service Rules 2004, with updated amendments; on employment, the rules provide clear and proper operational procedures – employing of workers, there are clear rules, regulations and guidelines, the disregard for which is dangerous and would maintain glaring negatives; given the revelation of a large number of ghost employees under the former administration, the people’s hope for a change in policy from the new government.

Government has found it much easier to have contract workers rather than wait on the tedious and lengthy hiring process of civil servants by the PSC. The document covers everything, including recruitment, appointment, promotion, staff performance appraisal, transfers, secondments, training, official working hours and conduct, discipline allowances, advances, communication through the mass media and critical protections, such as patents for inventions made by public servants and relations with trade unions and staff associations.

Towards creating a secure physical and sexual environment to deter any acts of sexual harassment and to promote a social and psychological environment to raise awareness on sexual harassment in its various forms.

Workplace Bullying

A person can abuse someone emotionally without uttering a single syllable.

Emotional abuse is loosely described as the ongoing emotional maltreatment or neglect inflicted by one person on another, seemingly weaker, person, which often results in the latter developing psychological trauma, such as anxiety, depression, and other health related disorders.

Non-physical behaviors range from delivering threats and insults to openly doling out public humiliation and intimidation, forms of wordless but constant monitoring (**bordering on stalking**), deliberate neglect and isolation of the subject or recipient of the abuse.

The abuser is deliberate in choosing the actions with the intention of hurting the target.

The abuse occurs on a regular basis, with the repetitions taking place for extended or prolonged periods, each attack worse than the previous one.

The abuser makes full use of the weapon of verbal aggression, by saying things or uttering words that is fully aware will upset, annoy or offend other people. Asserting dominance, the abuser could employ tactics that will isolate the abused, preventing the party from seeking help or assistance from others. Jealousy plants seeds of suspicion which in turn drives people to want to control others.

Emotional abuse has no physical signs or marks to prove it exists but is even more destructive, since the damage goes deeper within the psyche of the one on the receiving end. Scarring can be permanent.

The repetition or constant exposure to the abuse is likely to have a hypnotic effect, so that the person will start to believe whatever abusive things they are told. Emotional abuse is likely to make the recipient shoulder all the blame, the abused may start looking around and questioning why she is going through these difficulties. Emotional abuse can result in trauma, with the abused suffering from anxiety and chronic depression, and even post-traumatic stress disorder, cause strains in his current relationships, and may impair him from forming new ones in the future.

The stress and trauma brought on by constant exposure to emotional abuse will take their toll on the human body, and various illnesses can come up. There is a competitive atmosphere in the workplace, emotional abuse being a pervasive presence in the workplace.

Workplace bullying can be defined as harassing, offending and socially excluding someone or negatively affecting someone's worktask and often includes personal attacks, social ostracism and a multitude of other painful messages and hostile interactions.

	Workplace Bullying	Abusive Acts	How to React
1	Emotional Control - forms of verbal and emotional aggression employed by abusers.	<ul style="list-style-type: none"> - Insults and put-downs to the target at every opportunity - This may be to the latter's face, delivering the barbs in a roundabout and indirect manner - Some may be sly about it, pretending to be civil and nice, their body language and facial expression in direct contradiction with the words coming out of their mouth. - Name-calling may be used, many times to win an argument, establish superiority over the target. - Silent treatment is a non-verbal way of toying with the emotions of the abused, and may be accompanied by 	<ul style="list-style-type: none"> - Stay calm and keep cool, maintaining a decent and civil attitude (<i>the abuser will feed off your discomfort and misery. The moment he sees that he is able to provoke you and get a rise out of you, this will motivate him to continue with his abuses and be more creative with them</i>). - Talk to the abuse with confidence and a rational attitude, looking them straight

		<p>glares and looks of open hostility, intended to give the cold shoulder, to affect the abused's concentration and focus at work.</p> <ul style="list-style-type: none"> - The emotional abuser will revel in publicly humiliating his target, being inappropriate when there are other people around, in front of other employees, even in front of bosses, always willing to resort to public humiliation to get his way. 	<p>in the eye the whole time.</p> <ul style="list-style-type: none"> - Conduct the conversation in full view of the other employees who were witnesses to the abuses. - Ask the abuser to stop what he is doing, and make it clear that you will not stand for it. - Report the aggression and perpetrator to your supervisors. - Don't hesitate to point out the error of his ways or, specifically, his attacks, go right ahead and let him know how unprofessional he is being by getting your personal life mixed up with things at the workplace. This is also an excellent way to set boundaries.
2	Isolation	<ul style="list-style-type: none"> - Excluded from social events and gatherings involving co-workers, left alone and largely ignored, abuser has target's name removed from list. - Important meetings and work-related planning events may be conducted and the target will only find out about them when they are already over. - The abuser will refute everything the target says, and even shoots down some of his ideas, demonstrates how little respect the abuser has for the feelings of the target. - Being ignored by someone for long periods can take its toll on one's self esteem, silent treatment without knowing the reason for it is even worse. - Emotional abusers have a knack for making someone feel out of place. If the abused is made to feel like they are a wrong fit within the workplace or company, then they will definitely have a difficult time. 	<ul style="list-style-type: none"> - The abuser practices evasion to make you feel isolated, therefore, initiate a dialogue. Your directness and resolve to take them head on will like catch them by surprise and throw them off their best laid plans to make you feel alienated. - If you do not trust yourself to be able to walk up to the abuser and have that tough talk, you can approach a neutral party – maybe a co-worker or supervisor – and ask him to intervene and be the one to talk to the abuser. - Try to develop yourself into becoming mentally stronger.
3	Intimidation	<ul style="list-style-type: none"> - Fear can be debilitating, resulting in extreme psychological trauma. This may be seen by many 	<ul style="list-style-type: none"> - Consider pursuing legal action, especially when the abuse involves

		<p>abusers as their best weapons to assert their control and authority over their targets.</p> <ul style="list-style-type: none"> - Abusers who use intimidation don't even try to be discreet about it, pulling rank, raising their voices, yelling, ridiculing, humiliating their victims while others are watching. - The suffocating and stifling effect of a supervisor closely observing every move can be categorized as emotional abuse. - Use of position to undermine another's work outputs. 	<p>theft of proprietary output (which is the case when a supervisor steals the work of a subordinate or takes credit for it) or the abuser's modes of intimidation leads you to fear for your safety.</p> <ul style="list-style-type: none"> - You can confront them head-on. Get a neutral party to act on your behalf. This will show the abuser that you are not going to keep quiet, and that you are very much willing to talk to other people about how you are being intimidated.
4	<p>Coercion and Threats – aims to render the victim fearful and unresisting to the abuser's machinations.</p>	<ul style="list-style-type: none"> - The abuser issues threats openly, intent on punishing, injuring or damaging the employee and his state of employment. - Issue unfounded warnings and reprimands. - Employee may find self being subjected to unreasonable demands. 	<ul style="list-style-type: none"> - Do not let fear of the threat overwhelm you, - If there are rules, laws and policies being violated, use the option of taking proper legal action. - Enlisting the aid of other people who are neutral and not likely to take sides is also advised. Show the abuser that you are not averse to asking for help. - Launch into a logical argument.
5	<p>Economic Control</p>	<ul style="list-style-type: none"> - Some abusers use blackmail, giving the abused ultimatums (e.g. demotion): the fear of losing one's source of income will eventually lead the employee to let himself be controlled and manipulated. - The target will feel frustrated and demoralized if the abuser gives rewards and incentives to other employees that are non-performing while the one who has been doing all the work does not get any. 	<ul style="list-style-type: none"> - Inform the next higher superior, or even top management, of any unfair treatment you are receiving from your department or supervisor. Lodge a complaint if you have to, making sure it is filed in the right channels, following the standard procedures or protocols. - Maintain your high level and quality of performance at work. Keep performing your tasks and responsibilities properly, making sure you remain a

			productive member of the organization.
6	Supervisory or Management Privilege	<ul style="list-style-type: none"> - Supervisor or manager treats subordinates like they are servants or slaves. - Refusal to give credit to whom it is due. An employee has done excellent work on a specific project, and the supervisor is tasked by top management to deliver their positive feedback to the employee. However, out of envy and spite that the employee was able to do a good job despite having butted heads with him over the project, the supervisor does not deliver the message. - Delivering criticism in an unnecessarily harsh manner, and refusing to give compliments for satisfactory work are other forms of bullying by supervisors. - Favoritism, whereby some employees are sidelined or always left out of the priority list. - The supervisor may expressly prohibit the employee from undergoing trainings and seminars meant to equip him with new work skills or hone the ones that he already has. - Whenever he is not pleased with the employee, he will assign undesirable work to him. 	<ul style="list-style-type: none"> - Say no. - Let another person in authority know about what is happening, preferably someone with a higher rank. - Approach HR about this. - Use legal action as a last resort, keeping notes is recommended.
7	Inciting Mobbing	<ul style="list-style-type: none"> - In the workplace, there are cliques, factions and groups. The abuser is not above using whatever tactics he has up his sleeve in order to inflict the most pain and misery the victim. - Mobbing is a behaviour where a single individual – the victim – becomes the recipient of abuse from many abusers, the abuser enlists the help of other people to terrorize the victim. - The abuser can successfully create a conflict with their target caught somewhere in the middle, overran by unfounded rumors and baseless gossips at one person, intended to cause distress to the subject of the rumors, compounding the number of attackers, overwhelming the 	<ul style="list-style-type: none"> - Remain accessible. Do not give them the chance to completely shut you out. Remind the ones that you had good relationships with why they liked you in the first place. - Do not cower before them. The abuser is counting on the strength in their number to break you, which is why he is involving other people. Keep your head up and never let them see you falter. <u>Others will start doubting their decision to band with the abuser.</u>

		<p>victim.</p> <ul style="list-style-type: none"> - The abuser will charm other employees into making the victim feel isolated and completely alone. - Blatantly lie about the victim's performance so that he will get poor evaluation scores and look incapable in the eyes of top management – <i>the victim is suddenly made to defend himself against made-up accusations – volleyed at him. The abuser can convince management into making things at work more difficult for the victim, who will feel more hopeless, considering how even members of management are involved.</i> 	<ul style="list-style-type: none"> - Don't think they are all against you. Never forget who the main abuser is and the falsehoods and deceptions perpetuated. - Sit some persons down and talk to them, setting them straight on a few things.
8	Minimization, Denial and Misplaced Blame	<ul style="list-style-type: none"> - When confronted with their abusive acts, they will actually make light of it and minimize the negative effect. - The abuser can turn things around and make the victim look like he's the bad guy. - Will make everything seem like the victim's fault. 	<ul style="list-style-type: none"> - Never accept the blame. - The abuser will attempt to break down your defenses, brick by brick. Don't allow this to happen. - Have a mediator intervene. - Stay calm and serene when talking to the abuser. - KNOW YOUR RIGHTS AS AN EMPLOYEE. Showing resistance and actively taking action to stand up to them is likely to dissuade them and make them back down. Once they realize that you are not the type to take their abuses sitting down, and that you are strong enough to withstand their attacks, there is a great chance that they will leave you alone.

Harassment is a crime punishable by the law of the Co-operative Republic of Guyana; protection for the targeted, sanctions for perpetrators.



Anti-Harassment Policy

It is the policy of the Ministry of the Presidency, Department of Social Cohesion, Culture, Youth and Sport to provide a safe workplace. We will not tolerate any form of harassment.

HARASSMENT WILL NOT BE TOLERATED!

⦿ Examples of Harassment

- > Verbal Abuse – shouting, yelling, swearing, name calling and vulgarity
- > Spreading malicious rumors, gossip and lies
- > Threats of physical abuse
- > Intentional isolation, ignoring and excluding co-workers – Workplace Bullying
- > Intimidation or manipulation
- > Making false accusations of co-workers mistakes
- > Sabotaging or impeding a person's work
- > Cruel comments, belittling and insults
- > Unjust, harsh and constant criticism
- > Aggressive behavior
- > Sexual harassment, unwanted touching or stalking
- > Personal and offensive jokes
- > Invading a person's privacy or personal belongings
- > Unequal treatment due to race, gender, age, size, religion or country of origin
- > Taking credit for someone else's work

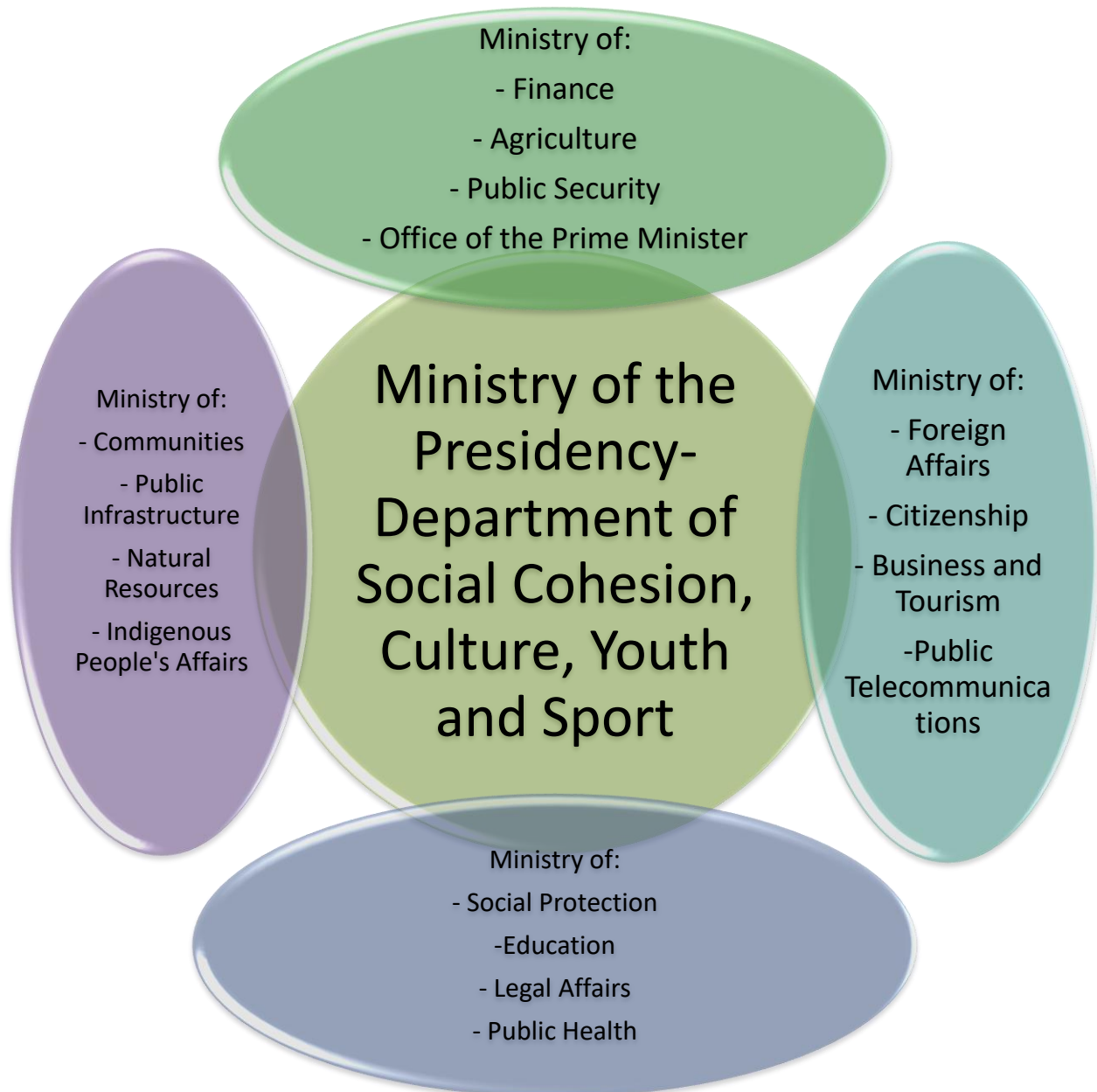
⦿ Re: reports of Criminal Charge

- > **Public Service Rules F14:** A Public Servant who is charged with a criminal offence shall report the matter forthwith to the Permanent Secretary/Head of Department/Regional Executive Officer, who, in consultation with or on the advice of the Secretary, Public Service Commission, shall determine whether the Public Servant shall be interdicted from duty.

