



Snowboard Ontario
Inclusion Policy

Approved by the SO BOD March 30th 2018

1) PURPOSE

Sport plays a major role in promoting the inclusion of all groups in society. Snowboard Ontario is committed to inclusive and available sport to all persons in Canada. Inclusion is recognizing the basic human rights of all people and making an extra effort to include those in sport who have been and are, subject to barriers for whatever reason.

Snowboard Ontario will:

- I. Achieve inclusion in the administration, policies, and programs of Snowboard Ontario.
- II. Play a positive role in raising the awareness and understanding of inclusion among its Registrants and Members.

2) APPLICATION AND GUIDELINES

The Snowboard Ontario Inclusion Policy covers participation and membership by Registrants, service delivery by the Snowboard Ontario organization, and selection/election of voluntary committees and coaching appointments.

Snowboard Ontario will take strong and clear initiatives to encourage participation by women, people with disabilities, Indigenous and Aboriginal people, new Canadians and other minority groups.

The emphasis for inclusion, sport equity and gender equity is an attempt to attract and include girls and women, people with disabilities, Indigenous and Aboriginal people, new Canadians and other minority groups to snowboarding, and bring them to an equitable level of participation in snowboarding and in physical activity and sport in general.

Snowboard Ontario:

- I. Will work to ensure that inclusion and sport equity are key considerations when developing, updating or delivering Snowboard Ontario policies, governance, programs, projects and services
- II. Will ensure its by-laws use sex (gender) neutral language.
- III. Will ensure that all Canadians at all levels in the Snowboard system have equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair, and an unbiased environment.
- IV. Shall strive to have an inclusive balance of representation comprising its Board of Directors
- V. Shall strive to have inclusive representation on its committees
- VI. Use gender neutral and/or appropriate language in all written and verbal communications, program resource materials, codes, policies, promotional materials, etc.
- VII. Use imagery that is representative of Canadian society and includes a balance of men, women, persons with disabilities and minority groups for all publications, videos and advertisements
- VIII. Promote and disseminate the achievements of all athletes, and where appropriate, highlighting the achievements of women, persons with disabilities, Indigenous and



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Aboriginal populations, and minority groups in snowboarding.

3) ONGOING MONITORING

Snowboard Ontario is committed to monitoring ongoing developments regarding National and International participation guidelines relating to inclusion and review/revise this policy as new information becomes available.