



Red Deer Marlins Swim Club Universal Access & Inclusion Policy

Purpose

1. The Red Deer Marlins Swim Club 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 Red Deer Marlins Swim Club provides people with a full and equitable range of opportunities to participate and lead.

Procedures

3. The Red Deer Marlins Swim Club will enhance the quality and increase the level of participation in the Red Deer Marlins Swim Club'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 Red Deer Marlins Swim Club'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 Red Deer Marlins Swim Club's *Code of Conduct and Ethics*.

Ongoing Commitment to Diversity and Equity

4. The key to being a more diverse and equitable Red Deer Marlins Swim Club is to incorporate equity principles in all strategies, plans and actions of the Red Deer Marlins Swim Club, whether they related to technical programs, operations, business management, sponsorship, marketing, media or communications. The Red Deer Marlins Swim Club 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 Red Deer Marlins Swim Club 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 Red Deer Marlins Swim Club shall continually monitor and evaluate its equity and access programs.