

Piranhas Swim Club of Fort Saskatchewan - Universal Access & Inclusion Policy

Approved: 31-Jan-2022 Executive Meeting

Purpose

1. The Piranhas Swim Club of Fort Saskatchewan is committed to encouraging equity, inclusion and universal participation within its membership and to supporting universal participation within its programs and activities.
2. The purpose of this Policy is to ensure that the Piranhas Swim Club of Fort Saskatchewan provides people with a full and equitable range of opportunities to participate and lead.

Procedures

3. The Piranhas Swim Club of Fort Saskatchewan will enhance the quality and increase the level of participation in the Piranhas Swim Club of Fort Saskatchewan's leadership and programs by:
 - a) Supporting equity, inclusion, and universal access;
 - b) Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering the Piranhas Swim Club of Fort Saskatchewan's programs, policies, and projects;
 - c) Ensuring that its governance structure encourages and promotes equitable participation and inclusive decision-making; and
 - d) Dealing with any incidence of discriminatory behaviour according to the Piranhas Swim Club of Fort Saskatchewan's *Code of Conduct and Ethics*.

Ongoing Commitment to Diversity and Equity

4. The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of the Piranhas Swim Club of Fort Saskatchewan, whether they related to technical programs, operations, business management, sponsorship, marketing, media or communications. The Piranhas Swim Club of Fort Saskatchewan resolves to incorporate equity concerns in its own operations, activities, and partnerships on a continuing basis.

Competitions

5. While committing to equity, inclusion, and universal participation in its sanctioned competitions, the Piranhas Swim Club of Fort Saskatchewan recognizes that competitions and records are bound by and must adhere to the Rules of Competitions as established by FINA, IPC Swimming, Swimming Canada, and/or Swim Alberta.

Evaluation

6. The Piranhas Swim Club of Fort Saskatchewan shall continually monitor and evaluate its equity and access programs.