



## **Equity and Access Policy**

(June 2016)

### **Preamble and Purpose**

1. The purpose of Biathlon Canada's Equity and Access Policy is to provide a sport and work environment that provides fair access and equitable opportunities.

### **Definition**

2. Equity and Access is the belief and the practice of treating people in ways that are fair, equal, and just, regardless of their gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, gender expression, gender identity, marital status, or family status. Biathlon Canada is committed to ensuring equitable and accessible participation opportunities in the sport of biathlon in Canada.

### **Scope and Application**

3. Equity and access does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly. Biathlon Canada will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

### **Promotion**

4. Biathlon Canada will encourage and assist its Members and Registered Participants in understanding and promoting the concept of equity and access.
5. Specifically, Biathlon Canada will:
  - a) Regularly assess policies and programs for impact on equity and access
  - b) Regularly audit Biathlon Canada committees for equitable composition
  - c) Assist Members with developing strategies and programs to increase fairness and equitable treatment for all individuals
  - d) When necessary, host forums for discussion of equity and access issues

### **Opportunities to Lead**

6. Biathlon Canada will ensure, through its bylaws, policies, and committee terms of reference, that all positions of leadership are available to all individuals. Specifically, Biathlon Canada will:
  - a) Ensure that every Biathlon Canada committee has at least one female member
  - b) Ensure that when there are two National Team Representatives, there is one female and one male
  - c) Ensure that, when a National Team is traveling, there is one staff member from each gender present
7. Biathlon Canada will raise awareness and understanding of equity and access issues among Members, registered participants, coaches, athletes, and in the broader biathlon community.

8. Biathlon Canada will in no way solicit nor accept sponsorship/support from companies/individuals that discriminate against people by gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, gender expression, gender identity, marital status, or family status.

#### **Human Resources**

9. Biathlon Canada will use neutral language in its governing documents and human resource management efforts. Specifically, Biathlon Canada will:
  - a) Ensure that its bylaws and policies are gender-neutral
  - b) Ensure that all positions, terms of responsibilities, salary levels, and opportunities for advancement are equal for both genders