



Inclusion Policy

v1.0

CADS Ontario Board Approval Date: September 16, 2021

Revision Date: April 21, 2021



PURPOSE

Sport plays a major role in promoting the inclusion of all groups in society. CADS ONTARIO is committed to inclusive and available sport to all persons in Ontario.

CADS ONTARIO is committed to the achievement of sport equity and equal opportunity, including the establishment and maintenance of an organizational and sport environment whereby all Registrants have the opportunity to contribute to the sport to their maximum potential.

APPLICATION

This Inclusion Policy covers participation by Registrants, service delivery by CADS ONTARIO, and selection/election of voluntary committees and coaching appointments.

CADS ONTARIO is committed to the principle and practice of fair and equitable allocation of resources and opportunities for all Ontario residents regardless of race, and ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (gender), sexual orientation, sexual identification, disability, age, marital status or family status.

CADS ONTARIO will take strong and clear initiatives to encourage participation by people with disabilities, women, Indigenous people, children in low income families, new Canadians, members of the LGBTQ community, and other minority groups.

1. DEFINITIONS:

Access:	Refers to the ability of all Registrants, staff and potential participants, to be able to access and participate in any of the organizational activities of CADS ONTARIO.
Conduct:	The manner in which a person behaves, especially on a particular occasion or in a particular context.
Equality:	For the purposes of this policy is defined as "of the same quantity, size, number, degree, value, intensity" and "having the same rights, privileges, ability, rank, etc."
Equity:	For the purposes of this policy is defined as "justice, impartiality; the giving or desiring to give each person their due; anything that is fair."



- Event:** Means any CADS ONTARIO competition, program or CADS ONTARIO-organized activity.
- Inclusion:** Inclusion is recognizing our universal "oneness" and interdependence. Inclusion is recognizing that as people, we are "one" even though we are not the "same". The act of inclusion means fighting against exclusion - i.e., racism, sexism, ableism, etc., Inclusion also involves assuring that support systems (where applicable, adaptive equipment, etc.), are available to those who need such support.
- Registrants:** Those individuals who participate in the activities of CADS ONTARIO. Registrants include athletes, coaches, officials, administrators, volunteers, directors, officers, committee members and individuals recognized previously by the organization. In all cases, such individuals are registered with an CADS ONTARIO club, a Member or with the organization directly. The term Registrant is also taken to mean CADS ONTARIO clubs that are registered with the organization's Members. Registrants are not members of the organization but may be charged registration fees in order to participate in the programs and activities of the organization.
- Sports Equity:** Refers to fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is the principle and process of allocating resources, programs, opportunities and decision making fairly. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, sex (gender), sexual orientation, sexual identification, race, ethnicity, family status or social/economic status.



2. APPLICATION OF POLICY

- a) CADS ONTARIO will work to ensure that inclusion and sport equity are key considerations when developing, updating or delivering CADS ONTARIO policies, governance, programs, projects and services.
- b) Leadership and Administration: CADS ONTARIO will ensure its by-laws use sex (gender) neutral language.
- c) CADS ONTARIO Inclusion Policy: CADS ONTARIO will ensure, at all levels within the organization there is equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair, and an unbiased environment.
- d) CADS ONTARIO shall declare publicly that it is an equal opportunity employer and respects the principles of pay equity in relationship to salaried employees.
- e) CADS ONTARIO shall practice non-discriminatory interview techniques and pay equity.
- f) CADS ONTARIO shall strive to have an inclusive balance of representation comprising its Board of Directors and committees.

3. EDUCATION AND PREVENTION

- a) CADS ONTARIO believes that an effective education program is a cornerstone to achieving success of this policy, and equity in the CADS ONTARIO. Efforts will be made to raise the awareness and understanding of the importance of equity and inclusion, within CADS ONTARIO.
- b) CADS ONTARIO representatives participating at meetings both internal and external to the organization shall understand and be committed to the principles of inclusion and sport equity as set out in this policy, and actions at these meetings should reflect these principles.



- c) CADS ONTARIO shall strive to have inclusive and balanced representation on its delegations to external forums and conferences.
- d) CADS ONTARIO shall not solicit nor accept sponsorship from companies that discriminate against any of the following: persons with disabilities, girls and women, Indigenous populations, minority groups, or persons based on their sexual orientation or sexual identification.
- e) CADS ONTARIO shall continue to support the objectives of organizations that are concerned with the status of persons with disabilities, girls and women, Indigenous and Aboriginal populations or minority groups. (For example, Canadian Paralympic Committee (CPC), the Canadian Corporation for the Advancement of Women and Sport and Physical Activity (CAAWS), Aboriginal Sport Circle, etc.)

4. REVIEW AND APPROVAL

CADS ONTARIO Board of Directors shall review this policy every four (4) years.