Towards a safe work environment for all public servants and citizens of the Cooperative Republic of Guyana

11. Government Ministries in the development of Sports in Guyana and their Roles

Regarding administering authority, recognizing the critical need for governmental collaboration to effectuate desired outcomes through the successful implementation of the sports policy. Several institutions have been identified which shall assume the leadership role in the definition, implementation and monitoring of the policy, ensuring institutional collaboration.”



Ministers of government are committed to assuming leadership in assessing the nature and scope of threats to the integrity of sport and developing appropriate policy to address these threats at national, regional and international levels, Coordinate, in

accordance with national and international law the approach in the fight against the manipulation of sports competitions, through the sharing of good practice examples, communication and coordination of actions and also ensuring, in accordance with national and international law, a collaborative, continual, effective and dynamic exchange of information among all stakeholder groups in securing integrity in sport.

Government shall ensure that every individual has the same right to be included and represented equally in national physical education, sport for all and high performance sport policy; implementing appropriate policy ensuring quality physical education as a point of entry, appealing to Ministers in other branches of the government to ensure that quality and inclusive physical education classes are delivered, preferentially on a daily basis, as a mandatory part of primary and secondary education; foster equality in sport governance, where Government may wish to appeal to all stakeholders to embrace inclusion criteria and ensure equal opportunities at all levels by developing organizational conditions to increase the presence of women and people with disabilities in sport bodies and their decision-making positions.

Government's specific Sports Policy shall prioritize

- employment in public sector positions prioritize persons with legitimate credentials in sports and experience as former national athlete/player representative.
- That persons commissioned to sports board not be sitting members of executives of any national sports association or federation. Viable alternative to be identified
 - Severe conflict of interest
 - Exposure to confidential information of other sports assos and feds
 - Parties on board advisory with ministerial implementation.
- Incentives to successful athletes (criteria for incentives)
 - Nationals (various sports; regional, world, Olympics); (primary, secondary, tertiary)
 - Transparent nominations process of the National Sports Awards (NSA)
 - Earned Scholarships for competitive national athletes
 - Awarding of Grants to national sports associations and federations (NSA/F)



I-r: Minister Nicolette Henry and Executive members of the Guyana Football Federation; Minister George Norton greets hinterland footballers; GOA President K. Juman Yassin presents the Queen's Baton to President of the Cooperative Republic of Guyana, David Granger.

12. Sport Governance

The fact that Sport programs are vulnerable to abuse by people who view an influx of resources as an opportunity to improve their own financial situations is among the dangers prevailing in sports. Ultimately, a sports policy is a primary organ that nations utilize in their attempt to meet national development goals by providing guidelines and operational principles that governments and sport organizations can use in sports governance.

Distribution of responsibilities

- Government
- Olympic Association
- Sports Associations and Federations

Supporting Entities

- Home and Family
- Schools
- Communities
- Sports Clubs

Based on the legislative policy environment and the leadership in sport, the governance structure would be one that promotes a culture of democracy and regulatory compliance, to discourage corruption. Programmes shall be carefully planned with all key stakeholders and maximum transparency shall be maintained throughout the process. Correspondingly, budgets shall be detailed and clearly tied to programmatic objectives. Where necessary, it may be prudent to provide only in-kind support, rather than direct grants.

This development thrust required the reorganization of government engagement in Sport, where the Ministry of Social Cohesion, Ministry of Education, the Department of Culture, Youth and Sport has improved capacity in the areas of policy development and implementation, and in the area of planning and operations. The Ministry is assisted in delivery of sports services through a semi-autonomous agency, the National Sports Commission (NSC), which operates under Act 23 of 1993, the NSC Act.

An important implementation element of this policy suggests that the following be undertaken: A review and clarification of the roles and responsibilities of the NSC in development of Sport in the nation with the Ministry's department being responsible for policy development and implementation, and liaison with other ministries and agents of government for evaluation of the NSC, being responsible for the delivery of services to NSO. An organizational review of the NSC to evaluate its organizational structure and roles and responsibilities of the staff, job descriptions and performance evaluations of staff, it is also recommended that 1993 Act be reviewed with respect to strengthening its ability to monitor and enforce (Higgs, pg 11).

Approval of the NSOs constitutions and records for organizations wishing to receive government funding must be constitutionally compliant for NSOs regarding annual general meetings, election of officers and provision of audited financial statements. In the early stages of this plan, 2013-2018, the focus of the government will be enhanced participation and ongoing use of sport to achieve social development goals, within communities and the educational system.

Government's cognizance of the needs of the Sports department in Guyana is further emphasized in this Sports policy noting the rights of employees at work, and in this instance, as staff with specific rules of conduct, technique and evaluation. In this regards, it is note-worthy that persons "can join a union which is recognized by employer so that it can negotiate pay and other conditions of work. The law provides that if the employer refuses to recognise your union, the union can ask the Minister of Labour to intervene. There is provision to contract of employment, duties and employers duties (4) according to the occupational safety and health act 1997 (OSHA); there are clear indications given for the hours of work, holidays, wages and salaries, deductions, equal pay, sick pay, maternity rights, dismissal, dismissal with notice, termination of services may occur in various instances (3), pensions. (P. 82). And so too shall Sports in Guyana be guided, whereby no employee is subjected to acts of discrimination in the workplace, as a preventative measure in this expansion effort.

The representation of women in leadership and decision making of all sport and sport related organizations will become the viability wherein the delivery of policies and programmes and design structures which increase the number of women as coaches, advisers, decision makers, officials, administrators and sports personnel, at all levels, with specific attention given to recruitment, mentoring, empowerment, reward and the retention of women leaders.

This operational environment in Guyana will be the foundation of domestic and international cooperation, partnering sporting organizations across regions. Government shall incorporate the promotion of issues of gender equality and sharing the example of good practice in women and sport and physical activity policies, programmes and facilities in associations, with other organizations, in both domestic and foreign arenas.

Public education awareness – imagery, billboards, effective PR for implementation

Capacity Building - In the context of modern day sport, multi-faceted/various disciplines, including Sport Psychology, nutrition, bio-mechanics, exercise physiology and sports medicine will be undertaken, in the long term, to provide the necessary career opportunities and supporting functions necessary for the 21st century Guyanese sportsperson, from the recreational, to the competitive elite.

To this end, the Ministry responsible for Sport must be adequately staffed with qualified administrators, coaches and other support staff, with professional and qualified persons employed at all levels of PE, Sport systems, institutions of higher learning, sport organizations and work places.

An essential component within capacity building in Sports Guyana will see the critical establishment of national coaching standards, setting the tone of what is best for Guyanese athletes, in keeping with regional and international best practices. Herein, the creation of a code of ethics for coaches, medical personnel, trainers and administrators shall be established.

Further, administration at all levels to be exposed to formal training in Sports management. Raise public awareness concerning the risks of doping and corruption in sport, as well as the manipulation of sport competitions. Through the promotion of interdisciplinary research around the manipulation of sport competitions, particularly in criminal science, sport science, biotechnology, ethics, economics and law and use the results of the scientific research for political consultation, prevention education and public awareness raising, phased capacity building will be achieved.

Penalties and Sanctions

With an environment that prioritizes investment and coordination for education and prevention measures, the sport movement in Guyana shall implement comprehensive education and prevention programmes, establish transparent and democratic decision making structures based on good governance standards, standardise codes of conduct and enforce consistent sanctions – including **zero tolerance policies**, with the consideration that **the introduction of sanctions which would act as a deterrent against the manipulation of sport competitions and, with specificity, against doping in Sport.**

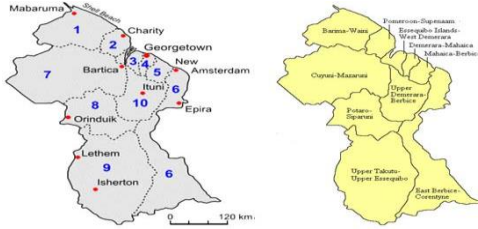
- Rigorous monitoring will be conducted to ensure that funds and materials are being used as planned.
- Any hint of corruption should be investigated and addressed immediately.
- Promote and support good governance measures undertaken by the Sport Movement.
- Examine the feasibility of establishing independent integrity organizations, at the national level, to monitor and address issues relating to corruption.
- Call upon UNESCO member states, in accordance with national and international law.
- **Commit to giving due importance to investigations of criminal activities taking place in the field of sport.**
- Ensure that investigations focus not only on potential manipulators behind the scenes, but also in athletes and their entourage, sports agents, coaches, referees, representatives or associations/clubs and sports federations, including their officials, managers and employees.
- Establish betting regulatory bodies to effectively engage with law enforcement authorities and sport organizations to exchange information and deliver prevention education.
- Explore the feasibility of creating a public prosecutor's office specialized in sport-related crimes.
- Zero tolerance approaches to unethical behavior
- All reports of misconduct to be dealt with confidentially to the extent practically and legally permissible and thoroughly review of each report of misconduct.
- On enforcement: if violations are observed, actions must be taken, the matter must be reported.
- **No tolerance will be extended to any form of retaliation against an individual who reports violations of the NSP and the laws and rules it upholds.**

- Retaliation includes any adverse action taken against an individual who reports violations or acts of misconduct.
- National sports assos and feds shall abide by/adhere to the rules of their international governing organization, as well as the sovereign laws of the land
- Breaches of the NSP will result in appropriate sanctions under applicable employment law as well as other disciplinary measures, up to and including termination of the employment relationship
- Re anti-money laundering (ML: the process by which an individual person or group try to conceal the proceeds of illegal activity or try to make the source of illegal funds look legitimate.
- The NSP calls for compliance with all applicable money laundering laws and regulations. This means the conduct of business in a reputable manner, for legitimate purposes, using legitimate funds.
- Zero tolerance for corruption – NSP calls for compliance with all relevant anti-corruption laws and adherence to relevant international standards (wherever business is conducted)
- Bribery – the offer of anything of value with intent to obtain or retain an improper business advantage. For example, the offer r acceptance of reasonable meals and entertainment with a business purpose: If a gift is offered which exceeds the standard, one should politely decline and explain the policy in this regard.
- On confidential information – access to confidential information, including business and strategic plans, contract terms, rates or fees, financial information, employee and salary info, work methods and procedures and internal secrets. Therefore, info should be shared on a need to know basis. This obligation remains, even after leaving related employ. Where necessary, a written agreement must be obtained before disclosing information

GFF probe into complaints by female referees, engage and commission a Board of Inquiry with stakeholders including representatives from the Guyana Olympic Association, the University of Guyana and Red Thread, lasting 8 months, recommending the removal of GFF head referring officials – Terms of Reference (ToR) for the Bol

- To develop a policy against sexual harassment for referees in Guyana
- To evolve a permanent mechanism for the prevention and redress of sexual harassment cases
- To ensure the implementation of the policy in the letter and spirit, through proper reporting of the complaints and their follow-up procedures

12. Sport Administration and Management



All Inclusive Sports
AIS



All Inclusive Sport (AIS) competitive sport organized in accordance with the rules of sports international federations and olympic committee rules and regulations;



- Effective sporting policies and activities:
- Orderly arrange workshops and training programs
- Orderly arrange competitions in various disciplines
- Supervise field staff of department, specifically coaches and sports organizers.
- Supervise the maintenance of sports hall, sport centers and equipment.
- Promote and supervise training of field staff towards increased competence.

- Supervise the general training program for voluntary leaders of sports organizations.
- Co-ordinate sports activities of schools and clubs in order to reduce/eliminate clashes in planned programs/activities.
- Assess reports and itinerary of coaches and sports officers on a monthly bases.
- Assist in the functions of administrative budgeting and organizing national and international sports programs.
- Perform secretarial duties of the National Sports Development Council.
- Creation of short, medium and long term plans for the various sporting activities and responsibility for implementation.
- Need for regular visits to sports clubs, sports organizations, sports associations and making on the spot decisions on problems relating to sports.
- Decisions can impact positively on subordinates, sports men, sports organizers and general public when problems are solved in an amicable manner or on the other hand can create frustration when a solution of the problem is delayed.
- The Department shall seek to have the requisite number of staff to fulfill its duty.
- Frequent communication students, heads of schools, sports organizers, sports men/women, members of the national sports development council on sports related issues.
- Senior staff responsible for conducting workshops and supervising subordinates in the fields.

The subvention agency identified as the National Sports Commission, established as Chapter 39:14, to function in accordance on the national policy on Sports, with policy directions as given by the Minister responsible for Sport, whereby the Commission carries out, promotes sports and provide advisory guidance on sports matters. There are fifteen ministerial directions, consultations, references, amendments and prerogatives, and has a duty to **encourage the conduct of sporting activities in accordance with the national policy on Sports. Working with a mission statement, “to enrich the lives of all Guyanese through organized sport”**, its general objectives include

- to expose youths to various sports disciplines, thus forming an integral individual by complementing the development process; to provide opportunities for training athletes in a variety of Sports disciplines
- to upgrade coaches' technical skills toward developing high-class athletes
- to co-ordinate with the national associations work done in Sport development
- to encourage female participation in sport regardless of age and ethnicity
- to promote and develop various sport disciplines in schools as well as in the communities
- to promote and develop sport regardless of age and ethnicity
- to promote and develop various sport disciplines in schools as well as in the communities
- to encourage greater participation by people with disability in Sport.



Facilities & Infrastructure



Recognizing that an inclusive environment free of violence, sexual harassment, racism and other forms of discrimination is fundamental to quality physical education and sport.

Women and girls participation in Sport and physical acts is influenced by extent, variety and accessibility of facilities, especially spaces which are safe and secure, planning, design and management of these should appropriately and equitably meet particular needs to women and girls in communities with special attention given to the need for child care provision, safe transport and safety during participation and performance. - provision to access well-equipped, appropriate, safe indoor and outdoor sporting facilities with further development of the ground enhancement in relation to community sporting facilities.

Authorities responsible for the preparation of urban development plans, village development plans and housing schemes must incorporate Sport facilities in their plans in accordance with standards and specification agreed to by Ministry responsible for Sport.

- Development of existing spaces, identification of new spaces, the provision of recreation grounds and other sport facilities must be considered an integral part of housing schemes
- Minimum size of recreation grounds, maintenance of community/recreation grounds
- Provide easy access for mentally and physically challenged
- Encourage maximization of use of the sporting facilities of the primary, secondary and tertiary institutions by communities after school hours
- Indoor sport arenas shall be provided on a regular basis with flood lighting
- Development of system of grading for recreation grounds using traditional scheme (A,B,C)
- Creation centers of excellence for training of athletes, coaches and administrators

Staffing of Sports Facilities

- Based on the appeals stakeholders for investment in scientific research and comparable methodologies to measure the socio-economic impact of physical education, sport and major events to continue improving and sharing best practices, it shall be the policy of the government of Guyana to ensure that all employees of sporting facilities are properly certified in essential administrative, customer care and human resource management skill sets. Where possible, credential upgrades would be recommended based on performance evaluations and reviews.
- The authority and authorised parties for administration of Sport in Guyana shall honor principled, ethical, professional conduct as best recommended for adult and young people's in the provision and promotion of activities which meet the needs of girls/women, boys/men's aspirations, during the lifespan.

