



Inclusion Policy

Purpose/ Definition:

Equity is a practice designed to remove systemic barriers. It is also the belief and the practice of treating individuals 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, marital status and family status.

Access is the ability or extent to which individuals or members of Canoe Kayak Ontario (CKO) can achieve full participation in the delivery of those services offered by CKO.

CKO is committed to developing and promoting opportunities for every individual, within its community, to reach his or her maximum potential in the sport. As a member of the CKO community, all individuals can expect to be treated with equity and provided access to CKO programs.

CKO is committed to providing and ensuring exceptional delivery of programs and competitions in athletics. In addition, CKO is focused on fostering a work environment for staff and volunteers that provides equitable opportunities, while maintaining respect and providing fair treatment of all members of the CKO community.

This policy recognizes that the diversity of our membership, volunteers and staff is a source of strength. The differing backgrounds, skill sets, culture, gender, language and talents of our members help us in meeting our goals as an organization.

2. Policy:

Individuals within the CKO community can expect an equitable range of opportunities within which to participate and lead paddling in Ontario; CKO commits to:

1. **Human Rights** – promote gender equality as an explicit internationally recognized human right;
2. **Gender** - empower women and girls as a key strategy toward ending gender inequality;
3. **Behaviour** - act as role models of equality through programming, behaviours and practices;
4. **Accountability** - actively hold ourselves and others accountable to recognized gender equality standards;
5. **Organization** - ensure that key organizational policies, systems and practices, including but not limited to budgeting, human resource recruitment, training and management, and decision making, support equality;
6. **Learning** - monitor, evaluate and institutionalize organizational learning regarding specific equality results; and

7. **Funding** - ensure adequate funding to realize our commitments.

3. Non Compliance:

1. Any employee, volunteer, official, board member, athlete, parent, members of committees, applicants for employment and associate clubs within CKO is invited to appeal decisions of CKO (or member Host in the case of a Provincial Championship) that if, in their belief, such decision does not reflect equity. The appeal should be submitted as soon as possible. The individual may first choose to make a verbal complaint. However, a written summary of the incident will be required. This appeal is to follow the appeals policy and process outlined in CKO governance documents.

2. Members of CKO can expect that the organization shall in no way solicit nor accept sponsorship from companies which discriminate against persons by gender, race and ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, and family status.