

EQUITY AND ACCESS POLICY

1 BACKGROUND

Synchro BC is committed to a sport and work environment that provides equitable opportunities and access, and treats all individuals with respect and fairness.

Synchro BC endeavors to support and encourage participation of everyone in our communities in all facets of synchronized swimming (including but not limited to competitions, administration, coaching, officiating and volunteering). Synchro BC is committed to maintaining the dignity of all participants under all circumstances.

Synchro BC encourages the prompt reporting of all incidents that are not in support of this policy.

2 DEFINITION(S)

2.1 WHAT IS EQUITY?

Equity is defined by

- a) the practice of fair and equal treatment of all individuals and groups. Synchro BC, therefore, conducts all of its business and activities in compliance with the Human Rights Act, which prohibits discrimination on the basis of race, culture, colour, ancestry, place of origin, citizenship, political belief, religion, marital status, physical or mental disability, gender, sexual orientation, age, or unrelated criminal offence.
- b) Synchro BC strives for an environment that is free from any form of discrimination, and is constantly working towards meeting and exceeding the conditions of the Human Rights Act.
- c) Providing gender separated change rooms during training and competitions
- d) Clubs and teams providing gender separated accommodation during overnight travel
- e) Encouraging gender representation at the board level and on committees.

2.2 WHAT IS ACCESS?

Access is defined by

- a) the design and implementation of our programs and services, which are available to everyone who is entitled to them, free of any form of inequity, or any barrier that violates the concepts of fairness and natural justice.

3 CONFIDENTIALITY

Synchro BC and investigators will act consistently with Synchro BC’s policies on privacy and confidentiality and will not disclose a complainant’s or a respondent’s name or any circumstances related to a complaint to anyone, except as necessary to investigate or resolve a complaint, take disciplinary action, or as required by law.

The complainant, the respondent, witnesses and others with knowledge of a complaint are required to keep information about the complaint confidential.

4 APPLICATION/JURISDICTION

This policy applies to all Synchro BC employees, contractors, directors, officers, referees, officials, volunteers, participants, members and family members of participants.

For purposes of this policy, equity and access should occur:

- a) at Synchro BC sporting events or training sessions;
- b) at Synchro BC offices;
- c) at Synchro BC meetings, conferences, events and training sessions;
- d) while travelling to or from Synchro BC activities; and,
- e) in any other location where inequity or exclusion relating to involvement with Synchro BC may occur.

5 RETALIATION

No person may engage in retaliation, intimidation or any other form of punishment against people who raise good faith concerns about inequity or exclusion or who assist in an investigation. Retaliation will be grounds for discipline.

6 REFERENCES

Member: member in good standing of the British Columbia Amateur Synchronized Swimming Association (dba “Synchro BC”), in accordance with the current Bylaws.

Codes of Conduct: the approved Code(s) of Conduct for members of the association that describe expected standards and behavior as a member of the association.

7 RESOURCES

Resources provided upon request

Access to this Policy will be provided to all members. By using these policies, all parties agree that they will not commence any action, legal or otherwise, against Synchro BC.

Date created April 1, 2015	Review date	Date approved April 18, 2015
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