



Policy & Procedure

Inclusion, Equity & Access Policy

Policy:

Cross Country Alberta (CCA) 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. 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:

Cross Country Alberta will enhance opportunities that facilitate inclusion, equity and access for all persons, including those presently underrepresented in CCA 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 CCA 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 CCA's Harassment and Discrimination Policy.

Cross Country Alberta will regularly review and evaluate performance related to inclusion, equity and access and adjust as needed to facilitate full participation of all interested persons.

References:

[True Sport principles](#)

[Canadian Centre for Ethics in Sport](#)

[https://www.caaws.ca/e/wp-](https://www.caaws.ca/e/wp-content/uploads/2018/08/CAAWS_Position_Statement_Trans_Inclusion_in_Sport.pdf)

[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)

<https://www.canadagames.ca/safe-and-inclusive-sport-canada-games-open-their-arms-every-participant>