

Policy Title:	Equity and Inclusion Policy
Approval Authority:	Board of Directors
Adopted:	2016
Current Version Approved:	December 2019
<p>This Policy has been prepared by Ontario Artistic Swimming (OAS) and is applicable to OAS and its Members. This document cannot be modified by an OAS Member without consultation with and approval by OAS.</p>	

Definitions

1. The following terms have these meanings in this Policy:
 - a. “Activity” – All business and activities of the Organization;
 - b. “Including” – Including but not limited to;
 - c. “Individuals” – Any Organization or individual that has fulfilled the requirements of registration as required by OAS as well as all individuals engaged in Activity with OAS or its Members;
 - d. “Member” – Any Competitive, Recreational, Scholastic, University artistic swimming club or AquaGO! or Trillium awards program provider registered with OAS;
 - e. “OAS” – Ontario Artistic Swimming; and
 - f. “Organization” – The organization to which the Policy applies and includes OAS and its Members.

Purpose

2. OAS is committed to equity and access in all of its Activities. The purpose of this Policy is to make Individuals aware that there is an expectation, at all times, of appropriate behaviour consistent with this Policy and the *Conduct Policy*.

Application

3. This Policy applies to an Individual’s behaviour during OAS’s Activity.
4. This Policy does not apply to any action or decision based on a *bona fide* requirement or qualification. For example, participation in a competitive program or event may be restricted

to those of a specified sex and age group, and team and routine selection may be based on athletic ability.

Responsibilities

5. The Ontario *Human Rights Code* prohibits actions that discriminate against people because of a certain characteristic such as age, colour, disability, family status, race, religion, sex or sexual orientation. OAS prohibits discriminatory practices and is committed to providing a sport and work environment of fair, inclusive and respectful treatment of all people.
6. All Individuals share a responsibility to provide and maintain a sport and work environment free of discrimination by:
 - a. Supporting equity and inclusion for under-represented groups that have been identified in *Game ON*, the Ontario Government's Sport Plan, such as women and girls, people with disabilities and older Ontarians;
 - b. Demonstrating respect to individuals regardless of age, colour, disability, family status, race, religion, sex, sexual orientation or other grounds of discrimination;
 - c. Acting, when appropriate, to prevent or correct practices that are unjust or discriminatory; and
 - d. Consistently treating individuals fairly and with respect.

Enforcement

7. A breach of any provision in this Policy may give rise to discipline in accordance with the Organization's *Discipline and Complaints Policy*.

Communication

8. OAS will ensure that this Policy is communicated to those who will be responsible for upholding it as well as those who will be responsible for its implementation.

Review

9. OAS will conduct a review of this Policy every four (4) years or as decided by the Executive Director or OAS Board.