



EQUITY, INCLUSION AND UNIVERSAL ACCESS POLICY

Purpose:

1. The Alberta Marlin Aquatic Club (AMAC) 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 AMAC provides people with a full and equitable range of opportunities to participate and lead within the organization.

Procedures:

3. AMAC will enhance the quality and increase the level of participation in AMAC 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 AMAC 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 behavior according to the AMAC 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 AMAC, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. AMAC 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, AMAC recognizes that competitions and records are bound by and must adhere to the Rules of Competition as established by FINA, IPC Swimming and/or Swimming Canada.

Evaluation

6. AMAC shall continually monitor and evaluate its equity and access progress.

Policy Created (adapted from Swim Alberta): October 2020

Policy Adopted: October 2020

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