



## INCLUSION POLICY

**THIS POLICY IS IN DRAFT MODE AND IS UP FOR ADOPTION,**

**By Motion, \_\_\_\_\_**

**At the Fall AGM Oct. 27-28<sup>th</sup>, 2018 of the Ontario Association of Archers Inc.**

### PREAMBLE

The Ontario Association of Archers Inc is committed to ensuring that inclusion and access is incorporated across all activities of the Ontario Association of Archers Inc. and Member Organizations. As the Provincial Sport Organization, we will work with Member Organizations to develop programs and services in archery in accordance with Human Rights Legislation.

Archery is based on equity and access.. Archery is welcoming and inclusive, offering an opportunity to participate without regard to age, gender, race, language, sexual orientation, disability, geography, or economic circumstances. Participants have access to affordable sport opportunities that are appropriate to the level of activity chosen and provide opportunities for personal achievement.

### DEFINITIONS

***Under-represented populations of Ontario*** – includes women and girls, children in low income families, Indigenous people, people with disabilities, older Ontarians, newcomers to Canada and members of the Lesbian, Gay, Bisexual, Trans and Queer (LGBTQ) communities.

***Provincial Sport Organization (PSO)*** – Ontario Association of Archers Inc.

### PURPOSE

The purpose of this policy clearly identifies the Ontario Association of Archers Inc. commitment to inclusion and access in all programs, services, and operations. Actions to be taken in the event of violation of this policy are addressed in the Athlete Code of Conduct.

### POLICY

1. The policy of the Ontario Association of Archers Inc. is to respect the rights, dignity, and work of every person and will treat everyone equally regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
2. The Ontario Association of Archers Inc. will support inclusion and access for all participants that include population sectors that are identified by Sport Canada and Ontario as under- represented populations.

3. The Ontario Association of Archers Inc. will ensure that the concerns and needs of all people are identified, promoted, and supported. The achievement of equal opportunity is a key consideration when developing, updating or delivering programs and services. the Ontario Association of Archers Inc. is committed to everyone having a responsibility to oppose discriminatory behavior and promote equity of opportunity.
4. The Ontario Association of Archers Inc. will ensure that its governance structure encourages and promotes the full and equal participation and access.
5. The Ontario Association of Archers Inc. is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, and abuse.
6. The Ontario Association of Archers Inc. will deal with any and all incidences of discriminatory behavior according to the Codes of Conduct including. Athletes, Coaches and Officials.

**Hyperlinked RESOURCES :**

[\*Canadian Sport Policy Best Practices\*](#)

[\*Charter of Rights and Freedoms\*](#)

[\*Ontario Human Rights Code\*](#)

[\*Ministry of Tourism, Culture and Sport – Sports Recognition Policy\*](#)