



BOWLS CANADA BOULINGRIN

Equity and Access Policy

Purpose

1. BCB is an inclusive organization. BCB welcomes the involvement of all persons in its decision-making, employment, programs and services regardless of language, gender, sexual orientation, ethnicity, physical ability or geographic location. As an organization, BCB recognizes that the diversity of our people is a source of strength.

Language

2. BCB has an official languages policy committed to the use of the two (2) official languages of Canada.

Gender

3. BCB 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. BCB is therefore committed to:
 - a) Being an equal opportunity employer,
 - b) Providing fair terms of employment including equal pay for work of equal value,
 - c) Providing equal opportunities and resources for male and female athletes,
 - d) Providing equal opportunities for the certification of male and female coaches and officials,
 - e) Maintaining a policy on member conduct that addresses issues of harassment, including sexual harassment.

Minority groups

4. BCB will ensure that its programs and activities welcome the participation of persons with a disability, aboriginal people and other minority groups.

Remote locations

5. BCB welcomes in its programs individuals from all regions of Canada.

Decision-making

6. BCB will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization. Furthermore, BCB will encourage balanced gender representation on its Board and on all committees.

Communications

7. BCB will ensure that genders, official languages and minority groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

Hosting Partners

8. BCB will work collaboratively with event hosting partners to gain their support of BCB's priorities for diversity and equity, and will encourage these partners to implement plans, policies, activities and communications that reflect these priorities.

Ongoing commitment to diversity and equity

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