



Policy Name: Universal Access and Inclusion Policy
Policy Number: NCSA-018-06.17.2020
Policy Approver: NCSA Board of Directors
Approval Date: 06/17/2020

POLICY STATEMENT AND OBJECTIVES

Nose Creek Swim Association (NCSA) is committed to encouraging equity, inclusion and universal participation within its membership and to supporting universal participation within its programs and activities.

The purpose of this Policy is to provide a broad framework for NCSA in ensuring that people have access to a full and equitable range of opportunities in which to participate and lead.

Procedures

1. NCSA will endeavor to enhance the quality and increase the level of participation in NCSA'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 NCSA'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 NCSA's Code of Conduct and Ethics Policy NCSA-009.

Ongoing Commitment to Diversity and Equity

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

Competitions

3. While committing to equity, inclusion, and universal participation in its sanctioned competitions, NCSA 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

4. NCSA shall continually monitor and evaluate its equity and access programs.