



EQUITY & ACCESS POLICY

A. Introduction

This policy recognizes that diversity is a source of strength and establishes that opportunities to participate in, and lead our organization, will be provided in a manner that respects principles of equity and access.

Furthermore, this policy seeks to establish and maintain a system where all participants are provided with:

- Fair, unbiased and equitable opportunities to participate in quality sport programming, attain and sustain leadership roles and access resources and facilities
- A safe, supportive, inclusive and relevant environment encouraging sport participation

B. Policy Details

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

Equity is an organizational value, strived for in all aspects of Triathlon BC's undertakings. It is understood as the belief and the practice of treating persons in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, color, citizenship, creed, sexual orientation, disability, age, marital status or family status.

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Access refers to the design and implementation of our programs and services, which are available to everyone, free of any form of inequity, or any barrier that violates the concepts of fairness and natural justice. Triathlon BC endeavors to support, encourage and ease participation of under-represented populations in all facets of triathlon (including but not limited to competition, administration, coaching, officiating and volunteering).

Any athlete, employee, volunteer, official, board member, parent, committee member, or applicant for employment may appeal any decision of Triathlon BC, if, in his/ her belief, that decision does not reflect the principles of equity and access. This appeal is to be reported to the Board of Director representing Appeals or the Executive Director of Triathlon BC, and will follow the Appeals Procedure established by our organization.

C. Additional Pertinent Information

This Equity & Access Policy is consistent with and complements the Harassment Policy. Triathlon BC supports the position and related equity policies of Triathlon Canada (TriCan).

D. Modification of Criteria

This policy may be revised by Triathlon BC, as necessary and will be reviewed by the Board of Directors every year.