



## EQUITY AND ACCESS POLICY

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### EQUITY AND ACCESS GUIDELINES

#### **PREAMBLE:**

Ski Jumping Canada the governing body of the sport of Ski Jumping in Canada, is committed to promoting equity and access in the governance policies, programs and services of the Centres. As Board members and staff, we will offer our best efforts in support of these guidelines.

The adoption and implementation of a sports equity and access policy is necessary, and part of an action plan to eliminate discrimination (either conscious or unconscious) by providing all individuals with equality of opportunity and choice.

Ski Jumping Canada recognizes the role that sport has in improving the quality of life, and wants to ensure that opportunities are available to everyone.

Ski Jumping Canada is committed to providing sporting opportunities which achieve equality of access and choice.

#### **VISION:**

To provide a full and equal range of opportunities to participate and lead within the membership of Ski Jumping Canada.

To ensure that the program is equally accessible for all people with the ability and desire to progress in ski jumping based on the rules and regulation of the International Ski Federation (FIS).

#### **POLICY:**

To support sport that provides equal access and opportunity to all participants regardless of sex, race, religion, colour, nationality or ability (or any other grounds protected under Human Rights legislation in Canada).

To provide all persons associated with the sport equal opportunity to participate in all levels including athlete, coach, official, volunteer or contractor.

To achieve gender equity in the governance, administration, policies, programs and services of Ski Jumping Canada.

#### **OBJECTIVES:**

1. Ensure in the governance structure of Ski Jumping Canada allows for sport equity and access.
2. Produce all written and visual material in an inclusive manner portraying active, positive images of sport.
3. Develop, update and deliver all policies, programs and services ensuring the concerns for sport equity and access are addressed.
4. Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration.
5. Exercise influence with external agencies to encourage sport access and equity
6. Monitor and evaluate the status of sport access and equity within Ski Jumping Canada.