

# POLICY

<b>DC-POL-02-EQUITY AND ACCESS POLICY</b>	
Original Date: <b>January 1, 2019</b>	Reviewed/Last Modified Date: <b>April 14, 2019</b>
Approved By: <b>Board of Directors</b>	
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## DEFINITIONS

*Equity and Access* is the belief and the practice of treating people in ways that are fair, equal, and just, regardless of their gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, gender expression, gender identity, marital status, or family status. Dodgeball Canada is committed to ensuring equitable and accessible participation opportunities in the sport of dodgeball in Canada.

*Underrepresented Populations* – Includes, but is not limited to; women and girls, children in low income families, Indigenous people, people with disabilities, seniors, and members of the Lesbian, Gay, Bisexual, Trans and Questioning (LGBTQ) communities.

## BACKGROUND

Canada is made up of people from diverse communities and equity-seeking groups. Dodgeball Canada recognizes that the changing nature of the population has implications in terms of delivering and/or providing access to its services (e.g. programming, activities, etc.). We recognize that barriers to services exist for members of diverse communities, particularly for equity-seeking groups, and we are committed to acting as a positive force in eliminating these barriers.

## PURPOSE

The purpose of Dodgeball Canada's Equity and Access Policy is to provide a sport and work environment that provides fair access and equitable opportunities.

## **PROCEDURE**

1. To achieve this, Dodgeball Canada will:

- Ensure that diverse communities have equitable access to its services, resources and decision-making.
- Promoting programs and projects that target the specific needs of underrepresented populations.
- Take reasonable steps to ensure its services, programs and decision-making reflect the community it serves and welcome the participation of persons with a disability, Aboriginal people and other minority groups.
- Respect the rights, dignity and worth of every person and will treat everyone equally within the context of their role (player, coach, official and volunteer), regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
- Encourage full and equal participation of all people on its Board of Directors and all committees.
- Seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization.
- Commit to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- In no way solicit nor accept sponsorship/support from companies/individuals that discriminate against people by gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, gender expression, gender identity, marital status, or family status.

## **REVIEW**

2. Dodgeball Canada will track and evaluate its progress in the aforementioned endeavors and is committed to adjusting programs and operating cultures as needed to enhance participation of underrepresented groups.

The policy will be reviewed at least once every two years, or as decided by the President and/or Board of Directors of Dodgeball Canada.