

BOARD POLICY

Policy Section: Board

Policy Subsection: Human Resources

Policy Title: Equity, Diversity and Inclusion

Policy Statement

Swimming Canada is committed to developing, maintaining and supporting a culture of equity, diversity and inclusion in its workforce and in the delivery of its programs.

Purpose

Equity is the belief and the practice of treating persons in ways that are fair, equitable and just. Swimming Canada is an inclusive organization and welcomes full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation gender identity, gender expression, age, marital status, family status or disability.

Swimming Canada will encourage participation in the sport of swimming. Swimming Canada will ensure that equity, diversity and inclusion are key considerations when developing, updating or delivering Swimming Canada policies and programs.

Equity 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. Swimming Canada will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

Application

Swimming Canada commits to incorporating equity, diversity and inclusion in its operations, activities and partnerships.

Efforts will be made towards raising the awareness and understanding of the equity, diversity and inclusion issues among members, coaches, athletes, officials, staff, committees, board members and in the broader sport community.

Make reasonable accommodations for individuals where doing so would support equity, diversity and inclusion in the programs and/or operations of Swimming Canada.

If a person, designated as a UCCMS Participant, is subject to discrimination as defined in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), they shall refer their discrimination related complaints to the Office of the Sport Integrity Commissioner (OSIC) pursuant to its rules and procedures. If a person if not designated as a UCCMS Participant and is subject to discrimination, they shall file their complaint with Swimming Natation Canada's independent third -party.

Responsibility

Body

Board of Directors

Action

1. Consider equity, diversity and inclusion when setting policies and in conducting oversight of operations

CEO

1. Consider equity, diversity and inclusion in reviewing existing programs and when creating new programs

2. Consider equity, diversity and inclusion when making staff hiring decisions and when conducting staff reviews

3. Pursue opportunities to educate Swimming Canada members, including staff, athletes, coaches and volunteers the importance of equity, diversity and inclusion to Swimming Canada

4. Ensure that the organization makes best efforts to develop operational procedures and rules which are equitable, and support diversity and inclusion.

Limitations

International Federation policies and rules apply for eligibility for selection to National Teams. (FINA, IOC, IPC, WPS, or similar)

References

Canadian and provincial human rights legislation

Review and Approval

Review: January 13, 2017

Approval: April 7, 2008
October 23, 2009
August 1, 2017

Review and Approval: December 6, 2022