

# Inclusion Policy

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## Policies and Procedures



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## **Nordiq Alberta Inclusion, Equity and Access Policy**

Submitted: November 20, 2019

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The content presented below is based on input from the NA Vice Chair to develop an Inclusion policy that encompasses inclusion, equity and access.

1. Various reference sources were reviewed in the creation of this draft, including the Canada Games (inclusion statement), Nordiq Canada policies: Disability Equity 1.4 (SC – mandated by Sport Canada), Gender Equity 1.5 (SC) (this document is no longer accessible from the CCC website), Athlete Centredness 1.6 (SC), CCC Access and Equity Policy 1.17 and CAAWS trans inclusion statement.
2. The draft contains comments (MS Word Review menu) for the reader's review and consideration.
3. Content should be reviewed with an eye for whether all necessary elements pertaining to persons with a disability are sufficiently explicit.

### **Policy**

Nordiq Alberta (NA) is committed to providing inclusive, equitable and accessible opportunities for all individuals who wish to be involved in the sport of cross-country skiing in Alberta, regardless of age, sexual characteristics, sexual orientation, gender identity or expression, disability, race, ethnicity, family or marital status or religion. Individuals may be involved in cross-country skiing as recreationalists, athletes, coaches, officials, volunteers or staff. The principles of access, equity and inclusion are key considerations when developing, delivering or updating programming and projects and are intended to facilitate participation of all interested persons.

### **Procedure**

Nordiq Alberta will enhance opportunities that facilitate inclusion, equity and access for all persons, including those presently underrepresented in NA by:

1. Ensuring the principles of access, inclusion and equity are key considerations when developing, updating or delivering programs, policies or projects.

2. Facilitating work, program and event environments that are sensitive to individual differences in order to create positive, safe, meaningful and supportive environments for the participation of all people.
3. Ensuring that all participants at provincial levels have opportunities to participate, compete, coach, officiate, administer, organize and lead in a fair, and unbiased environment.
4. Ensuring that any participant may take part in any NA sanctioned event in their expressed and identified gender. No individual is required to disclose their trans identity or history.
5. Striving for gender balance and diversity among its board of directors and committees.
6. Promoting cross-country skiing as a sport for all people.
7. Ensuring that all persons involved as members or who wish to be members can voice concerns related to access, inclusion and equity by following the procedures outlined in NA's Harassment and Discrimination Policy.

## References

- a. [True Sport principles](#)
- b. [Canadian Centre for Ethics in Sport](#)
- c. Nordiq Alberta Harassment and Discrimination Policy (for reporting purposes)
- d. [https://www.caaws.ca/e/wp-content/uploads/2018/08/CAAWS\\_Position\\_Statement\\_Trans\\_Inclusion\\_in\\_Sport.pdf](https://www.caaws.ca/e/wp-content/uploads/2018/08/CAAWS_Position_Statement_Trans_Inclusion_in_Sport.pdf)
- f. <https://www.canadagames.ca/safe-and-inclusive-sport-canada-games-open-their-arms-every-participant>