

BADMINTON ONTARIO

Equity and Inclusion Policy (March 2018)

1. APPLICATION

Equity is a practice designed to remove systemic barriers. It is also the belief and the practice of treating individuals in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status or family status. Access is the ability or extent to which individuals or members of Badminton Ontario (BON) can achieve full participation in the delivery of those services offered by BON. BON is committed to developing and promoting opportunities for every individual within its community to reach his or her maximum potential in the sport. As a member of the BON community, all individuals can expect to be treated with equity and provided access to BON programs. BON is committed to providing and ensuring exceptional delivery of programs and competitions in badminton. In addition, BON is focused on fostering a work environment for staff and volunteers that provides equitable opportunities, while maintaining respect and providing fair treatment of all members of the BON community. This policy recognizes that the diversity of our membership, volunteers and staff is a source of strength. The differing backgrounds, skill sets, culture, gender, language and talents of our members help us in meeting our goals as an organization.

2. POLICY

Individuals within the BON community can expect an equitable range of opportunities within which to participate and lead badminton in Ontario; BON commits to:

- (a) Human Rights – promote gender equality as an explicit internationally recognized human right;
- (b) Gender Equality - empower women and girls as a key strategy toward ending gender inequality;
- (c) Positive Behaviour - act as role models of equality through programming, behaviours and practices;
- (d) Accountability - actively hold ourselves and others accountable to recognized gender equality standards;
- (e) Organization - ensure that key organizational policies, systems and practices, including but not limited to budgeting, human resource recruitment, training and management, and decision making, support equality;
- (f) Learning - monitor, evaluate and institutionalize organizational learning regarding specific equality results; and
- (g) Funding - ensure adequate funding to realize our commitments.

3. NON-COMPLIANCE

(a) Any employee, volunteer, official, board member, athlete, parent, members of committees, applicants for employment and associate clubs within BON is invited to appeal decisions of BON (or member Host in the case of any BON sanctioned competitions or events) that if, in their belief, such decision does not reflect equity. The appeal should be submitted as soon as possible. The individual may first choose to make a verbal complaint. However, a written summary of the incident will be required. Any appeal must be made in accordance with the appeals policy and process outlined in BON governance documents.

(b) Members of BON can expect that the organization shall in no way solicit nor accept sponsorship from companies which discriminate against persons based on gender, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status or family status.
