



Policy title:	Equity and Inclusion Policy	Policy No: SSO 4-16
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Related documents:	<i>Code of Conduct and Ethics</i> <i>Discipline and Complaints Policy</i>	

Definitions

The following terms have these meanings in this Policy:

- i. *“Individuals”* – All categories of membership defined in Synchro Swim Ontario’s (“SSO”) Bylaws, as well as all individuals employed by, or engaged in activities with, SSO including, but not limited to, any director, officer, committee member, volunteer, coach, athlete, official, referee, manager and member within SSO or its Members.
- ii. *“Members”* - The Regional Training Centre – Ontario and any Competitive, Recreational, Scholastic, University synchronized swimming club or Trillium awards program provider

Purpose

SSO 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 SSO’s *Code of Conduct and Ethics*.

Application of This Policy

This Policy applies to an Individual’s behaviour during SSO’s business, activities and events.

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

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. SSO prohibits discriminatory practices and is committed to providing a sport and work environment of fair, inclusive and respectful treatment of all people.

All Individuals share a responsibility to provide and maintain a sport and work environment free of discrimination by:

- 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
- Demonstrating respect to individuals regardless of age, colour, disability, family status, race, religion, sex, sexual orientation or other grounds of discrimination
- Acting, when appropriate, to prevent or correct practices that are unjust or discriminatory
- Consistently treating individuals fairly and with respect.