



Governance

Reviewed by Board of Directors for Policy Approval: 20190412

Reviewed by Board of Directors for Policy Approval: 20210421

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G-3 Inclusion Policy

Effective date	February 03, 2023
Initial Approved Date	April 12, 2019
Date last reviewed	February 03, 2023
Archived date	
Replaces and/or amends	
Appendix(-ces) to this Policy	

Policy Purpose

Able Sail Toronto (AST) is committed to ensuring an environment which supports inclusion for all individuals and groups interested in participating and pursuing excellence in rowing/sailing/water sports in our community. We actively strive to create an atmosphere that treats everyone with respect and dignity, free from bullying, harassment and discrimination. AST 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.

AST is committed to not only adhering to the Ontario Human Rights Code as a base minimum but also going beyond to ensure inclusivity at all levels of the organization to promote the rights and abilities of people with disabilities and other historically marginalized groups.

AST 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

AST will not work with organizations that discriminate, or that seek to limit the legal rights and activities of people. This action 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. AST will restrict membership in AST to individuals who support an inclusive environment.



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



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Procedures and Practices

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

- Ensure the mix of staff and volunteer leaders on the Board and committees reflect the diversity of the broader AST community.
- Undertake strong and clear initiatives to encourage participation at all levels of the sport for populations traditionally underrepresented.
- Play a positive role in raising the awareness and understanding of equity amongst our members through ongoing education opportunities.
- Work towards ensuring all organization documents includes gender-neutral language.
- Ensure that inclusivity is implemented when developing, updating or delivering AST programs, policies and materials. Ensure equal effort for all individuals.
- Encourage all member clubs and affiliated agencies to ensure equal opportunities for all.

Procedure for Inclusion as Relates to Gender Identity

The overall philosophy for developmental and recreational sport is one of full inclusion. AST will provide support to athletes in developmental and recreational levels participating in the gender category in which they identify, without any need for disclosure of information or other requirements for all AST programs and events.

The same inclusion principle applies to high-performance athletes while involved in club activities. High-performance athletes may while complying with international federation rules, participate as required in different situations, however all individuals while at club level events will participate in the gender category in which they identify.

Appeal

Any athlete or membership may appeal decisions rendered by this policy and associated through AST'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, athlete, or partner shall be confidential unless all parties provide written consent or required by law. All documentation associated with the matter shall be kept in the confidential files of AST that are only accessible to authorized personnel.



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Definitions

Discrimination:	Unfair or prejudicial treatment of individuals or groups based on grounds listed 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 particular 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 Status:	Spouse or spousal equivalent, children, parents or siblings.
Gender Expression:	How a person publicly presents their gender. This presentation can include behavior and outward appearances such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender. (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. (Ontario Human Rights Commission)
Harassment:	Any unwanted physical or verbal behavior that offends or humiliates. It is considered by the Ontario Human Rights Code (1962) as a form of discrimination. Discrimination can occur when someone makes remarks that are known, or ought reasonably to be known, to be unwelcome including but not limited to race, religion, age or disability. Harassment also encompasses any comments or conduct that is known or ought reasonably to be known to be unwelcome 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.