



Ski Jumping Canada

Diversity, Equity, and Inclusion Policy

POLICY STATEMENT: Ski Jumping Canada is committed to encouraging equity in its administration, policies, programs, and activities.

Definitions

- a) *“Organization”* – Ski Jumping Canada.
- b) *“Participant(s)”* – All individuals participating in activities directly or indirectly authorized or sanctioned by the Organization as well as all individuals employed by or engaged in activities with the Organization including, but not limited to, athletes, coaches, convenors, officials, volunteers, committee members, directors and officers of the Organization, spectators, and the parents/guardians of any such individuals who are not of the age of majority, and specifically including any individual affiliated with the Organization who is subject to the UCCMS under the authority of the Organization and who is under the jurisdiction of Abuse-Free Sport pursuant to any applicable Abuse-Free Sport Participant Consent Form.
- c) *“Under-Represented Groups”* – Refers to populations who historically face systemic barriers or marginalization in accessing and participating in sports, including women, Indigenous peoples, people with disabilities, racialized individuals, and those from low socio-economic backgrounds.

Purpose

1. Ski Jumping Canada is committed to encouraging diversity, equity and inclusion in its administration, policies, programs, and activities.
2. The purpose of this policy is to ensure that Ski Jumping Canada provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.

General

3. Ski Jumping Canada will:
 - a) provide this policy to all Participants and provide education on the importance of diversity, equity, and inclusion and what this entails in terms of practices, policies, procedures, and norms of behaviour.
 - b) provide registration forms and other documents that allow:
 - i. the Participant to indicate their gender identity and expression, rather than their sex or gender.

- ii. the Participant to abstain from indicating a gender identity with no consequence to the individual.
 - iii. the Participant to indicate their pronoun(s); and
 - iv. the Participant to indicate their preferred name.
- c) maintain organizational documents and Ski Jumping Canada's website in a manner that promotes inclusive language and images.
 - d) refer to Participants by their preferred name and their pronoun(s);
 - e) work with Under-Represented Groups on the implementation, monitoring and/or modification of this policy.
 - f) when Ski Jumping Canada has the authority to determine Participants' use of washrooms, change rooms, and other facilities, Ski Jumping Canada will permit individuals to use the facilities of their gender identity.
 - g) ensure uniforms and dress codes that respect a Participant's gender identity and gender expression.
 - h) support inclusion, equity, and access for Under-Represented Groups; and
 - i) exercise influence with external agencies to encourage equity.

Programming

- 4. Ski Jumping Canada is committed to creating and supporting programs that address diversity, equity, and inclusion issues in sport. For example, Ski Jumping Canada will:
 - a) ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Ski Jumping Canada's programs and policies.
 - b) ensure that Participants from Under-Represented Groups have no barriers to participation in Ski Jumping Canada's programs, training, and coaching opportunities.
 - c) create and support new programming that specifically addresses diversity, equity, and inclusion.
 - d) monitor and evaluate the success of its diversity, equity, and inclusion programming.
 - e) fund programs and services equitably.
 - f) encourage Under-Represented Groups to act as role models for young Participants.
 - g) create special opportunities to advance the number and levels of women in coaching; and

- h) when planning educational sessions, consider a balance of presenters from all gender identities.

Competition

- 5. Ski Jumping Canada is committed to creating a fair and inclusive competitive environment for all Participants. While Ski Jumping Canada supports the inclusion of all gender identities within domestic competitions, participation in international FIS or IOC sanctioned competitions is governed by the rules and regulations of those organizations. Therefore, participation in such events will adhere to the eligibility criteria established by FIS and the IOC. At the domestic level, however, Ski Jumping Canada will allow Participants to compete under the gender with which they identify. We will continue to advocate for inclusive policies and practices at the international level.

Staff, Board of Directors, Committee

- 6. Ski Jumping Canada will:
 - a) strive to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision-influencing bodies, and in seeking nominations for and appointments to the Board.
 - b) include gender equity as a stated value that is accepted and promoted on nominating and selection committees.
 - c) ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making.
 - d) develop, update, and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted, and supported; and
 - e) deal with any incidence of discriminatory behaviour according to Ski Jumping Canada's *Code*.

Media Relations

- 7. Ski Jumping Canada will:
 - a) strive to ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.
 - b) produce all written and visual materials in a gender-inclusive manner.
 - c) develop a communication plan that strives to give media visibility to Under-Represented Groups; and

- d) use gender-appropriate or gender-neutral language and positive, active visuals in all publications, graphics, videos, posters and on websites.

Human Resource Management

- 8. As part of its commitment to the use of equitable human resource management practices, Ski Jumping Canada will:
 - a) adopt, when possible, work practices such as flex-time, job-sharing, and home-based offices;
 - b) provide a physically accessible workplace environment to the extent reasonably possible. Given that SJC does not maintain its own permanent offices, and may utilize various facilities on a temporary basis, SJC will strive to secure accessible venues whenever feasible and will take reasonable steps to make accommodations for those with disabilities in spaces that we utilize temporarily. This includes working with venue owners and operators to ensure accessibility to the greatest extent possible.
 - c) ensure a non-smoking environment.
 - d) use non-discriminatory interview techniques.
 - e) provide opportunities for all staff/contractors to advance to senior decision-making levels and receive equitable remuneration.
 - f) publicly declare Ski Jumping Canada to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees; and
 - g) when appropriate, make available access to Employee Assistance counselling.
 - h) SJC will comply with the Canadian Human Rights Act.

Ongoing Commitment to Inclusion, Diversity and Equity

- 9. Ski Jumping Canada resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations; including technical programs, business management, sponsorship, marketing, media, and communications.

Evaluation

Ski Jumping Canada will continually monitor and evaluate its inclusion, equity, and diversity progress.