November 2018

Canadian Amateur Diving Association, BC Section (“BC Diving”)

# POLICY ON EQUITY AND ACCESS

1. Introduction

This policy recognized that diversity is a source of strength and establishes that opportunities to participate in, and lead our organization, will be provided in a manner that respects principles of equity and access.

1. Policy Details

BC Diving is committed to a sport and work environment that provides equitable opportunities and access, and treats all individuals with respect and fairness. Equity is an organizational value, strived for in all aspects of BC Diving’s undertakings. It is understood as the belief and the practice of treating persons in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, colour, citizenship, creed, sexual orientation, disability, age, marital status or family status. Access refers to the design and implementation of our programs and services, which are available to everyone who is entitled to them, free of any form of inequity, or any barrier that violates the concepts of fairness and natural justice. BC Diving endeavours to support, encourage and ease participation of underrepresented populations in all facets of diving (including but not limited to competition, administration, coaching, officiating and volunteering). Any athlete, employee, volunteer, official, board member, parent, committee member or applicant for employment may appeal any decision of BC Diving, if in their belief, that decision does not reflect the principles of equity and access. This appeal is to be reported to the Board of Director representing Appeals or the Executive Director of BC Diving, and will follow the Appeals Procedure established by our organization.