



Equity

Policy Section: Board

Policy Subsection: Business and Risk Management

Policy Title: Equity

Policy Statement

Water Polo Canada ("WPC") is committed to providing opportunities for every individual in the sport of water polo to reach his or her maximum potential in fitness and excellence. WPC is committed to providing a sport and work environment that provides fair and equitable opportunities.

Purpose

Equity is the belief and practice of treating persons in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, family status or a criminal offense for which a pardon has been issued.

WPC is committed to ensuring accessible and available sport to all persons in Canada. WPC will take clear initiatives to encourage full participation in the sport of water polo. WPC will ensure that equity is a key consideration when developing, updating or delivering WPC's policies and programs.

Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly. WPC will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

Application

Water Polo Canada will undertake responsibility for an effective education program as the cornerstone to achieving equity in sport. Efforts will be made towards raising the awareness and understanding of the equity issues among members, coaches, athletes and the broader sport community.

WPC will provide all members with a full and equitable range of opportunities within which to participate and lead Water Polo Canada.

WPC shall in no way solicit or accept sponsorship from companies which discriminate against persons by gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status or family status or a criminal offense for which a

pardon has been issued

Any athlete, coach, administrator or volunteer in WPC is invited to appeal decisions of WPC if, in their belief, the decision does not reflect equity. This appeal is to follow the appeals policy and process outlined in the WPC governance documents.

Responsibility

Body

Board of Directors

Action

Play a positive role in raising the awareness and understanding of equity among Provincial Sections and member clubs.

ED

1. Ensure that the achievement of equal opportunities is a key consideration when developing, updating or delivering WPC programs, policies and projects, and that concerns, needs and full inclusion is identified, promoted and supported.
2. Achieve balanced and equitable participation in the administration, policies and programs of WPC.
3. Play a positive role in raising the awareness and understanding of equity issues among Coaches, Officials and Volunteers

Limitations

References

Federal and provincial human rights legislation

Review and Approval