



Inclusion Policy

Definitions

Diversity: The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status.

Equity: Equity means recognizing that the diverse and unique backgrounds of each individual may include barriers to equal opportunity. Ensuring equitable access requires organizations to be accountable by applying an equitable lens to policies and practices and committing to work towards increasing accessibility by lessening or removing identified barriers.

Inclusion: The situation in which individuals or communities (both physical and demographic) are fully involved in the society in which they reside, including the economic, social, cultural, and political dimensions of that society.

Policy

Row Ontario is committed to ensuring an environment which supports inclusion for all individuals and groups. Row Ontario will ensure that everyone has the opportunity to access the sport of rowing in Ontario in a manner that is relevant and appropriate to them. Row Ontario promotes equity, diversity, and inclusion; intentionally ensuring equitable opportunities for all individuals within all aspects of our activities, including programs, training, and competition as well as leadership positions.

Row Ontario is committed not only to adhering to the Ontario Human Rights Code as a base minimum but also going beyond to ensure inclusivity at all levels of the organization.

Row Ontario prohibits actions that discriminate against people based on the following grounds in the Ontario Human Rights Code:

- age
- ancestry
- citizenship
- colour
- creed
- disability
- ethnic origin
- family status
- gender
- gender identity
- marital status
- place of origin
- race
- record of offences
- receipt of public assistance
- sexual orientation
- sex (including pregnancy and breastfeeding)

Row Ontario will not work with organizations that discriminate, or that seek to limit the legal rights and activities of people. This includes but is not limited to direct actions, and organization materials, website, publications, and social media that promotes or communicates discriminatory treatment on any grounds listed above. Membership in Row Ontario will be restricted to organizations which support an inclusive environment.

Row Ontario is committed to providing an environment in which all individuals are treated with respect. In addition to prohibiting discriminatory practices, Row Ontario works actively to promote inclusivity. Staff and volunteers of Row Ontario and participants in Row Ontario's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of Row Ontario.

Board approved last: December 9th, 2024

To be reviewed by: July 2027

Operational Procedures

To promote and support inclusivity in daily operations, Row Ontario will maintain a Diversity and Inclusion Committee who will create and implement initiatives to intentionally improve Row Ontario's awareness of inclusivity needs and opportunities. The Committee will ensure that the Board undertakes its work in an atmosphere of social justice, equity, and respect for diversity and inclusion.

Additionally in all operations Row Ontario will strive to:

- Ensure the mix of staff and volunteer leaders on the Board and committees reflect the diversity of the larger Row Ontario community.
- Undertake strong and clear initiatives to encourage participation at all levels of the sport for populations traditionally underrepresented.
- Contribute to raising the awareness and understanding of equity and inclusion amongst our membership through ongoing education opportunities.
- As new documents are developed, or current ones or updated, implement mandatory use of gender-neutral language
- Ensure that inclusivity is implemented when developing, updating or delivering Row Ontario programs, policies and materials. Ensure equal effort for all individuals.
- Encourage all member clubs and affiliated agencies to ensure equal opportunities for all.

Appeals

Any athlete or membership decision rendered in accordance with this policy and associated procedures may be appealed in accordance with Row Ontario's Appeal Policy. Employment related decisions will follow Human Resource policies and procedures.

Confidentiality

All communications and documents related to procedures associated with ensuring inclusivity, by the member club, athlete, panel, and Row Ontario, shall be kept confidential unless written consent is received by all parties or required by law. All documentation associated with the matter shall be kept in the confidential files of Row Ontario that are only accessible to authorized personnel.

Last reviewed: December 18th, 2024