



EQUITY AND INCLUSION POLICY			
<b>Reviewed:</b>	September 20, 2016	<b>Effective:</b>	September 20, 2016
<b>Next Review:</b>	September 2019	<b>Approval:</b>	Board of Directors

## 1. APPLICATION

**Equity** is a practice designed to remove systemic barriers. It is also the belief and the practice of treating individuals in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status and family status.

**Access** is the ability or extent to which individuals or members of Athletics Ontario (AO) can achieve full participation in the delivery of those services offered by AO.

Athletics Ontario is committed to developing and promoting opportunities for every individual, within its community, to reach his or her maximum potential in the sport.

As a member of the Athletics Ontario community, all individuals can expect to be treated with equity and provided access to AO programs.

AO is committed to providing and ensuring exceptional delivery of programs and competitions in athletics. In addition, the Association is focused on fostering a work environment for staff and volunteers that provides equitable opportunities, while maintaining respect and providing fair treatment of all members of the AO community.

This policy recognizes that the diversity of our membership, volunteers and staff is a source of strength. The differing backgrounds, skill sets, culture, gender, language and talents of our members help us in meeting our goals as an organization.

## 2. POLICY

Individuals within the Athletics Ontario community can expect an equitable range of opportunities within which to participate and lead athletics in Ontario; Athletics Ontario commits to:

- (a) **Human Rights** – promote gender equality as an explicit internationally recognized human right;
- (b) **Gender** - empower women and girls as a key strategy toward ending gender inequality;
- (c) **Behaviour** - act as role models of equality through programming, behaviours and practices;
- (d) **Accountability** - actively hold ourselves and others accountable to recognized gender equality standards;
- (e) **Organization** - ensure that key organizational policies, systems and practices, including but not limited to budgeting, human resource recruitment, training and management, and decision making, support equality;

- (f) **Learning** - monitor, evaluate and institutionalize organizational learning regarding specific equality results; and
- (g) **Funding** - ensure adequate funding to realize our commitments.

## 2. Non Compliance

- (a) Any employee, volunteer, official, board member, athlete, parent, members of committees, applicants for employment and associate clubs within Athletics Ontario is invited to appeal decisions of AO (or member Host in the case of a Provincial Championship) that if, in their belief, such decision does not reflect equity. The appeal should be submitted as soon as possible. The individual may first choose to make a verbal complaint. However, a written summary of the incident will be required. This appeal is to follow the appeals policy and process outlined in AO governance documents.
- (b) Members of Athletics Ontario can expect that the organization shall in no way solicit nor accept sponsorship from companies which discriminate against persons by gender, race and ancestry, place of origin, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, and family status.

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