Environment: Protection for female athletes, girls and Women in Sporting environment, facilities, activities, training sessions, workshops, selection processes, employment, access to financing, funding, natural human rights and equal rights provisions to protect present and future, female athletes, coaches, trainers and administrators at all levels and demographics of Guyana.

Security: Providing a safe and secure Sport environment is the responsibility of government. It is a matter of how one prepares, responds and recovers to mitigate the consequences of emergencies at the Sport venue. Sport venue managers need to be aware of risk assessment methodologies to detect threats, identify vulnerabilities and reduce consequences. Besides terrorism, Sport venue managers must plan for other accidents or unexpected disasters, such as fan/player violence or natural hazards.

Sporting Equipment – quality and affordable collaborations between sports organizations and dealer associations.

- Provision of material support to newly built or rehabilitate sports facilities and playgrounds
- Provide assistance to ensure sustainable Establishment, Maintenance and Management committee

Hosting International Sport Events - facilities and equipment must conform to international safety standards and sensitization of public regarding importance of safety at Sports competitions. Enhance transparency – appeals to the event owners to ensure an open and transparent process in bidding for the hosting of major sport events with a view to reinforcing accountability for all stakeholders involved – critically examine the requirements for major sports events – appeals to the sport movement to identify areas where the financial, technical and political requirements for major sports events could be scaled down to allow more countries to host such events without jeopardizing national priorities. At the same time, higher priority shall be given to all aspects of sustainability throughout the planning and staging of such events.

The risk assessment process is a way to determine risk and threat levels and identify vulnerabilities. A good risk management approach includes three primary elements. A threat assessment; A vulnerability assessment; A criticality assessment. When sport venue managers are able to identify vulnerability, they can then harden the facility and improve physical protection systems. This may include –

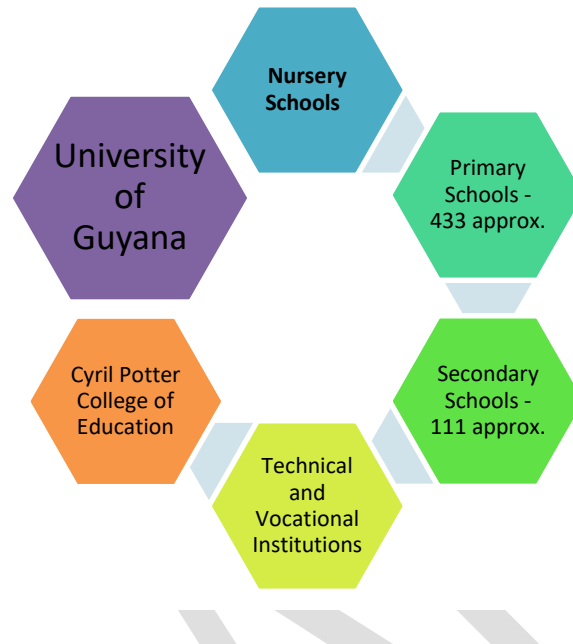
- Implementing access controls
- Using CCTV security cameras
- Adding lighting
- Encouraging background checks
- Credentialing
- Checking backpacks
- Enhancing communication networks
- Developing or updating emergency response and evacuation plans



Possibilities of Sports Guyana: Cycling Velodrome

Ministry of Education (MoE)

Nursery, Primary, Secondary and Teritary Institutions



Government committed to place emphasis on the inclusion of all members of society when developing national physical education, sport for all and high performance sport policy; Ensure that quality and inclusive physical education and sport classes are included, preferentially on a daily basis, as a mandatory part of primary and secondary education and that sport and at school and in all other educational institutions play an integral role in the daily routine of children and youth; Strengthen cooperation between governments, sports organizations, schools and all other educational insitutions to improve the conditions for physical education and sport at school, including sports facilities and equipment, as well as qualified teahcers and coaches; Foster the important role of extracurricular school sport in educating children and youth, as well as in providing inclusive opportunities for early development;

Engage civil society organizations and researchers to provide a systematic analysis of the synergies between inclusion policy and sport governance procedures and practice; Provide a safe and accessible environment for physical education and extracurricular sport in school and in all other educational instiutitions in which the existance of all forms of discrimination including sexual harassment are recognized and consequently punished; Ensure the availability of appropriate facilities, equipment and alternative dress options better suited to both ability and cultural specificities, paricularly women and girls; Develop organizational conditions to increase the presense of women in sport bodies and decision making positions, including, inter alia,

- (a.)gender and ability bedgeting that ties the granting of funds to compliance with related obligations;

- (b.) mentorship programmes and incentive actions such as awards promoting the principles of gender mainstreaming and diversity management

Integrate the following considerations in national action plans:

- (a) professional training of teachers, coaches and sport leaders through standardized study programmes and certification courses;
- (b) appropriate and adequate volumes of equipment, that meet safety regulations;
- (c) adequate numbers of support personnel and volunteers
- (d) accessibility of sport facilities, including information in easy to understand language or in Braille, and provision for sign-language interpreting
- (e) accessible, affordable transport options to and from sporting activities.

Following broad-based national responses, both at a ministerial as well as practitioner level, data from more than 220 member states or autonomous regions was analysed and compiled and a final report published during 2013 details the methodology as well as a set of QPE indicators, noting -

- Minimum standards: a set of indicators which outline the minimum conditions needed to provide basic quality physical education
- Quality physical education (QPE): a set of indicators detailing the requirements needed to provide a rounded QPE programme
- Quality physical education teacher Education (QPETE): a set of indicators which outline the training and monitoring aspects inherently required to enable the physical education teacher to teach QPE.

The developments pertaining to PES after MINEPS V in 2013 – 2017

- o Establish national competitive programme within sectors to promote sport and recreational engagement of employees.
- o Consult with policy makers with advanced qualifications, linked to a career path, for teachers who choose to specialise in physical education/sports in school.
- o Facilitate the development of a Guyana national coaching certification program, in collaboration with the national accreditation council that recognizes existing coaching qualifications, and provides opportunities for coaches/officials for continuous professional development
- o Provide opportunities for high level competition for hinterland athletes through budgeting and matching grant to facilitate travelling for participating in sport activities.

- Strengthen relationships between school sports and local sports clubs through monitoring the sharing of facilities and coaching expertise; assist communities to develop inclusive sport and physical recreation activities into community sporting activities.
- Facilitate the recognition and reward of successful community programmes that encourage wide participation.
- Engage local democratic organs, committees in programs to revitalise the utility community centres and playing fields, by implementing a reward program of sports equipment to volunteer groups, sports teams that engage in rehabilitation/maintenance of grounds.
- Encourage communities to partner for an annual joint sports festival, with teams/players drawn from the communities; facilitate training for sport administrators and managers in collaboration with the GOA/NSC.
- Develop sensitization programmes to educate citizens about the value of being active and the positive relationship between engagement in physical activity/sport and academic performance.
- Apply to international agencies for sport development assistance. Engage Guyanese diaspora in the support to contribute to sport development.

Guyana's Ministry of Education administers the Caribbean Examinations Council (CXC) Caribbean Secondary Education Certificate (CSEC) across all disciplines, including the Physical Education and Sport syllabus which is designed for students who intend to further studies in physical education and sport at the tertiary level as well as students whose formal study of the subject is unlikely to proceed further. Students who have benefited from a physical education programme equivalent to that undertaken in the first three years of secondary school will be better prepared to undertake this syllabus. It is recommended that a minimum of three hours be allocated to the subject over a two year period.

Organization of the syllabus notes that physical education and sport syllabus is made up of a compulsory core and three options to be completed during the two year course of study. Each candidate must do the compulsory core and three sports from two different options

CXC CSEC Physical Education and Sport Syllabus (Theoretical and Practical Components)		
Compulsory Core	Options	Sports
1. History and Development of Physical Education and Sport 2. Anatomy and Physiology 3. Fitness and Performance 4. Health and Nutrition 5. Trends and Social Needs	A	(a) Dance (b) Gymnastics (c) Martial Arts/Combative Sports (d) Swimming (e) Track and Field/Athletics
	B	(a.) Badminton (b.) Golf

		(c.) Squash (d.) Table Tennis (e.) Tennis
	C	(a.) Basketball (b.) Cricket (c.) Football (d.) Hockey (e.) Netball (f.) Rugby (g.) Volleyball (h.) Softball/Baseball
5 Cores Courses	3 Options	17 Sports Disciplines

CXC notes that the physical education and sport syllabus will be examined at the general proficiency only. Candidates will be awarded an overall grade reported on a 6 point scale. In addition to the overall grade, candidates' performance will be reported by a letter grade under the profile dimensions of – Theory and Practical

Prompting investing in PES progs (noting the contribution to good health ...) A nostalgic vision for PES is a prerequisite for balancing and optimizing the impact of national sport policy options and priorities, highlighting that sustained investment in quality physical education is not a policy option but a fundamental component of all countries sport philosophy and that allocations of budgets should not be re-directed away from public provision of physical education programmes.

Emphasizing that scientific evidence, policy instruments and quality assurance mechanisms enhance the efficacy and sustainability of physical education and sport policy.

Acknowledging the growing importance of the sport industry and its role in economic development.

Noting the increasing significance of private sector support for PES

Unit of Allied Arts: Building on an existing basis of physical education timetabled on the National Curriculum the Ministry of Education and its Unit of Allied Arts have an active role in developing and releasing the full potential of the child. While the curriculum seeks to ensure a literate child, it also helps to develop physically sound and literate learner. Among its specific art forms⁹, physical education will be further coordinated and remain part of the national curriculum on schools.

⁹ Dance, drama, music, art and craft, gymnastics.

The Unit of Allied Arts has the responsibility for physical education, a curriculum subject in secondary schools. To this end, select teachers who have undergone training in PE are placed in the Unit to service the regions. These officers shall conduct workshops for teachers in the region to increase their knowledge of PE, visit schools to monitor their activities and provide guidance to ensure viable PE programmes are conducted in schools.

Those responsible for the education, training, development of female and male coaches, managers and leaders should ensure education processes and experiences address issues regarding gender equality, needs for female athletes, safe environment, also secure, equitably reflect women's roles in Sport and physical activity and take account of women's leadership experiences, values and attitudes.

Experts around the world have concluded that physical education is a critical component of a child's overall education, contributing to improved body awareness and helping a child to develop healthy habits at an early age. There is also evidence that participation in physical education improves concentration and performance in academic courses. Furthermore, such classes provide an opportunity to address broader health and safety issues and ensure that all children, including those with disabilities, have an opportunity to participate in sport. (USAID on Sport, pg 5) In spite of its known value, physical education routinely falls to the bottom of the priority list of governments and schools systems working within limited budgets.

The government of Guyana commits to providing the facilitating environment where children across the nation have access to physical education and sport through curriculum and the accompanying sport education to the benefit of the student athlete.

Educational Institutions in the development of Sports in Guyana

Part of national development; where the narrative is generated by the Government remains the focus on physical education and sports in educational institutions - In 2012, UNESCO, in partnership with North Western Counties Physical Education Association carried out a worldwide survey on the situation of physical education and sport in schools, noting 7 key areas

- General situation of physical education in schools (national level policy and practice-related issues in school physical education, legal status, responsible authority, curriculum time allocation)
- Physical education curriculum (aims, themes, content activity areas, relevance and delivery issues, monitoring and quality assurance, existing QPE criteria, and equity issues)
- Resources (teaching personnel, facilities and equipment)
- The physical education environment (school subject and physical education teacher status, and pathway links to physical education/sport activity in out-of-school settings)
- Issues in provision (school physical education-related concerns or problems)
- Best practice examples in school physical education
- Basic needs for physical education

14. Sport Organization

National Sports Associations and Federations

A sports governing body is a sports organization that has a regulatory or sanctioning function. Sports governing bodies come in various forms and have a variety of regulatory functions. Examples of this can include disciplinary action for rules infractions and deciding on rule changes in the sport that they govern. With a special emphasis on the role of sport associations and federations in presenting national athletes and teams for representation at regional and international games. Pg. 14 refers to the operational framework of Sport in Guyana, with athletes first, realigning of focus, placing social first, then incorporation of youth. Direct implementation of Sports activities; put on sports days that expose new participants to the possibility of sport; sponsor sporting events and league play; organize sports activities in conjunction with educational awareness-raising programs (USAID pg. 13)

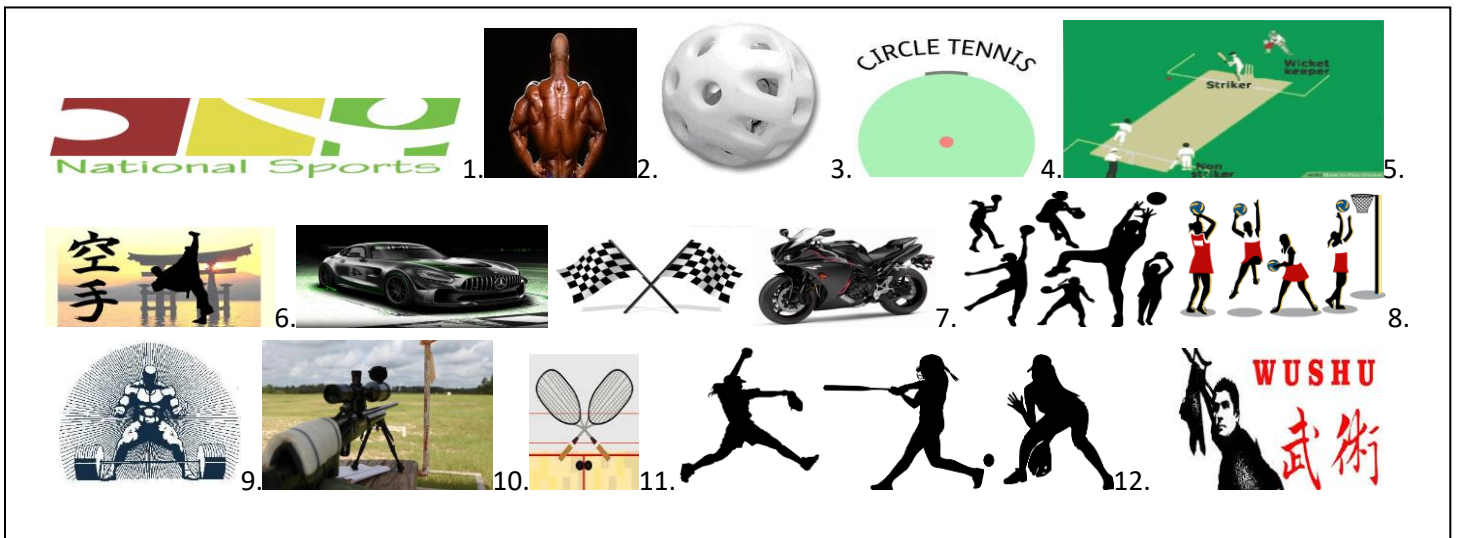


National Sports Associations and Federations (NSOs and NSF): Referencing the governance structure of associations, federations (and unions) of sports disciplines recognized by the IOC and registered with the GOA, thereby being responsible for athletes' participation in the Olympic Games, and required to observe the rules incorporated in the structure of each sporting association and sports clubs, guiding operations; rules as noted in, for example, a constitution, regulations and, where necessary, by-laws.

OLYMPIC SPORTS

- DISCIPLINES** - 1. Athletics 2. Badminton 3. Basketball 4. Boxing 5. Canoeing 6. Cycling 7. Fencing 8. Football 9. Hockey 10. Judo 11. Rugby 12. Sport (Rifle) Shooting 13. Swimming 14. Table Tennis 15. Taekwondo 16. Tennis 17. Volleyball 18. Weightlifting





NON-OLYMPIC SPORTS DISCIPLINES - 1. Bodybuilding 2. Blind Cricket 3. Circle Tennis. 4. Cricket 5. Karate
 6. Motor Racing 7. Netball 8. Powerlifting 9. Rifle Shooting 10. Softball 11. Squash 12. Wushu
Game Disciplines - i. Chess ii. Darts iii. Dominoes iv. Draughts v. Scrabble

Sports has been transformed from merely an activity to an industry. This requires relevant competencies and expertise in understanding the principles of business and their application in managing resources and aspirations. The government of Guyana therefore supports the strategic and professional management of Sports association and federations and will provide relevant policy direction to facilitate the acquisition and transfer of knowledge and expertise by aid to functionaries.

