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| Policy title:  | **Equity & Inclusion Policy**  |
| Approval authority: | Board of Directors |
| Adopted:  | 2016  |
| Current version approved: | March 4, 2022 |
| This Policy has been prepared by Ontario Artistic Swimming (OAS) and is applicable to OAS and its Affiliated Organizations. This document cannot be modified without consultation with and approval by OAS  |

**Definitions**

1. The following terms have these meanings in this Policy:
2. *“Activity or Event”* means an activity or event of OAS or an Affiliated Organization, including a conference, meeting, workshop, teams’ meeting, exhibition, competition, trial or selection event, training camp, and any other activity or event sanctioned or organized by the OAS or the Member;
3. “*Affiliated Organization*” means any Competitive, Recreational, Scholastic, University artistic swimming club or AquaGO! Or Trillium awards program provider registered with OAS;
4. “*CAS*” means Canada Artistic Swimming;
5. “*Including*” means including but not limited to;
6. “*Individual*” means any individual who has fulfilled the registration requirements of OAS, as well as any individual engaged on a volunteer or contractual basis in an Activity or Event with OAS or an Affiliated Organization, whether or not they are registered;
7. “*OAS*” means Ontario Artistic Swimming; and
8. “*Person in Leadership*” refers to the Executive Director of OAS or President of an Affiliated Organization;

**Purpose**

1. OAS is committed to equity and access in all of its Activities or Events. 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 CAS *Safe and Welcoming Sport Policy Suite*.

**Application**

1. This Policy applies to an Individual’s behaviour during Activities or Events of OAS and Affiliated Organizations.
2. 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**

1. 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.
2. All Individuals share a responsibility to provide and maintain a sport and work environment free of discrimination by:
3. 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;
4. Demonstrating respect to individuals regardless of age, colour, disability, family status, race, religion, sex, sexual orientation, or other grounds of discrimination;
5. Acting, when appropriate, to prevent or correct practices that are unjust or discriminatory; and
6. Consistently treating individuals fairly and with respect.

**Enforcement**

1. A breach of any provision in this Policy may give rise to discipline in accordance with the CAS *Discipline and Complaint Policy and Procedure*, which is available on the CAS website at artisticswimming.ca.

**Communication**

1. 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**

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