



INCLUSION POLICY

ROWONTARIO is committed to ensuring an environment which supports inclusion for all individuals and groups interested in participating and pursuing excellence in rowing within Ontario. We actively strive to create an atmosphere where everyone is treated with respect and dignity, free from bullying, harassment and discrimination. ROWONTARIO promotes equity, diversity and inclusion; intentionally ensuring equal and fair opportunities for all individuals within all aspects of our activities, including programs, training, and competition as well as leadership positions.

ROWONTARIO 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.

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

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

ROWONTARIO 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 ROWONTARIO will be restricted to clubs which support an inclusive environment.

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

PROCEDURES AND PRACTICES

To promote and support inclusivity in daily operations ROWONTARIO will strive to:

- Ensure the mix of staff and volunteer leaders on the Board and committees reflect the diversity of the larger ROWONTARIO 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 are updated, implement mandatory use of gender neutral language
- Ensure that inclusivity is implemented when developing, updating or delivering ROWONTARIO 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 ROWONTARIO'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 ROWONTARIO, 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 ROWONTARIO that are only accessible to authorized personnel.

DEFINITIONS

Discrimination: Unfair or prejudicial treatment of individuals or groups on the basis of grounds listed in within the policy. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. It is not a discriminatory practice for a person to adopt or carry out a special program, plan or arrangement designed to prevent, eliminate or reduce disadvantages that are likely to be suffered by any group of individuals when those disadvantages would be based on or related to the prohibited grounds of discrimination.

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: A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

Family: Spouse or spousal equivalent, children, parents or siblings.

Gender Expression: How a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender. (Ontario Human Rights Commission - OHRC)

Gender identity: Each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation. (OHRC)

Harassment: Any unwanted physical or verbal behaviour that offends or humiliates an individual. It is considered by the Ontario Human Rights Code (1962) as a form of discrimination. This can occur when someone makes remarks that are known or ought reasonably to be known to be unwelcome including but not limited to a person's race, religion, age or disability. Harassment also encompasses any comments or conduct that is known or ought reasonably to be known to be unwelcomed because of sex, sexual orientation, gender identity or gender expression.

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.

*Reviewed and Approved by
The Board of Directors
March 24, 2018*