

## Education

### Inclusion, Equity & Access

Cross Country Alberta is committed to providing inclusive, equitable and accessible opportunities for all individuals who wish to be involved in the sport of cross country skiing regardless of age, sexual characteristics, sexual orientation, gender identity or expression, disability, race, ethnicity, family or marital status or religion – enforced through the Inclusion, Equity and Access Policy.

CCA implements and enforces the policy among internal representatives and strives to educate members and member organizations on the policy. This is achieved by:

- top-down policy implementation;
- sharing policies with member organizations and inviting them to implement CCA resources and educate their stakeholders;
- providing recommended implementation timelines; and
- public awareness campaigns.

#### **Resources:**

[True Sport principles](#)

[Canadian Centre for Ethics in Sport](#)

[Cross Country Alberta Harassment and Discrimination Policy](#)

[CAAWS Position Statement Trans Inclusion in Sport.pdf](#)

[Canada Games – Safe and Inclusive Sport](#)