

Equity and Access Policy

Cross Country BC

Preamble and Purpose

1. The purpose of Cross Country BC'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 race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, disability, age, sexual orientation, gender identity, gender expression, marital status, or family status. Cross Country BC is committed to ensuring equitable and accessible participation opportunities in the sport of cross country skiing in BC.

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. Cross Country BC will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

Promotion

4. Cross Country BC will encourage and assist its members in understanding and promoting the concept of equity and access. Specifically, Cross Country BC will:
 - a. Regularly assess policies and programs for impact on equity and access
 - b. Regularly audit Cross Country BC 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

Leadership

5. Cross Country BC will ensure that all positions of leadership are available to all individuals.
6. Cross Country BC will raise awareness and understanding of equity and access issues among members, coaches, athletes, and in the broader cross country ski community.
7. Cross Country BC will in no way solicit nor accept sponsorship/support from companies/individuals that discriminate against people by race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, disability, age, sexual orientation, gender identity, gender expression, marital status, or family status.

Human Resources

8. Cross Country BC will use neutral language in its governing documents and human resource management efforts. Specifically, Cross Country BC 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 all genders

Created Sep 10, 2018