Community-Based Organizations – The reality of sustaining community based sport and physical activity programs to enhance the development of the underserved/at-risk youth as well as residents – consideration of challenges and potential strategies – policy analysis ongoing – significant recommendation towards the addressing operations of existing clubs and groups in inner city, urban, rural, coastal and hinterland locations across Guyana.

- call upon stakeholders to design sport programmes cautiously in order to achieve the desired outcomes and to avoid poor-quality sport programmes harming rather than benefitting participants; improve initial and continued professional development for teachers responsible for providing physical education; foster the development of a variety of physical education and sport related carer pathways; support transfer of know-how for local production of physical education and sport equipment and gear (apparel); integrate the transparent participation in, bidding for and hosting of major sport events in national sport development planning, in order to ensure that such events support physical education, grassroots and sport for all programmes and do not result in cuts of public spending for such programmes; commit to **mandatory code of conduct** for all parties involved in the sport process and hosting a major events; ensure an effective knowledge transfer between past and potential host countries concerning opportunities and risks associated with

hosting major sport events (**regional and international**); consider smaller-scale competitions and co-hosting of major sports events by more than one city or nation; support the preparation for and participation in major sport events by teams representing countries; engage in further scientific research which includes long term post event studies, as well as studies concerning the measurement of intangible impacts and the establishment of an internationally uniform cost-benefit analysis.

- call upon owners of sports events to ensure an open, inclusive and transparent process in the bidding for and hosting of major sports events with a view to reinforcing accountability for all stakeholders involved; monitoring and oversight of a sporting organization's activities are essential elements of the respective roles of the organization's board and senior management. In performing this function, risk management processes are critical. Oversight of practices must form part of the organization's risk management process, specifically, understanding risks to the organization and to the health of athletes and developing appropriate integrity safeguards to mitigate these risks.

Guided by the best practice principles of Australian Institute of Sport, there is a practice way to assist boards and senior management of sporting organizations in performing their oversight functions, noting categorically staff integrity and capability, policy framework of operations, education, detection and enforcement as well as oversight and reporting.

The Government of Guyana call on the Sport Movement to implement prevention measures against the manipulation of sport competitions, which include a. comprehensive education programs, in particular face to face training targeted at athletes and also involving their close entourage, sport agents, coaches, referees, representatives of the associations/clubs and the sport federations. b. appointment of ombudsmen as well as integrity officers at the national and international levels enforceable codes of conduct, committed to fair play and ethical standards (e.g. prohibition on betting one's own sport or delivering insider information), drop out programmes with amnesty possibilities, adequate systems for encouraging and protecting whistle-blowers and for managing suspicious information so as to grant priority to prevention, immediate replay and review mechanism, and transparent scoring systems for sports judged by point systems, adopt binding good governance rules, which include measures to strengthen democratic structures and transparency at the level of federations and associations/clubs; individual actors, including sponsors and investors, must not use their influence to undermine the integrity of sport.



Elite Athlete Development & Viability Model

EADVM



15.

Considering the support of government, embracing an indigenous model crafted called the Elite Athlete Development & Viability Model (EADVM); with an emphasis on high performance sporting capabilities, where, at policy level, special consideration is given to the development of elite athletes who compete successfully on the world stage. Government and sport organizations hereby commit to ensuring all activities also take into account the specific needs of female athletes and that these are built into sustainable infrastructures for developing sport programmes.

Training and Development – teachers, coaches, sports organizers, fitness trainers, sports medical staff, sports media personnel, sports officials.

- Training and Development of Technical Personnel – Train physical education teachers on the job to the university level; train teachers, health workers, family members and mentors in PE and sport; train coaches and referees; conduct short term workshops or training clinics for athletes; develop curricula, rule books, training manuals and other materials for sports/physical education programs; build the capacity of national and local organizations (e.g. National Olympic and Paralympic Committees, government departments, sports federations) to manage sports programs (may include assisting in the development of financial and administrative systems, strategic plans, personnel management, et al) (USAID, pg13)

Athlete identification and talent spotting – Talent identification is the prediction of future performances based upon an evaluation of current physical, technical, tactical and psychological qualities; talent identification is an art form, contributing to the building of elite athletes and winning teams for the future. Allows for the identification and development of future talent, instead of selection based upon current results; developing a large number of players at the youngest ages, contributing to a large pool of adequately skilled individuals from which to choose; educating our coaches to understand the difference between selecting and identifying talent; teach and encourage them to develop.

Athlete's development and support – Sponsor groups to use sports facilities or travel to training or competitions; sponsor athletes or teams to train, compete and/or participate in exchanges. (ibid), provide sports equipment and uniforms.; Athlete's development, moving from basic interest to talent, viability and long term development – (link issue of education, sport education and benefits in review process).

Athlete's Health and Wellness - Established criteria of national athletes shall have free access to medical and psychological services; All employees, including the government and private sector must make provisions for national athletes to train for and

participate in international competitions without any loss of earning, status or benefits. This provision must also be extended to administrators and match officials on national duty.

Athlete's Education – Sports journalism is a form of writing that reports on Sporting topics and competitions, an essential element of news/media organizations, some organizations are devoted to sport reporting, such as Sports Illustrated, ESPN. Therefore, it is Government's intention to provide, through its Ministry of Education and its institutions, departments, agencies and units, the facilitating environment where student athletes can prioritize career choices in the Sporting arena to effectuate transition into viable professions.

Professional Management – regularize and build on existing processes in keeping with international best practices.

Guyana's context of functionality in this regard needs to be formalized with necessary policy consideration to ensure ongoing research, information and data collection and sports information towards the development of programmes to increase knowledge and understanding about men, women and sport, ensuring that research norms and standards are based on women and men, with efforts to include gender – balanced data gathering on Sport and physical activity as an assignment for institutions compiling statistics on social development at international and regional levels.

Investment and sponsorship depends on sports, athletes, coaches and support personnel, demonstrating the highest possible standards of integrity in sport that will enhance the reputation of Guyana and provides a positive example for all Guyanese.

- Potentially, allowances, housing, medical care, internships, job placement, career guidance, ongoing education opportunities, access to training/facilities
- Making provisions for international scouting opportunities additional to hosting of games.



16. Sports and People with Disabilities (PWDs)

Ensuring a sports environment hospitable to PWDs. In addition to promoting physical rehabilitation, sports programs have significant impact on the emotional healing and social integration of persons with disabilities. They allow people to come together, share experiences and build camaraderie. Such programs may form the basis for self-help groups or larger advocacy initiatives.

The participation of persons with disabilities in sport can lead to a shift in public perception about disability, focusing attention on ability and commonality, rather than disability and difference. To the extent possible, sports programs shall encourage the integration of disabled and non-disabled participants. When such integration happens, many myths and prejudices are dispelled and barriers to inclusion pushed aside.



1924. An IOC sanctioned event where deaf athletes compete at an elite level. Deaflympians cannot be guided by sounds, such as starter guns, bullhorn commands or referee whistles.



1948. Adaptive sports are competitive or recreational sports for people with disabilities. Often run parallel to typical sports activities, necessary modifications are allowed for persons with disabilities to participate and many sports use a classification system that puts athletes with physical challenges on an even playing field with each other. For example, chalk is used to determine the start point of a long jump for visually impaired athletes, not the toe board; field implements such as a shot-put, javelin and discus are generally lighter; runners with visual impairment are able to run with sighted guide; athletes who use wheelchairs race in specially designed racing chairs and throw from field chairs; in Archery, shorter distances, larger targets and use of adaptive equipment.



Started in 1968 by Eunice Kennedy.



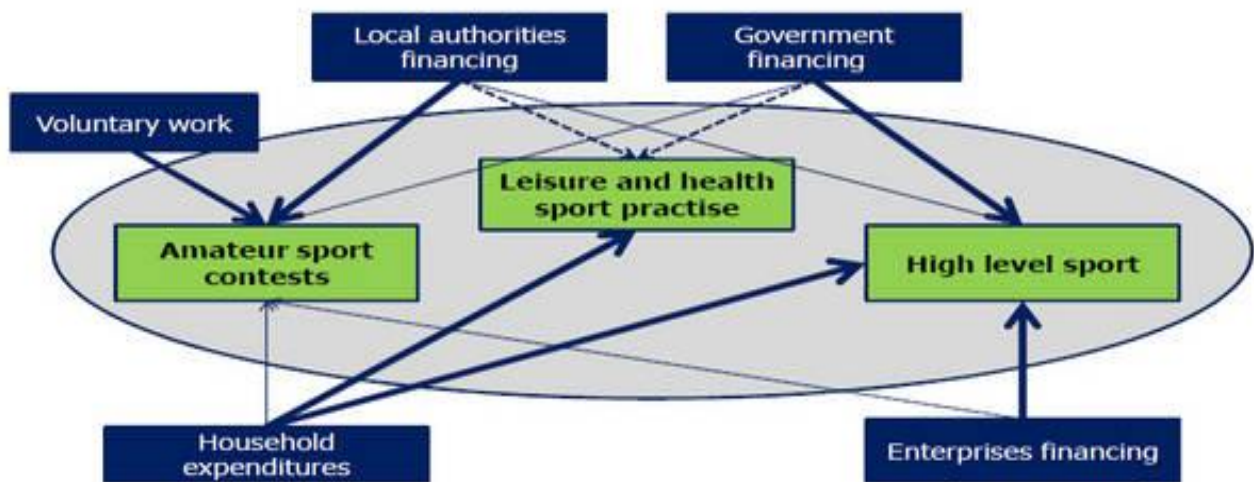


SPORTS FINANCING

17. Sport Financing

On promoting investment in Sport and Physical Education programmes – Sport represents a large and fast-growing sector of the economy and makes an important contribution to growth and jobs, it is crucial for governments to recognize sport, physical activity and major sports events as a valuable investment for national social and economic development ... the development of comprehensive national visions for sport and physical education, supported by action plans covering all aspects of participation including sport for all, high performance and a variety of major sports events are needed.

A course of action is to view sports as a burgeoning industry. The initial investments should be viewed as developmental - with the expectation that the careers in sports (agents, coaches, physio-therapists, trainers etc) will eventually propel the industry to become self-sustaining. This also may mean an investment in the initial training for these positions.



A European National Sports Financing Model

Sport financing is primarily allocated to following functions: subsidies to sport federations and clubs, sport infrastructures, sport events, and waged jobs in the sport sector. Distinguishing three categories of sport participation, i.e. amateur sport contests, leisure and health sport practice, and high level sport, an analysis of sport finance allocation in Europe (Amnyos, 2008) shows that each source of finance tends to be geared towards one category of sport participation rather than the other two. Household expenditures are oriented in priority toward leisure and health sport practice and then to high level sport, through attending sport events. Enterprises are used to privilege high level sport with high media exposure in a limited number of sport disciplines. Local and territorial authorities first allocate their sport budgets to amateur sport contests. Government concentrates its financial allocation on to high level sport.

Funding: government to create facilitating environment to ensure that funding is available and accessible through the Ministry of Finance, private sector investors, budgeting allocations, tax exemptions or deductions. Relevant to relationships with corporate Guyana, all private sector clubs shall be encouraged to register.

Tax incentives is one way to engage businesses and increase corporate sponsorships; both local and international.

Government Funding – funding is critical to the successful operation of organizations and it is an important part of what government provides. The department, through grants, subsidies and scholarships provides funding to organizations who facilitate sports. Funding is important to support the industry and provide active opportunities for everyone.

There are several areas through which funding can be accessed, including sport and community organizations, facilities and regional areas. Government has committed to investing towards the development of facilities and high quality physical environments in which people can enjoy sport. Sport associations and bodies will benefit through organizational sustainability programmes to support the industry.

Individuals can apply for scholarships, subsidies and grants to support participation and achievement; supporting a sustainable and diverse industry.

Identification of funding sources and encouraging fundraising, which is a good way for organizations to finance programmes, such as uniforms, clubhouse up-grades and tours.

Public/Private Partnerships – develop public-private partnerships to support the design and implementation of innovative sports programming; support National Olympic/Paralympic Committees and government sports departments to participate in international exchanges and conferences and to build partnerships with their counterparts in other countries; create partnerships between academic institutions and practitioners to further research in the field of sport (USAID, pg 13)

Incentives for Outstanding Athletes Conferring on eligible athletes, coaches and trainers' scholarships for ongoing development purposes, based on established requirements.

Outstanding performances and high achievement are the ultimate goal of each athlete, across the numerous disciplines that populate the landscape of 21st century competitive sports. The beginner athlete must progress through stages of intermediacy and advance preparation before being considered "elite" and therefore eligible for national representation and international tournaments.

Whether individual or team, the sportsperson fundamentally competes for country and self. For many, it is the responsibility of carrying the hopes and dreams of their fellow citizens which propels the javelin further, the jump higher, makes the distances attainable. The impact of the victory is significant, the moment, the time, the recorded history. The memory of each victory is a celebration of the spirit of the represented nation.

This is the gift of sports and contribution of the victorious athlete.

Championships inspire and motivate the people. And while many championship athletes transition into powerful careers, in medicine, the law, media, corporate and philanthropic spheres. Sadly, too many slip through the cracks, experiencing troubling loss and prolonged disillusionment.

These realities have called into question the operational environment, benefits and prospects of the Guyanese athlete.

Country Analysis

In the circumstance, vociferous calls abound, for training expenses assistance to national teams preparing for international competitions, an elimination of discrepancies in the way athletes are rewarded, the implementation of a incentives policy where athletes are rewarded whenever they are successful abroad, substantively, a formal reward system.

The leaders of the day are asked to answer the fundamental questions, “what kind of **recognition** should be given” and “what kind(s) of **incentives** should be offered.” To celebrate, Guyana has one Olympic bronze medal, 4 Commonwealth Gold medals, multiple appearances at the World, Pan-American and Carifta Games and high points of achievements in boxing and rugby specifically.

In **Guyana**, there currently exists an approach which includes accolades, public expressions and acknowledgements, motorcades, the bestowing of medals and plaques, the annual National Sports Awards nominations and awarding ceremony, private sponsorship and corporate endorsement.

In the past, whenever Guyanese athletes excelled at the international level, land, cash awards and scholarships were rendered. Of note in this regard are the outreaches to Lennox Blackmore and Andrew “Six Head” Lewis for world title boxing victories and Shivnarine Chanderpaul upon attaining placement in the West Indies cricket team. In January of 2018, Guyana’s national Olympic committee (NOC), the Guyana Olympic Association (GOA) launched a formal program which provides stipends, from the Committee’s funding purse, to 13 national coaches and 33 national athletes across 10 disciplines.

Throughout the **Caribbean**, territories use different approaches to support and reward their athletes. For example, the ‘big’ islands of Barbados, Jamaica and Trinidad and Tobago invest significantly in Sports preparation and reward. In the Leeward Island of St. Kitts and Nevis, the government bestowed on sprinter Kim Collins a house for his 2000 Olympic bronze medal in the 100m. The Windward island of Grenada rewarded Kirani James’s 200m Gold in London by the naming of the national stadium in his honor. In **Suriname**, the national indoor sports facility is named in honor of the country’s 1988 Gold medal butterfly swimmer and remains known as the Anthony Nesty SportsHall.

