

# POLICY

<b>DC-POL-07-OFFICIAL LANGUAGE POLICY</b>	
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Approved By: <b>Board of Directors</b>	
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## DEFINITIONS

*Members* - All categories of membership defined in the Dodgeball Canada's Bylaws, as well as to all Individuals engaged in activities with Dodgeball Canada, including, but not limited to, athletes, coaches, officials, volunteers, directors, officers, team managers, team captains, medical and paramedical personnel, administrators and employees (including contract personnel).

## BACKGROUND

Dodgeball Canada is committed to the promotion and use of the two official languages of Canada in the delivery of its services. All parties who wish to communicate with Dodgeball Canada have the right to receive service in the preferred official language of their choice.

## PURPOSE

The Dodgeball Canada official languages policy is founded on the belief and respect for the linguistic rights of members Dodgeball Canada. In keeping with that belief, the purpose and application of the Official Languages Policy is consistent with the spirit and intent of both the *Canadian Charter of Rights and Freedoms (1982)* and the *Official Languages Act (1988)*.



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## **APPLICATION**

In both the governance of Dodgeball Canada and the conduct of its business, members of Dodgeball Canada must have the opportunity to be served in the language choice. To that end, the Board of Directors, staff and volunteer committees must have the capability to meet the needs of members in both official languages.

Because it values its employees and respects their linguistic rights, Dodgeball Canada shall encourage employees to work in the official language of their choice.

When programs, communications, or contributions are provided to members of Dodgeball Canada, the delivery of services shall be in both official languages, in accordance with the spirit of the Official Languages Act.

This policy also applies to Dodgeball Canada partners when they are conducting business with Dodgeball Canada.

With the exception of participation in activities and the delivery of services where linguistic capacity requires a capability in both official languages, no Dodgeball Canada member shall have his or her opportunities for participation or advancement adversely affected.