



Universal Access & Inclusion Policy

Purpose

1. The Organization 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 Organization provides people with a full and equitable range of opportunities to participate and lead.

Procedures

3. The Organization will enhance the quality and increase the level of participation in the Organization'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 Organization'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 Organization'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 Organization, whether related to technical programs, operations, business management, sponsorship, marketing, media or communications. The Organization 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 Organization 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 Organization shall continually monitor and evaluate its equity and access programs.