In the **United States**, higher performance and making the playoffs means a player can earn more money. Financial incentives are often offered to teams as a whole but are also offered to specific players who are able to complete certain tasks. When a team

makes the playoffs, in the NBA for example, each game played provides increased earnings. Therefore, not only does the championship team gain glory for winning the tournament, their happiness also increases when their wallets enlarge.

An outstanding reward programme can be seen in the case of **Hong Kong**. The Athlete Incentives Awards Scheme of the Hong Kong Sports Institute was established in 1994 and continues to provide cash incentives to local medal winners, gold silver and bronze, at various Major Games, with an aim to show recognition and appreciation for their hard work and dedication. The following illustration, Figure 1, shows the standardized approach, the Games of consideration and the financial incentive attached.

Game	OG	AG	WUG	NG	PG	APG
Medal						
Individual						
Gold	3,000,000	400,000	500,000	300,000	400,000	54,000
Silver	1,500,000	200,000	250,000	150,000	200,000	27,000
Bronze	750,000	100,000	100,000	60,000	100,000	13,500
Team						
Gold	4,200,000	800,000	700,000	420,000	560,000	108,000
Silver	2,100,000	400,000	400,000	240,000	280,000	54,000
Bronze	1,050,000	200,000	200,000	120,000	140,000	27,000

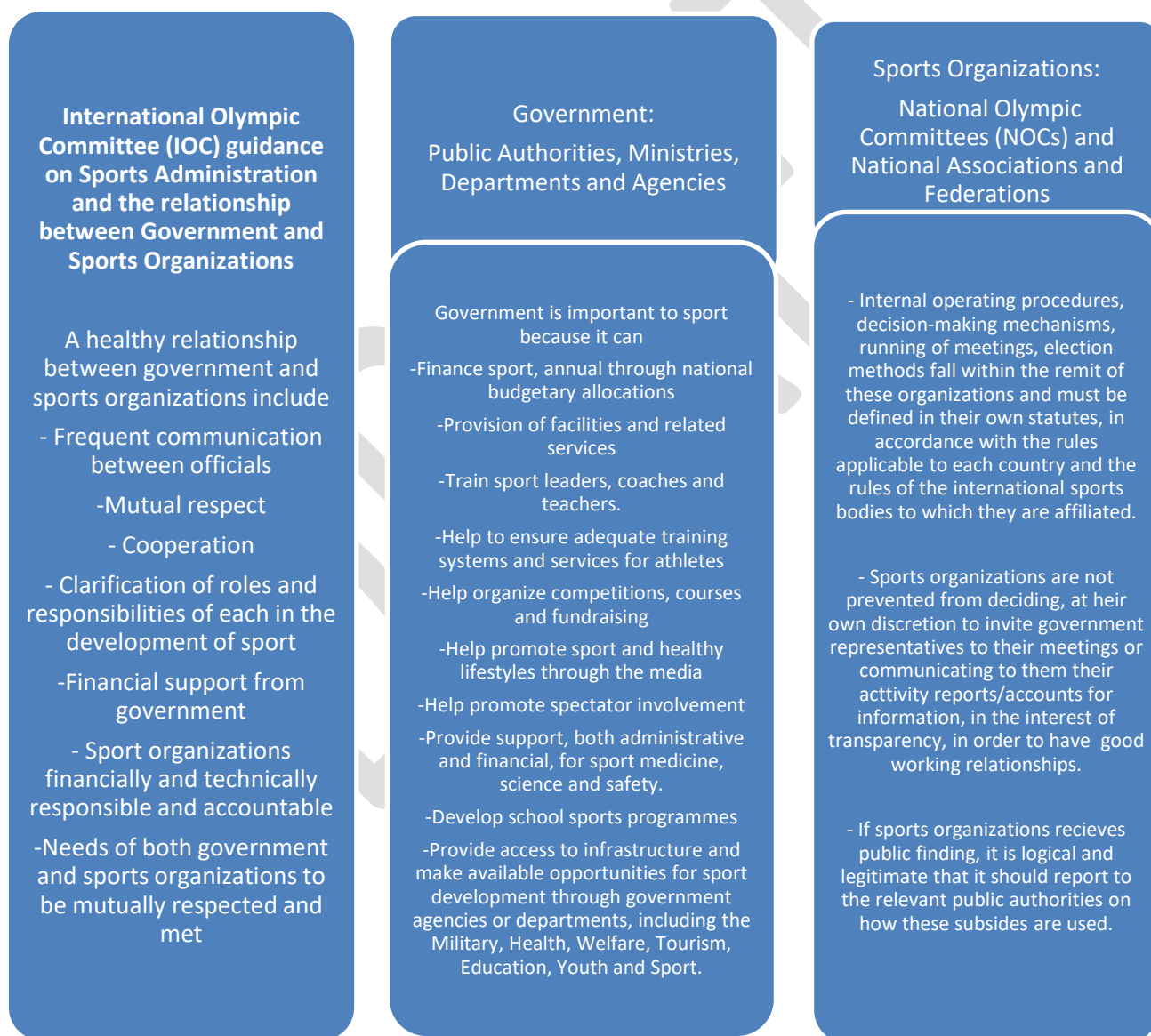
Herein, the Hong Kong Jockey Club Charities Trust title sponsors the scheme by providing cash awards to Hong Kong athletes who achieve outstanding performances at six games, specifically, the Olympic Games (OG), the Paralympic Games (PG), the Asian Games (AG), the Asian Para Games (APG), the National Games (NG) and the World University Games (WUG).

Psychology of Sports and Incentives

The psychology of financial incentives in Sports has grown into a field of study. The juxtaposition of athletes competing for the love of sport verses an athlete competing for an incentive makes the discussion compelling. Research indicates that Olympic athletes are not only motivated by winning but also by the incentives that they could possibly gain from winning a medal. In addition to playing for the thrill and excitement, players have been competing since the mid 20th century to earn extra bonuses and rewards.

The brain is motivated by many external and internal factors, which leads to the Incentive Theory of Motivation. This theory states that human behavior may be determined by forces that propel us to do something we otherwise would not. Money is a motivation. Buying experiences, having possession of special high-end brands and making special purchases can boost happiness levels. Having large amounts of money in a person's power may make them happier, however the everlasting feelings and effects depend on how it is spent. In the discussion therefore, the standardization of an "Incentives Structure" requires clear planning.

Government and the Sports Movement - Since there is expectation and because of Government's key role in the development of sport, good cooperation between public authorities and sports organizations is required. Herein, the Olympic movement hopes for and encourages harmonious collaboration between sports organizations and public authorities. The caution, however, is against the manipulation or exploitation of athletes. **Collaboration between government and sports organizations must follow an approach based on partnership rather than subordination**, with total and mutual respect for the earned autonomy of these organizations and their respective powers, prerogatives and remits. Public authorities must respect sports organizations (in particular National Olympic Committees (NOCS) and national federations) and must in no way interfere with the internal affairs of these organizations. Fundamentally, the two entities should work complementarily and jointly on developing these organizations and the disciplines they represent.



Towards a system for the Co-operative Republic of Guyana

Tying together the ideas of financial incentives in athletes and happiness is important. Athletes in the 21st century are inclined to accept larger contracts with financial incentives, because sports is a large business industry. Players are driven by money and other awards. Players are psychologically driven by incentives, therefore, rules are helpful in avoiding dangerous downward spirals.

The current conditions indicate that Guyana's goals can no longer be attending and participating in out-of-country tournaments, but qualifying, competing and winning at regional and international contests, whether hosted in Guyana or beyond this country's shores.

Outstanding performances have set the bar and standard which must now be attained and surpassed by the future generations of Guyana's sportsmen and sportswomen. For such achievements, great training, preparation, discipline and commitment are absolute requirements which deserve rewarding incentives of a substantive nature.

Attainment Standards:

- ⊙ **Gold, Silver, Bronze (by Individual or Teams) @**
 - > **International Championships: Olympic Games, World Championships, Commonwealth Games**
 - > **Regional and sub-regional championships: Pan-Am Games, CAC Games, Carifta Games, Caribbean Championships**

Incentive Packages:

- ⊙ **Acknowledgements – Promotional tour (media, communities, schools), reception**
- ⊙ **Financial – A pre-determined amount of money (comparable to regional standard)**
- ⊙ **Tangible - land or built house (through state supported scheme)**
- ⊙ **Duty free concessions on non-commercial vehicles**
- ⊙ **¼ acre of land for national athletes who have served Guyana with distinction**
- ⊙ **½ acre of land for association/federation headquarters**
- ⊙ **4 years' free tuition at the University of Guyana for national athletes**
- ⊙ **Jobs for national athletes commensurate with their qualifications and experience**
- ⊙ **Low interest loans for home building with a cap on the principle amount**

- ⦿ **Financial incentives for each member/player and individuals of winning teams and/or medaling individuals at regional level championships, at least G\$1 million**
- ⦿ **Low interest loans for business investment by national athletes, for loans approved by a commercial bank, with a cap on the amount of investment**

Annual grants to national federations/associations

The inclination to formalize this **incentives** element of sports achievement is a sign of progress and would benefit from stakeholder consultation and feedback from the nation's sports community. The garnering input of the national Olympic committee and national associations and federations, on behalf of the athlete population, remain the modus operandi, with an expectation that resulting policy direction be advantageous for Guyana and the Guyanese people.

Awards - Based on criteria of what constitutes a national athlete and outstanding accomplishment, Sports in Guyana shall continue the annual activity known as the National Sports Awards, conferring the honor on deserving competitors in various disciplines.

Investment - Recommendation on financing, management and monitoring progress (Higgs, pg 12), new financing mechanism will be required if this plan is to be successfully implemented and with so many calls for government funding, a new approach will be required. Two potential options are to change the legal structure of national sport organizations to create a legal status that will permit them to engage in a full range of commercial operations including legal ownership of real property, taking loans and raising capital through the offering of shares. In some jurisdictions, this has been achieved through the creation of national sports organizations as companies and corporations.

Sponsorship - Corporate/Private Sector Sponsorship – tax breaks and exemptions based on presentation of accounts showing support given to sporting individuals, community groups, NSOs and NSFs.

18. Sports Intellectual Property Rights

Intellectual property is an umbrella term used to describe properties created by human intellect and includes patents, trademarks, trade secrets, copyrights and designs. As a matter of international law, the NSP assists in honoring Guyana's World Trade Organization membership, which requires enactment of legislation in order to get trade benefits, with an emphasis on respect for sustaining value of intellectual property (IP) to protect sports coaches, trainers, writers, sports manufacturers and athletes in sports, where a major portion of revenue flows from various activities such as branding, merchandising, licensing, which involve exploitation of various intellectual property (rights). Sport, which for a very long time was considered a recreational activity, has today become a thorough commercial activity, generating profits. The effective operationalizing of the functionality of "sports intellectual property rights" is critical in the context of ensuring relevant laws are in place that can effectively protect innovative ideas and their sources as they emerge, ensuring sporting mechanisms and awareness programmes emphasize respect for the law, in policy analysis and implementation.

Guyana currently prevails with legal IP protection afforded in the law similar to the law of United Kingdom, regulated by the Trademarks Act/Rules (Cap. 90:01; R. 1/1955 No.4 of 1972) and the Patents and Designs Act (Cap 90:03) (1973). Guyana is a signatory to the Universal Copyright¹⁰ Convention and the Berne Convention¹¹ for the Protection of Literary and Artistic Works, effective October 25, 1994 (121 signatories on March 2, 1997).

Generally, Sports and IP refers to the legal protection necessitated to prevent third party infringement since for both sportspersons and sports associations, sports is not just a career or passion. Therefore, multiple laws are necessary in order to safeguard the business interests involved in sports.

- **Trademarks**, one of the most commonly created IP associated with Sports, refers to the names and titles of a franchise, tag lines and other names associated with a sports team are capable of being registered as trademarks and further assist brand building. Working to protect trademarks assumes high importance to safeguard commercial interests. Registration of a trademark is a process which can be done with the help of a registered trademark agent or a lawyer by paying prescribed statutory fees.
- **Patents** protect inventions that are new, innovative and capable of finding industrial application and are also granted to processes of achieving a result. There are a number of sports methods for which patent is being sought, such as method

¹⁰ Copyright law protects the expression of ideas from the moment the work is created. Copyrights subsists in literary, musical, artistic, dramatic and photographic works, sound recordings and cinematographic films, allowing the owner of the copyright to reproduce, make copies, sell, make derivative works, adapt, license and assign the work. In the process of sporting events and its promotions, artwork in logos, literature in promotional material, merchandise, software of computer and online games are all subject matter of copyright.

¹¹ Berne Convention (1886), completed at Paris (1896), revised at Berlin (1908), completed at Berne (1914), revised at Rome (1928), at Brussels (1948), at Stockholm (1967) and at Paris (1971) and amended in 1979 (Berne Union)

of training swings. A player, team or league gains significant benefits from exclusive control over a technique that provides a competitive advantage. It is very important for the owner(s) registering a patent to approach a proper patent agent/attorney who should be technically and legally sound.

- **Trade secret** refers to a practice, process, pattern or compilation of information which is not generally known or easily acquired by which a business obtains an economic advantage over its competitors. In sports associations or teams, it is possible that there is some information which is confidential in nature and confidentiality has to be maintained, the exposure of which would be violations of trade secret law. Trade secrets are generally protected by having proper confidentiality clauses in the agreements. Thus, having proper agreements between the sports man and sports associations is beneficial in order to avoid such instances.
- **Personality/Publicity right** is the right to control the commercial exploitation of one's name, image, likeness or any other aspect of personal identity, playing an important role in the brand creation of individual sports players and teams. Celebrity status leads to various forms of image creation, brand endorsement and revenue generation capitalizing on fame. Athletes who have trademarked their names include British footballer David Beckham and Indian cricketer Sachin Tendulkar. This is linked to character merchandising, the marketing of name or image for monetary gain by using a celebrity's persona, such as Michael Jordan and Nike. It is essential for sports associations involved in merchandising to protect the image rights of the individual sports person. A clear line of distinction should be drawn between the image of the sportsman as a team member to that of an individual.
- **Ambush marketing** refers to a company's attempt to capitalize over the popularity of a well-known property or event without the consent or authorization of the necessary parties. It is the attempt by a third party to create a direct or indirect association with an event or its participants without their approval, hence, defying official sponsors and partners, part of commercial value due to their official designation. Brand owners get into ambush marketing as it is a cheap way of attracting customers to their brand, generally including unauthorized use of registered event logo on merchandize, false claims of being official suppliers of a particular team, creating unofficial websites, films, videos, unofficial corporate sponsorship. The protection of the various species of IP would be in various forms like registrations, agreements with proper terms and conditions, towards protecting personality images and rights.

Guiding Caution Notes, only for Inclusion in Draft NSP!!! Guyana's current law, the 1956 Copyrights Act, was inherited at the time of independence from Britain in 1966. There are copyrights laws to avoid piracy, not necessarily enforced; if they were enforced, then owners of stores selling photocopied books suitably sanctioned, sent to prison, or made to pay heavy court fines, as in Trinidad, Jamaica, Barbados. Guyana, as a member of CARICOM, must be responsible in adhering to principles. Hansib publisher Arif Ali, Petamber Persaud, singer Dave Martin confirm that copyright laws must be enforced in Guyana, because it will put more revenue into the government treasury. In the United States ambassadors are legally required to inform Congress about errant countries in respect for IP, therefore the US government is keen on ensuring that Guyana gets copyright legislation as well as proper protection. copyright is certainly a serious concern and will continue to be a serious one. Copyright is a type of protection provided by law to authors of original work, inclusive of literary, drama, musical, artistic and some other intellectual works.

