

EQUITY AND ACCESS POLICY

1. PURPOSE

The Nanaimo Pickleball Club is committed to fair and equitable treatment for all individuals by providing an environment that is free from discrimination based on a person's race, national or ethnic origin, colour, religion, age, sexual orientation, gender identity or expression, marital status, or disability.

2. CONTEXT / BACKGROUND

All Nanaimo Pickleball Club members should have equitable opportunities to take part in pickleball as a participant, coach, official or member of the executive.

3. APPLICATION

This policy applies to all individuals participating in Nanaimo Pickleball Club programs, activities, and events.

4. ROLES/RESPONSIBILITIES

The Nanaimo Pickleball Club will:

- Promote through its programs the concepts of equal opportunity and inclusion.
- Ensure equitable opportunities to participate in available sport programs.
- Use gender neutral language in the organizations bylaws, policies and publications.
- Permit members to feel comfortable participating per their gender identity or expression.
- Avoid partnerships or affiliations with organizations, companies, or persons that, through their practices and public image, discriminate or are seen to discriminate.
- Strive to have a gender balance in the appointment of all committees and the Board of Directors.
- Work efficiently in dealing with matters relating to equity, access, and fair play within its codes of conduct and discipline procedures.
- Continually evaluate the organization's progress towards a more inclusive sport system.

5. IMPLEMENTATION

The Nanaimo Pickleball Board is responsible for communicating this Equity and Access

Policy to those who are governed by this policy. Individuals participating in Nanaimo Pickleball Club programs, activities and events are to familiarize themselves with and abide by this Equity and Access Policy.

6. RESULTS

Individuals will confirm that they feel they are treated fairly and equitably.

7. COMING INTO FORCE

This policy came into force June xx, 2023