



EQUITY AND DIVERSITY POLICY

1.0 Introduction

Rowing Canada Aviron (RCA) is an inclusive organization. **Fairness, respect, equity** and **inclusion** are included in RCA's corporate values. RCA welcomes the involvement of all persons in its programs and services, leadership and employment regardless of language, gender, gender identity, sexual orientation, race, ethnicity, physical ability, or marital or family status.

2.0 Purpose

The purpose of this policy is to state RCA's commitment to equity and diversity, and to identify strategies to be used by RCA that will help to promote equity and diversity within our organization and our sphere of influence.

3.0 Language

RCA has an official languages policy that conforms to Treasury Board requirements on Official Languages.

4.0 Gender

RCA believes that there should be equitable allocation of resources and opportunities for participation, leadership and employment for both males and females without discrimination on the basis of gender.

RCA is also committed to: 1) being an equal opportunity employer, 2) providing fair terms of employment including equal pay for work of equal value, and 3) maintaining a policy on Member Conduct that addresses issues of harassment, including sexual harassment.

RCA will ensure that gender is portrayed equitably in promotional materials and official publications, and that appropriate, gender-neutral language is used in all communications.

5.0 Minority Groups

RCA will ensure that its programs and activities welcome the participation of all persons, including persons with a disability, aboriginal persons and other minority groups.

6.0 Leadership

RCA will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization. Furthermore, RCA will pursue opportunities to encourage gender balance on its board of directors and committees.

7.0 Sponsorships and Partnerships

RCA will not solicit or accept sponsorship from companies which knowingly discriminate. RCA will work cooperatively with our Provincial Rowing Associations, Clubs, regatta organizers, other partner organizations, officials, coaches, athletes and the broader sport community to raise awareness and understanding of equity and diversity issues, and to promote non-discriminatory practices.

8.0 Ongoing Commitment to Equity and Diversity

The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of RCA, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. RCA is committed to incorporating equity and diversity concerns in its activities on a continuing basis.