19. Sport Manufacturing

Acknowledging realities and Projecting possibilities in Sports Guyana

Athletic and sporting goods manufacturing, based on market research, is another viable developmental within the sector, providing an option where locally

- sport clothing manufacturers with capacity can produce standard meeting gear and apparel
- tech/voc schools to manufacture sporting equipment e.g.: cricket bats, table tennis tables, weights et al



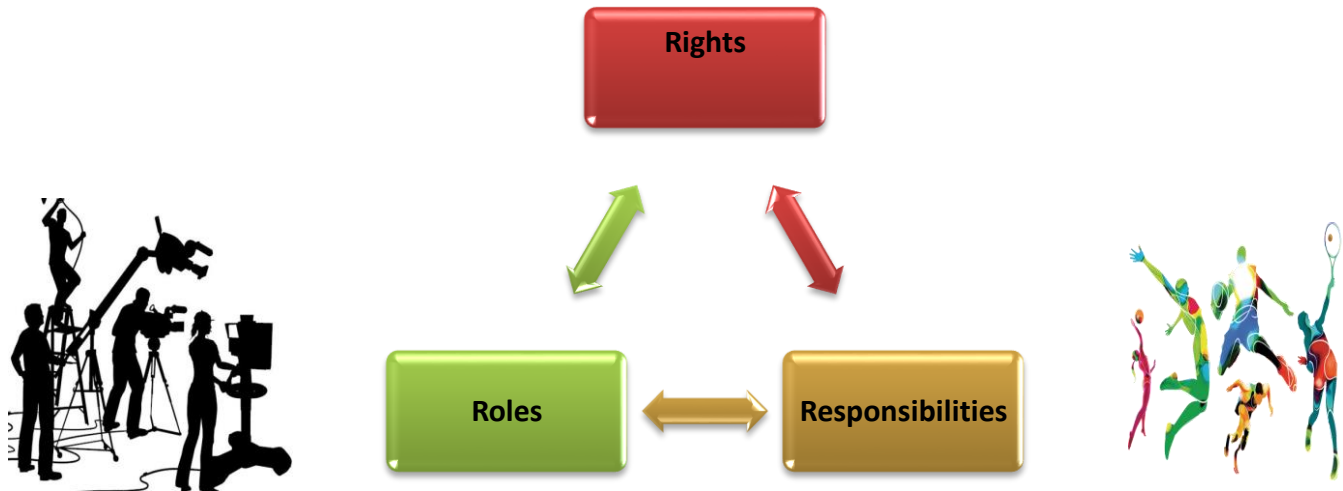
Manufacturing of sports gear and equipment in Asian and European locations

Section to be enhanced with further policy analysis and feedback from consultations) are opportunities that can be explored in the development of Sports Guyana.

On the matter of merchandising and licensing, the former has become one of the most revenue generating and sophisticated businesses for sports clubs. Today, every sports club comes up with its own merchandise which are very innovative and attractive. The most common and popular variety of merchandising range from caps, t-shirts, mugs, shoes, toys, bobble heads. Sports clubs engage into merchandising activities normally by licensing creative works. While licensing creative works, entering into proper licensing agreements with appropriate terms and conditions is a very crucial aspect as these agreements determine the rights of the parties. Generally, a standard merchandising license agreement contains grant clause, royalty clause, intellectual property clause, quality control, territory, term and sale after termination. (Kalamadi, pg 441)

20. Sports and the Media

Media freedom is generally accepted as a cornerstone of modern democratic society.



The effect of media (4th and 5th estates), as an influencer of public opinion has always been recognized by governments.

Rights - United Nations 1948 Universal Declaration of Human rights holds that everyone has a right to freedom of opinion and expression. This right includes freedom to hold opinions without interference, and impart information and ideas through any media regardless of frontiers. Media freedom requires independent press, no restraints in ability to dispense truthful and meaningful news to a people without fear of government retaliation or censorship. Contributes to transparent, accountable governance, including anti-corruption efforts.

Roles - Media in shaping opinions. It is important to note the role of sports journalism from the perspective of socio-political significance. The media covers any form of promotion of Sport, such as television and radio, which show or comment on matches and competitions. There may also be highlights, documentaries and quiz shows about sports; internet – all teams and major athletes have their own websites where you can find all kinds of information about the team, athlete, matches; newspapers and magazines which are print predictions and results, as well as articles about athletes and clubs; Books and films – biographies are big business for ex-Sports players.

- **Informative** – to the people on what is happening re: our leaders, government, social world, economy, government
- **Educative** - significance of events, how policies and regulations will affect our lives; assist persons in understanding and comprehending what we are hearing and seeing
- **Platform** - duty to provide to the public opportunity to hear all sides of the story. Therefore, must be diversified, objective, unbiased, allowing for voices from government and corporate leaders

- **Publicity** - accessed by politicians, leaders, celebrities, activities, intellectuals use the media re: their mandate, cause, goal, duty
- **Adversarial** - government and media functions as its adversary or watch-dog to ensure that government is being responsible, transparent, accountable, just, acting in public interest, free of fraud, illegality, personal benefit; evaluates the performance of government and plays part of skeptic when government gives them information
- **Advocacy** - media is a market place of ideas, so they should hear, broadcast and promote different viewpoints from different parties, whether social groups, political parties, religious organizations.

Responsibilities: It is the social responsibility of the mass media not to mislead the public but to guide them on the right path that will provide them with the right direction to adopt in life. Mass media is responsible for seeking out truth and repeating it in an accurate and responsible manner, guiding the audience. There is an acute awareness that the media should be responsible in what and how it reports and also clearly distinguish disseminating info from analysis and opinions.

Technology is really important to the coverage of Sport in the media. Not only does it allow all of these forms of media to be possible, it also allows features like photo finishes, instant replays and split times.

- The Positive effects of the media includes
 - o coverage of Sports in relation to money
 - o media companies pay for the rights to show a sporting event
 - o sports shown on the TV generate more sponsorship; education responds to people learning the rules of the sport from watching it on TV
 - o role model are who people see performing, seeing good sports people on TV and in newspapers makes them a role model for people to look up to
 - o Inspiration refers in this instance to the fact that media brings sport to people who may not normally get to experience it otherwise. This can encourage people to get involved; coaching aid – watching professionals on the TV can help you see how a technique should be performed which can help your performance.
- The Negative effects of the media include
 - o bias – only the really popular sports get much attention on the TV and in newspapers. This doesn't help encourage people into the less popular sports;
 - o lack of attendance – for matches that are shown on tv, ticket sales often drop; overload – there is a lot of Sport on television
 - o attention – sports stars often complain of too much attention being paid to their private lives.
 - o demands – the media can put pressure on the organizers of sporting competitions to make the viewing experience better for TV audiences.

Media and Women in Sports

Despite the prolific advancement of women's sport and female athletes and the potential for strong women to be positive role models, the portrayal of these athletes in the media has been subjected to objectification and invisibility compared to male athletes and men's sports. Though there has been tremendous growth and popularity in women's sports, female athletes are still considered inferior to male athletes, there is still an obsession with the body of female athletes rather than on her athletic skills. This inequality with Sport will continue to exist until the media re-examines its portrayal the female athlete. (Trolan, 449-791).

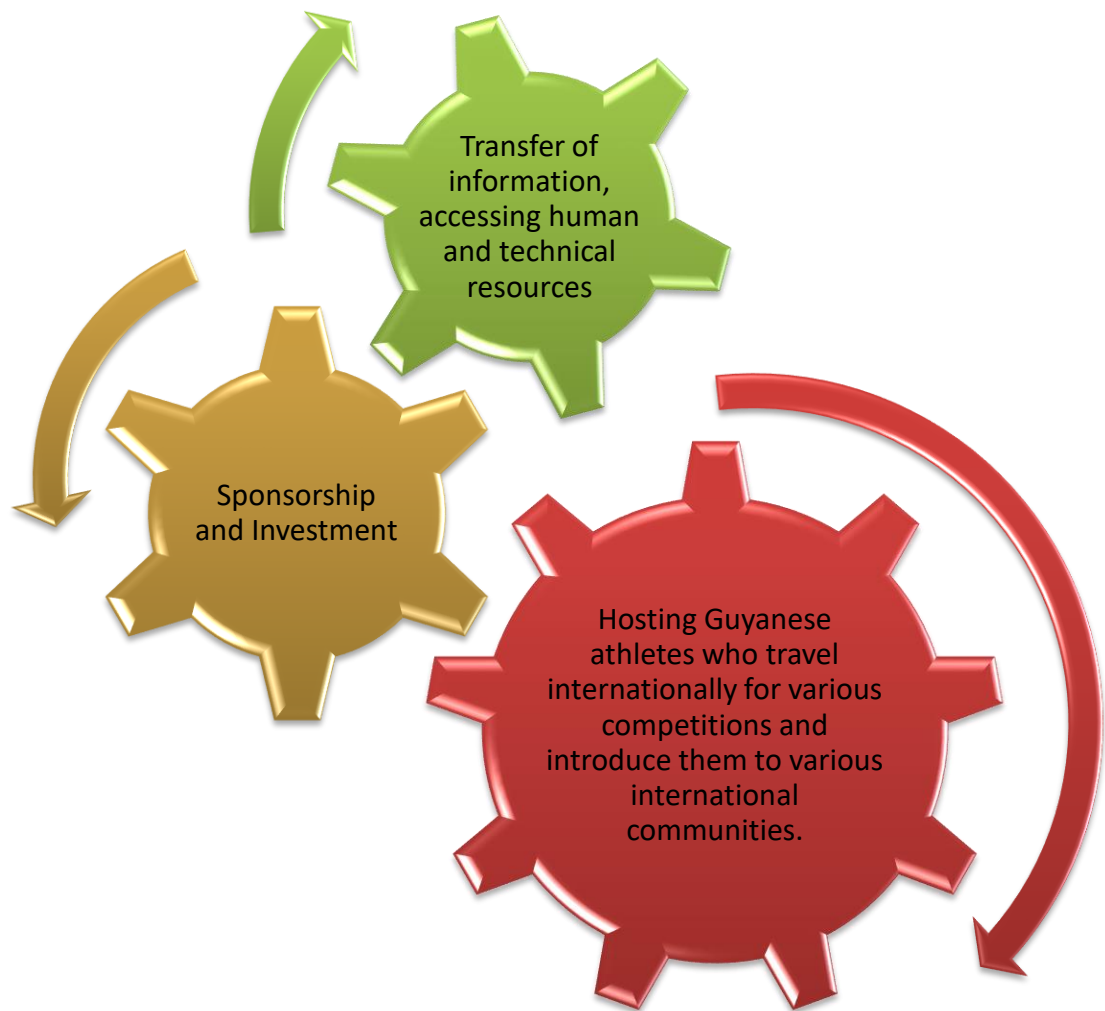
Advances in communications technologies have revolutionized broadcast sports coverage and enabled billions of people around the world to take part in the spectacle and excitement of major sporting events. Television and media organizations pay huge sums of money for the exclusive right to broadcast top sporting events live.

For most sports organizations, the sale of broadcasting and media rights is now the biggest source of revenue, generating the funds needed to finance major sporting events, refurbish stadiums, and contribute to the development of sports at the grassroots level. The royalties that broadcasters earn from selling their exclusive footage to other media outlets enable them to invest in the costly organizational and technical infrastructure involved in broadcasting sports events to millions of fans all over the world.

Competitive sport has become a global billion-dollar industry due in large part to intellectual property rights and ever closer cooperation between media, sponsors and sports authorities. However, more sophisticated communications technologies, accessible to a wide public, have not only enabled fans to follow live sports wherever they may be, but have opened up new possibilities. National laws provide various options for tackling signal piracy. Broadcasters and sports organizations are using digital media to reach out to and engage their audiences, especially younger viewers, by offering sports coverage in a variety of formats (WIPO online).

Broadcasting rights is another set of IP that is created during the screening of sports events.

21. Sports, Overseas Offices and the Diaspora – Support Agenda



For Diaspora communities across the globe, Sport continues to be an integral connection to their native countries.

A noted form of retaining connectivity to the homeland has been Diaspora sponsorship and investment.

The Diaspora's involvement would create a much wider (and thus more attractive) consumer base to sponsors.

Guyanese consulates around the world shall host receptions for athletes travelling regionally and internationally to various competitions, and introduce them to various international communities.

22. Sport Tourism

In a broad sense, sports tourism is any travelling that is done to participate in a sporting event, including just watching.



Photos captioned l-r: Top: Guyana National Stadium, Providence, EBD; Guyanese sporting fans; National Aquatic Center, Liliendaal, ECD; Bottom: Rapids rafting, Mazaruni River, Region 7; Rodeo ladies, Lethem, Region 10; Motorracing, South Dakota Circuit, Timehri, Region 4



As long as a sport is the primary reason for one's travels, it can be considered Sports tourism, within which there are two distinct filed,

- sports participation travel – Athletes, coaches, trainers, management, administrative and technical support
- sports spectatorial travel – Sports fans, spectator public, family & friends of competitors, businesses

Aside from the obvious and vast benefits to travel (culture and stuff) sports tourism is great for the economy for one critical reason, that it brings in money. Additionally, it is a fast growing segment within the travel industry. When people travel to a location, they need places to eat, places to stay. This means more money to hotels, restaurants, sports facilities and gift shops alike, which in turn means more money for the city, location, country (Ross, 2001). Further, Sports tourism is an excellent form of integrating travel and physical education.

Government is committed to providing the requisite landscape and operating environment where Sports Tourism in Guyana will be able to further develop.

23. Post-Policy Process - NSP Implementation

The emergence of Guyana’s national sports policy against the contemporary developmental backdrop finds that dozens of governments, organizations and programs around the world have tapped into the power of sport to promote development and peace. Whole sports projects have tended to be sporadic and isolated, over the past few years, a movement has been building at the international level in support of development and peace, bringing an unprecedented level of focus, coordination and strategic thinking.

Implementation Stakeholders	
Government Ministry (ies), Departments, Budget Agencies	
National Sports Commission	
Guyana Olympic Association	
National Sports Associations and Federations	Guyana Football Federation
Education Institutions	
Community Centers	
Corporate Guyana	
Media	
Athletes, Coaches, Trainers, Team Managers, Sports Administrators	

By Government (ministries, department, agencies) and by the GOA, sports assos, feds and related groups:

- Harmony, tandem, cohesion and collaboration in enforcement.
- Mechanism and strategies must be linked to well structured, scientifically developed programmes which moves systematically through communities, the educational system, from pre-school, to primary, secondary, vocational schools and tertiary education level, as well as national sports associations and federations.

Compliance, Review, Monitoring and Evaluation: Adherence and commitment on the part of all stakeholders.

OBJECTIVES	INDICATORS	MEANS OF VERIFICATION	STAKEHOLDER AGENCIES	COST ESTIMATION	POSSIBLE FUNDING OPTIONS

Formal review to be conducted periodically, refining the system of principles which guide decisions towards the achievement of rational outcomes. While this presents significant challenges to implementers across the board, using a system of on-site reviews, reporting and attainment of pre-set goals will mitigate in difficult circumstances.

As per Public Service rules and regulations towards good governance of the sector, M&E will ensure citizen centered service delivery, where ethics and professionalism are observable standards. NSP M&E will guard against favoritism and nepotism, ensuring situations do not prevail where *persons consume duties or responsibilities duly commissioned to other staff members*.

While it is relatively manageable to report on outputs like number of events conducted, materials produced or participants involved, measuring the impact of programs on individuals and society is an arduous task. Efforts are continuous, to design and upgrade systems for monitoring and evaluating sports programs.

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24. Conclusion

Preserving the Integrity of Sport

Reaffirming that public authorities are also responsible for promoting the values of sport as part of realizing and spreading the benefits of sport to individuals and communities.

Noting that the autonomy of sports organizations is closely linked to their primary responsibility for the integrity of sport and the compliance with the general principles and international standards of good governance.

Recognizing that the integrity of sport is threatened by doping in sport, the manipulation of sport competitions and corrupt practices at national, regional and international levels.

Through the NSP, Government is further **recognizing** the work which has already been done by numerous stakeholders, including notably national governments, the United Nations, the Council of Europe, the European Union, Interpol, Europol, WADA, IOC, SportAccord, international and national sport federations as well as the efforts already undertaken at many levels to improve transparency, to recognize and reduce instances of wrongdoing, protect athletes, prepare the young and promote a sport culture that is clean and fair.

The NSP **stresses** that manipulation of sports competitions, including by means of doping, substance enhancement consumption and other means, is a global issue, affecting many countries and all levels of sport competitions, that must be fought immediately with significant effort.

Guyana stands strong in defense of these principles, in the fight to uphold the integrity of Sport being convinced that better governance and strong and diverse role models in the Sport movement can help create an environment in which the manipulation of sport competitions is unlikely, and where the social value of sport is fully realized.

Emphasizing that preserving the integrity of sport needs sufficient resources (e.g. – financial and personnel) for ensuring effective structures in the fight against doping, corruption and the manipulation of sport competitions with the aim of ensuring global equal opportunities for all sport actors within competitions.

An international movement has taken root that recognizes that sport does not have to compete with other development priorities but can instead be a powerful means for addressing them. The United Nations, the Inter-American Development Bank (IDB), governments, the International Olympic and Paralympic Committees, non-governmental organizations and corporate entities have banded together to think strategically about sport for development and peace. At the field level, dozens of programs have been harnessing the power of sport for physical education, humanitarian response, reconciliation and peace building, rehabilitation and

integration of persons with disabilities, advocacy and social/policy change, awareness raising and education and economic development.

The next step in this growth process is to fully link the movement taking place at the international level with practitioners and programs in the field, and to connect these actors on the ground with one another. At the same time, there also remains significant work to be done to bring sport and development together, to help each to understand the mutual benefits of this relationship. Finally, there is also room to work with private sector entities to bring them into partnerships that use sport to promote peace and development. Realizations in the Guyana context in this regard would be beneficial both qualitatively and quantitatively.

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25. Appendices

<u>Acronyms</u>	
ADS	Anti-Doping Strategy
AIS	All Inclusive Sport
APNU-AFC	A Partnership for National Unity – Alliance for Change
APWDs	Athletic People with Disabilities
CAPE	Caribbean Advanced Proficiency Examinations
CPCE	Cyril Potter College of Education
CXC	Caribbean Examinations Council
EADVM	Elite Athlete Development and Viability Model
GADA	Guyana Anti-Doping Authority
GOA	Guyana Olympic Association
GTU	Guyana Teacher’s Union
ICSSPE	International Council of Sport Science and Physical Education
IDB	Inter-American Development Bank
IOC	International Olympic Committee
NGO	Non-Governmental Organization
NSC	National Sports Commission
NSOs	National Sports Organizations
ODIs	One Day International
OSHA	Occupational Safety and Health Act 1997
PSC	Public Service Commission
PWDs	People with Disabilities
SIS	Sports in School
UG	University of Guyana
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNOSDP	United Nations Office for Sport, Development and Peace
WADA	World Anti-Doping Agency

Definition of Key Terms	
Administration	The process or activity of running a business or organization, the management of public affairs and government.
Association	A group of people organized for a joint purpose, a connection or cooperative between people or organizations
Athlete	A person who is proficient in Sports and other forms of physical exercise; understood as sportsmen and sportswomen participating in organized sports activities, their support personnel and sports officials as well as anyone taking part in the activities of sports organizations in any role, including the owners of sports organizations.
Autonomy	Refers to the fundamental principles of Olympism within the Olympic Charter (No. 2.5) which recognizes that sport organizations shall have the rights and obligations of autonomy, which include freely establishing and controlling the rules of sport, determining the structure and governance of their organizations, enjoying the right of elections free from any outside influence and the responsibility for ensuring that principles of good governance in accordance with national and international law (Source: parts taken from Olympic Charter, 2011)
Coach	In Sports, a coach is a person involved in the direction, instruction and training of a sports team or individual sports people.
Child Safeguarding	The actions we take to ensure all children are safe from harm and violence when involved in sport and play clubs and activities, to ensure safe environments.
Corruption in Sport	Any illegal, immoral or unethical activity that attempts to deliberately distort the result of a sporting contest for the personal material gain of one or more parties involved in that activity. (source: Gorse and Chadwick, 2013)
Disability	The social model of disability counters the medical model of disability and maintains that disability results from interactions between an individual with specific physical, intellectual, sensory or mental health impairment and the surrounding social and cultural environment, rather than from the impairment itself. Disability is therefore understood to be the result of the attitudinal, environmental and institutional barriers that inherently exist within society systematically exclude and discriminate against people with disabilities. (source: UNICEF, working paper on using the human rights framework to promote the rights of children with disabilities, September, 2012)
Entourage	All people associated with athletes, including, without limitation, managers, agents, coaches, physical trainers, medical staff, scientists, sports organizations, sponsors, lawyers and any person promoting the athlete sporting career, including family members (source: IOC Entourage Commission).
Federation	A group of states with a central government but independence in internal affairs; the actions of forming states or organizations into central groups with central control.
Health	is understood as a sense of belonging, which includes feeling respected, valued for who you are, feeling a level of supportive energy and commitment from others. There should be commitment to embrace difference and value the contributions of all participants, whatever their characteristics or backgrounds.
Major Sports Events	are understood as a sport event with a large number of spectators, national and/or international media attention.
Manipulation of Sport Competitions	means an arrangement of an irregular alteration of the course or the result of a sporting competition or any of its particular events (such as matches, races) in order to obtain an advantage for oneself or for others and to remove all part of the uncertainty normally associated with the results of a competition.

Mega Sports Events	are the largest major sports events, which attract global attention and investment (e.g. Olympic Games, Paralympic Games, FIFA World Cup, UEFA Euro, Commonwealth Games, Asian Games).
Physical Activity	is understood as any bodily movement produced by skeletal muscles that require energy expenditure.
Physical Education	is understood as an area of the school curriculum concerned with human movement, physical fitness and health. It focuses on developing physical competence so that all children can move efficiently, effectively and safely and understand what they are doing, which is essential for their full development, achievement and for lifelong participation in physical activity. (Source: parts from ICSSPE position Statement on Physical Education, 2010).
Organization	An organized group of people with a particular purpose, such as a business or governmental department, e.g. research organization; the action of organizing something – planning, arrangement, coordination, structuring, administration, management, logistics.
Safe spaces	are understood as secure threat free environments that are stimulating, supportive and inclusive. (Sources: parts from UNICEF, Child Friendly Spaces, 2009)
Social Inclusion	is understood as the process by which efforts are made to ensure equal opportunities – that everyone, regardless of their background, can achieve their full potential in life. Such efforts include policies and actions that promote equal access to (public) services as well as enabling citizen participations in the decision making processes that affect their lives. (Source: UN Division for Social Policy and Development)
Sport	Incorporated into the definition of Sport are all forms of physical activity that contribute to physical fitness, mental well-being and social interaction. These include play, recreation, organized, casual or competitive sport and indigenous sports or games. ¹²
Sports	An athletic activity requiring skill or physical prowess and often of a competitive nature, as racing, baseball, tennis, golf, bowling, wrestling, boxing, hunting, fishing.
Sport for All	is understood as sport and physical activity directed towards the entire population, including people of all ages, both sexes, and different social and economic conditions to promote health and social benefits of regular physical activity (Source: IOC, Sport for All Commission)
Sport Movement	is understood as all individuals, institutions, clubs and organizations supporting the participation growth and development of sport.
Stakeholders in access to Sport	are understood as national governments, the sport movement, UN and inter-governmental agencies, non-governmental organizations and the media.
Stakeholders in Investment in Sport	are understood as all involved parties, especially national governments, the sport movement, UN and inter-governmental agencies, sponsors, and corporate entities and non-governmental organizations.
Stakeholders in Sport Integrity	are understood as national governments, law enforcement institutions, national anti-doping agencies and laboratories, WADA, Sport Movement (e.g. international and national sport federations, athletes and their entourage), betting regulators, operators, supporters, sponsors, media as well as non governmental and inter-governmental organizations.
Supporters	are understood as fans, spectators or other persons who are enthusiastically devoted to a kind of sport, a sport club, an organization or an athlete and who support the development of this related issues.
Values of Sport	refers to the sport movement's core values, beliefs and principles centered on fair play, respect, honesty, friendship and excellency. It is the responsibility of sport organizations to uphold and protect these values. (Source: parts taken from Olympic Charter, 2011).

¹² As defined by the United Nations Inter-Agency Task Force on Sport for Development and Peace – definition considered broad enough to encompass the wide range of needs and interests of individuals and communities around the world, increasing the possibilities for participation.

Constitution of the Co-operative Republic of Guyana 1980	
Chapter III-Articles 138 – 154 - Fundamental Rights and Freedoms of the Individual	
Article 138	Protection of right to life
Article 139	Protection of right to personal liberty
Article 140	Protection from slavery and forced labour
Article 141	Protection from inhuman treatment
Article 142	Protection from deprivation of property
Article 143	Protection from arbitrary search or entry
Article 144	Provision to secure protection of the law
Article 145	Protection of freedom of conscience
Article 146	Protection of freedom of expression
Article 147	Protection of freedom of assembly and association
Article 148	Protection of freedom of movement
Article 149	Protection from discrimination on the grounds of race
Article 150	Provisions from time of war or emergency
Article 151	Reference to tribunal in certain cases
Article 152	Saving of existing laws and disciplinary laws
Article 153	Enforcement of protective provisions
Article 154	Interpretation

Disciplines and bodies are recognized by the International Olympic Committee (IOC)			
1	Aquatics	Federation Internationale de Natation (Int'l Swimming Fed.)	FINA
2	Archery	World Archery Federation	WA
3	Athletics	International Association of Athletics Federations	IAAF
4	Badminton	Badminton World Federation	BWF
5	Basketball	Federation of International Basketball Associations	FIBA
6	Boxing (amateur)	International Boxing Association	AIBA
7	Canoeing	International Canoe Federation	ICF
8	Cycling	Union Cycliste Internationale	UCI/ICU
9	Equestrianism	International Federation for Equestrian Sports	FEI
10	Fencing	Fédération Internationale d'Escrime	FIE
11	Football	Federation of International Football Associations	FIFA
12	Golf	International Golf Federation	IGF
13	Gymnastics	Fédération Internationale de Gymnastique	FIG/IFG
14	Handball	International Handball Federation	IHF
15	Hockey	International Hockey Federation	FIH
16	Judo	International Judo Federation	IJF
17	Modern Pentathlon	Union Internationale de Pentathlon Moderne	UIPM
18	Rowing	International Federation of Rowing Associations	FISA
19	Rugby Union	World Rugby	WR
20	Sailing	World Sailing: Until Dec. 2015, International Sailing Federation	ISAF
21	Shooting	International Shooting Sport Federation	ISSF
22	Table Tennis	International Table Tennis Federation	ITTF
23	Tennis	International Tennis Federation	ITF












































































24	Triathlon	International Triathlon Union	ITU
25	Volleyball and Beach Volleyball	Fédération Internationale de Volleyball	FIVB
26	Weightlifting	International Weightlifting Federation	IWF
27	Wrestling	United World Wrestling	UWW














































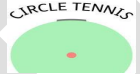


























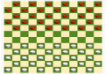



Disciplines and bodies and recognized by the International Paralympic Committee/World Para Brand			
1	Alpine Skiing	World Para Alpine Skiing	
2	Archery	World Archery Federation	WA
3	Athletics	World Para Athletics	
4	Badminton	Parabadminton World Federation; Badminton World Federation	PBWF; BWF
5	Boccia	Boccia International Sports Federation	BISFed
6	Cycling	Union Cycliste Internationale	UCI
7	Equestrian	International Federation for Equestrian Sports	FEI
8	Flying disc	World Flying Disc Federation	WFDF
9	Nordic skiing	(including Biathlon and Cross-Country Skiing): World Para Nordic Skiing	
10	Para Dance Sport	World Para Dance Sport	
11	Sailing	International Association for Disabled Sailing	IADS
12	Para Ice Hockey	World Para Ice Hockey	
13	Powerlifting	World Para Powerlifting	
14	Rowing	International Rowing Federation	FISA
15	Shooting	World Shooting Para Sport	
16	Snowboarding	World Para Snowboard	
17	Swimming	World Para Swimming	
18	Table Tennis	International Table Tennis Federation	ITTF
19	Volleyball	World Organization Volleyball for Disabled	WOVD
20	Wheelchair basketball	International Wheelchair Basketball Federation	IWBF
21	Wheelchair curling	World Curling Federation	WCF
22	Wheelchair rugby	International Wheelchair Rugby Federation	IWRF
23	Wheelchair tennis	International Tennis Federation	ITF
















Sports Guyana



Inventory of active Sports disciplines in Co-operative Republic of Guyana

Sport	Type	Competitive Category
1.	Aquatics 	  
2.	Archery 	   
3.	Athletics 	   
4.	Badminton 	   
5.	Baseball/Soft Ball 	   
6.	Basketball 	   
7.	Boccie 	
8.	Boxing 	  
9.	Canoe; Rowing 	   
10.	Cycling 	   
11.	Fencing 	   
12.	Football 	   
13.	Golf 	  
14.	Gymnastics 	 
15.	Hockey 	  
16.	Judo 	   
17.	Karate 	  

18.	Rugby 	   
19.	Swimming 	   
20.	Shooting 	   
21.	Table Tennis 	   
22.	Taekwondo 	   
23.	Tennis 	   
24.	Volleyball 	   
25.	Weightlifting 	  
26.	Body-building 	 
27.	Blind Cricket 	 
28.	Circle Tennis 	 
29.	Cricket 	  
30.	Horseracing 	  
31.	Motor Sports 	  
32.	Netball 	 
33.	Powerlifting 	 
34.	Squash 	 
35.	Wushu 	 
Mind Games	Type	Competitive Category
36.	Checkers 	  

37.	Chess		    
38.	Darts		    
39.	Dominos		    
40.	Scrabble		    

Icon Key



Local Tournaments



National Competitions



Regional Meets



World Championships



Olympic Games



Paralympic Games



Community Recreation

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- "Copyright Laws", July 22, 2016, Rev. Gideon Cecil

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Last update: Jan, 2019

27. National Sports Policy Development and the Consultation Process

(Nov. 2016–Jan. 2019)

As recommended by the MINEPS V, Government shall seek to involve all stakeholders including public authorities, city planners, parents, teacher, sport and cultural organizations, coaches and athletes to define a national vision for sport, inclusive of education, sport and health policies and reflective of scientific evidence concerning the socio-economic benefits of physical education and sport.

Based on best practices, the NSP development process, noting preliminary research as a key step to building a sound policy took the following steps

Step 1: Identification and definition the problem or issue that necessitates the development of a policy:

The status, growth and development of Sports in Guyana: holistic and comprehensive, addressing the concerns of all demographics and (active) disciplines.

Step 2: Appointment a person or persons to co-ordinate the policy development process, since the latter may take place over several months. There needs to be someone driving the process:

Department employed full-time public servant to the position of the Assistant Director of Sports, responsible for Project; noting relevant subject units and agencies of the Government of Guyana – National Sports Commission, Department of Culture, Youth and Sports and the Ministry of Education.

Step 3: Establish the policy development process:

2016 – New phase of engagement, policy issue a priority – modus operandi determined and undertaken. (2008 – 2011: Process conducted/Draft plan produced)

Step 4: Conduct research:

Access copy of Plan; read multiple policy documents on topic (Sports); research relevant legislation; conduct a meeting with staff and other people with experience; survey participants or a particular group of participants, such as coaches, sports association leaders and members, teachers, in communities, with the general public; read minutes of management committee meetings (if allowed); read additional documents such as annual reports or event reports; read industry magazines and journals; seek legal advice.

Step 5: Prepare a discussion paper:

Work on draft document accelerated December 2016, with preliminary draft reviewed by March 3rd, 2017

Step 6: Consultation: Stage 1:

Activated early Jan 2017 – general/specific views and concerns of members of Sports associations, observation/analysis of operating environment of sports in Guyana.

Step 7: Prepare a Draft Policy:

This was conducted, and a policy draft began to emerge in form by the end of January

Step 8: Consultation: Stage 2:

2017: Jan – March (preliminary research and review), April – June (Ministerial activity) – clarification of logistics – Engaging: logical approach needed.

Step 9: Adoption:

Sitting of Parliament of the Co-operative Republic of Guyana

Step 10: Communication:

Inter-acting across the newly built network – share that the policy has been formally adopted with stakeholders – training sessions may need to be conducted to ensure that organization personnel are fully informed and able to implement policy.

Step 11: Review and evaluate:

Acceptance and implementation; Annual/Tri-Annual Review – The implementation of the policy should be monitored; the policy may still require further adjustment (the reasons for the policy's existence may change); a general practice is to set a date for the policy to be reviewed. This might be one a year, or once every three years. It just depends on the nature of the policy.

Consultations and Status Update of National Sports Policy

January, February 2017

1. 1. Chief Education Officer, Ministry of Education – Marcel Hutson
2. 2. National Policy Advisor, Ministry of Education, Department of Culture, Youth and Sport – Ruel Johnson
3. 3. Olympian; Commissioner to National Sports Commission – Aliann Pompey
4. 4. Attorney; Commissioner to National Sports Commission – James Bond
5. 5. Hansib publisher Arif Ali (via third party)
6. 6. Petamber Persaud on Copywriting (via third party)
7. 7. Ministry of Education C.O.I. on status of Sports in Guyana (January, 2017)
8. 8. NSC Commissioners' meetings (December 2016; January 2017)
9. 9. NSC meet with GFF ExCo re - Clarification of operations
10. 10. NSC Commissioners meet on Policy (March, 2017)
11. 11. Ministry of Education Policy Meet, March 2017
12. 12. Meeting convened by Ministry of Education COI convener between NSC and Allied Arts, March 17th 2017
13. 13. Feedback from MP Region 10 after sitting Tuesday, March 21st, 2017
14. 14. Meeting between stakeholders re: National Schools Championships (Wed., March 22nd, 2017)

March 2017

15. 1. Meeting with Members of Sports Commission on progress re NSP March 2nd, 2017
16. 2. Introductory sections of NSP circulated for dissemination to and feedback from NSC Commissioners, Thursday, Mar. 2nd, 2017.
17. 3. Full NSP draft emailed on Friday, March 3rd, 2017 to Honorable Minister Henry and DOS.
18. 4. Full draft of NSP circulated (via DOS) to members of NSC Mon., Mar. 6th, 2017
19. 5. Feedback via email from Commissioner Aliann Pompey Mon., March 13th, 2017
20. 6. Meeting convened by Ministry of Education COI between, Sports Dept./NSC, UAA and CPCE, into status of Sports in Schools Friday, March 17th, 2017
21. 7. Jermaine Figeria (MP, Region 10) Wed., March 21st 2017
22. 8. Meeting between stakeholders re: National Schools Championships Wed., March 22nd 2017
23. 9. Brief meet with Secretary of the PSC Mon., March 27th, 2017
24. 10. Consultation visit from vice-chair of FIBA, Victor Mansure (specific questioned posed asking "It there a law that governs sports in Guyana?" – response shared that NSP draft is currently in (premature) consultation stage. Policy absent for 23 years. Tues., March 28th, 2017

- 25. 11. Collective response from Commissioners that AP comments spoke for them as well Tues., March 28th, 2017
- 26. 12. Stakeholders meet on School nationals – MofE, Sports/NSC, UAA, GTU, GOA Wed., March 29, 2017
- 27. 13. 2nd Mof E COA re: Sports in Schools and collaboration between Sports/NSC-UAA (CPCE absent from meet) Fri., March 31st, 2017
- 28. 14. 3rd Stakeholder collaboration re: school nationals-decision taken to split games and adjust the time of the secondary school championships to March/April of each academic year Fri., March 31st. 2017

April 2017

- 29. 1. Ohene Kahoma, Administrator – Castellani House, National Art Gallery Mon., April 3rd, 2017
- 30. 2. Edison Jefford NS Commissioner, Sports Editor (brief review, prided suggestions) Tues., April 4th, 2017
- 31. 3. Godfrey Munroe (President (GTTA), Vice President (GOA), IT Mgr (MoE) Wed., April 5th, 2017
- 32. 4. Review of the capacity @ C-RADO-GOA level. Fri., April 7- Sun., April 9, 2017
- 33. 5. Nominating heads of national sports associations and federations Mon. April 10, 2017
- 34. 6. Ministry of Education Col meet on collaboration between agencies. Tues., April 18, 2017
- 35. 7. Belgium diplomat on Rule of Law Wed, April 19, 2017
- 36. 8. NSAs – reviewed at Pegasus Fri., April 21, 2017
- 37. 9. Meet @ UAA re collaboration; peer review of Policy Draft with Nicolas Fraser Wed., April 26, 2017

May 2017

- 38. Report on the Sports Tourism Seminar/Workshop, Pegasus Hotel, Theme: Improving Sports through Tourism, growing Tourism through Sports, April 29th, 2017

June 2017

- 39. Presentation and Consult to national sports associations and federations, Friday, June 23, 2017

July 2017

- 40. Draft updated based on review of consultation with national sports associations and federations, July 31st, 2017

August and September 2017

- 41. Draft Updates
- 42. Ministry of Social Cohesion (MoSC) assumes responsibility for Culture, Youth and Sports

October 2017

- 43. Ministerial and peer review conducted
- 44. Draft Updated: Emphasis on Social Cohesion element of Sports

November, 2017

- 45. Emphasis on Social Cohesion element of Sports
- 46. National Sports Policy Review and Evaluation, Ministry of Social Cohesion UNDP Consultant Patrick Stoop: November 20th-28th
- 47. National Sports Policy Round Table Analysis, Ministry of Social Cohesion Staff and UNDP Consultancy, Mon., November 27th, 2017

December, 2017

- 48. Data collection, analysis and inclusion in draft

January – April 2018

- 49. Wide circulation to group of Reviewers: 2 week timeline for review and response: Jan 19th – Feb 2nd; March 31st 2018

Wide circulation of NSP and Guyana Constitution to Review Group via email: 2 weeks to review and submit: Jan 19 th – Feb 2 nd – extended review to March 31 st (- 1 st Quarter consultations)		
	Name	Professional Portfolio, Organizaton, Comment, Feedback, Response
1	Hon. Dr. George Norton	Minister of Social Cohesion, Culture, Youth and Sports
2	Hon. Nicolette Henry	Minister of Education - Thanks for sharing. I will review and get back to you. Regards, NH
3	Melissa Tucker	Permanent Secretary, DSCCYS
4	Mark Lyte	President, GTU - Acknowledged receipt of the email. Regards, Mr. Mark Lyte, President GTU
5	Coretta McDonald	General Secretary, GTU
6	Lesmeine Collins	GTU
7	Lancelot Baptiste	GTU, AAG
8	Tony Xavier	<p>Manager: Guyana National Stadium Good Morning Melissa, This was done in consultation with my son Michael who has a lot of interest in the development of sports in Guyana. Spelling errors: 1). Page 36 paragraph 2 there is a spelling error. "Prompting investing" It should read "Prompting Investment". 2). Page 51 paragraph 3 starts with " Section to be enhanced with....." it currently says development "f" Sports Guyana. It should read, development of sports in Guyana. Tangible items- The implementation of PE into the School programs. This is probably the best aspect of the Policy and we would have liked to see some more under this. But the information as is, will suffice as it speaks about the changes to the curriculum. However, no time frame was set for this. Implementation aspect seems fair. At page 68 there is the process which they are looking to follow with regard to appointing someone to be the driving force but there is nothing else. No time frame when this person will be appointed etc. In our opinion also, we believe that anything at pages 68-69 which has a date which has expired and the outcome not achieved should be removed and/or updated. The aspect of the "completion of the Policy "ought not to be included here. Unless people wish to see that work has been done on the Policy. That I believe though is for internal purposes and everyone is concerned with one thing only; The Finished Product. What we found lacking in the Policy is clear time frames for the way forward. We were expecting to see more time frames like, 1) Overall consultation and the implementation of the Policy. 2) Consultation with regard to the legislation governing Sports; 3) Consultation and implementation of revised curriculum in Primary, Secondary and Tertiary level; 4). Consultation with local sporting bodies with the aim of implementing Policy within each of</p>

		their respective bodies; Sincerely, Tony Xavier
9	Trevor Williams	Leonora Track and Field Center
10	Sherwin Moore	Sports Facility Supervisor
11	Seon Erskine	Teacher
12	Tyson English	Teacher
13	Inga Henry	Teacher
14	Shellon Green	Teacher
15	Carwyn Holland	Major, Linden
16	Ruel Johnson	Cultural Policy Advisor
17	K.A. Juman Yassin	President, GOA
18	Karen Pilgrim	GOA VP
19	Charles Corbin	GOA VP
20	Junior Hercules	GABF
21	Chris Bowman	YBG - Hello Mrs Dow-Richardson, I'm acknowledging receipt. Thanks. Regards, Chris Bowman Youth BASKETBALL Guyana(YBG)
22		jaalvesy@yahoo.com
23	Amir Khouri	Guyana Karate College
24	Ravindra Singh	Guyana Cricket Board Dear all, my sincerest apologies for our tardy response to this most important request concerning our National Sports policy. You would agree that a document of such importance should not be rushed through without adequate discussions, inputs and debate by our entire membership. This document was discussed at our last Executive Committee meeting of the Board and was referred to our Annual General Meeting which was held on January 28th 2018. Because of the nature and importance of this document, it was agreed that the Board would have a special Committee set up to review this Sports policy document and provide their report back to the GCB for further review and consideration at our Executive Committee meeting to be held on the 3rd Friday of April 2018. This report would be discussed and ratified at our OGM in June 2018 prior to presentation to your Ministry. We trust that you would appreciate the need for an in depth study of this document
25	Colin Stuart	Guyana Cricket Board
26	Aliann Pompey	Olympian Dear Melissa, Happy New Year to you - all the best for 2018. I was traveling this weekend - will look this over and get back to you by Thursday with feedback. Please let me know if that's OK. Warmly Dear Melissa, I hope that you're well and had a wonderful weekend. Firstly, congrats on seeing the fruition of all your hard work. I can relate to how strongly you felt about the importance of having a working Sports Policy and your dedication to see it to the end. I admire your efforts to get it done. I apologize for not responding much sooner. I had a bout of illness and back to back weeks of 3-day competitions every weekend in January. I didn't just want to add thoughts, I wanted to add examples from other policies. My main areas of interest in the draft are "Elite Athlete Development" and "Sports Financing". I know your work and I know you most likely plan on fleshing those out a bit more. I just want to see more structure and substance in those two chapters. They're vague, which in a way is good because it allows for creativity. But if we're basing it on history, the lack of specificity may lead to lack of development. I also believe that women play a key role in the development of Sports. The IOC and related bodies around the world are making great strides to promote and include women at all levels

		and that movement is set to be the biggest agenda over the next few years. Again - I am proud of your work, please keep it up. Apologies for being so late and I pray you've gotten great feedback during the desired time-frame. Please keep me posted, as my schedule is a bit clearer over the next couple weeks.
27	Nigel Westmaas	(Professor of African Studies) Many thanks for sharing Melissa. Very detailed, thoughtful and well-constructed document. Best, Nigel
28	Stan Gouvía	(Broadcaster) Awesome!
29	Dr. Colin Roach	Chairman of the NSC: 2017-2019
30	Noshavyan King	Sports-woman
31	Kellyann Payne	Attorney
32	Clyde Butts	GY and WI Cricketeer
33	Mr. Marcel Hutson	Chief Education Officer
34	Merrano Isaacs	Broadcaster - EMAIL undelivered
35	Niam Chan	Broadcaster - EMAIL undelivered
36	Ryan Belgrave	Youth Activist
37	Christopher Jones	Director of Sports
38	Alicia Primo	Technical Officer, DSCCYs
39	Patrick Stoop	UNDP Consultant Document analyzed, validated and referenced, as reflected in Report submitted to Ministry of matter of working collaboratively as the units of Social Cohesion, Culture, Youth and Sport.
40	Christopher Nascimento	National Sportsman
41	Peter Green	President, Rugby Union, Guyana
42	Rehana A. Ahamad	PR Officer, Department of Social Cohesion, Culture, Youth and Sports

May – 2018

50. Perreira, Joseph “Reds”, AA, Sports Consultant, 14 points of recommendation, April 10th, 2018
51. LaRose, Allan, April 26th, Sports Journalist
52. Charles, Leslyn, Attorney at Law, May 9th, 2018
53. Hermanstine, Amanda, Guyana Police Force, Athletics Association of Guyana

Post June 12th, 2018 release

Media review, national exposure of documents and discussion on points

54. Duff, Donald, Sports Editor, Stabroek News
55. George-Wiltshire, Ms., Chief Justice, Thurs., June 25th, 2018
56. Jacobus, Michaelangelo, “National sports policy to address welcome incentives for athletes.” Guyana Chronicle, June, 29, 2018
57. Burbano F., A. Gisselle., Programme Specialist for Social and Human Sciences, Gender Focal Point – UNESCO Cluster Office for the Caribbean, August 14th, 2018 – Caribbean Sports Compass
58. LeFleur, Ms. Patrice, UNESCO Guyana Chair
59. Medas, Andy, overseas based Guyanese athletics coach
60. Pritipaul Jaigobin, Ministry of Finance
61. Reynolds, Dr. Barbara, DVC, University of Guyana
62. Samaroo, Romario, “National Sports Policy Draft Released” Stabroek News, Wed., June 20th, 2018
63. Thomas, David, overseas based Guyanese

64. Khazan Action Plan 2017
65. Comparative analysis: National Sports Policy of the republic of Trinidad and Tobago 2017-2027 – reflect elements of the NSP, GY, e.g. tackling organizational challenges, fostering cohesion.
66. Consultation at the University of Guyana: Office of the Deputy Vice Chancellor, Sports Organizer, Document left with Project Officer for Library, Wed., June 27th 2019
67. Request for copy of NSP, GY from Guyana Football Federation – sent via email & acknowledged. Implementation elements, Mon. June 25th, 2018
68. Final report into allegations of Sexual Harassment of Female Referees with the GFF submitted, K. News, Nov. 24th, 2018
69. Baramita Outreach, Region 1, Dec. 15th -17th, 2018.
70. Social Media presence – National Sports Policy, Guyana online @ facebook.com, activated Friday, January 18th, 2019

Region	Community	Communities		Overall Reach
		No. of Participants	Sub-total per Region	
1: Barima-Waini	Baramita	200		
2: Pomeroon-Supernaam				
3: Essequibo Islands-West Demerara				
4: Demerara-Mahaica	Georgetown	150		
5: Mahaica-Berbice	Paradise	180		
6: East-Berbice Corentyne	New Amsterdam	50		
7: Cuyuni-Mazaruni				
8: Potaro-Siparuni				
9: Upper Takutu-Upper Essequibo				
10: Upper Demerara Berbice	Linden	250		

Updates: ongoing Wed, Nov., 28th; Mon., Dec. 31st 2018; Jan. 31st, Feb. 1st, 2019.