

SPORT DISPUTE RESOLUTION CENTRE OF CANADA

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SDRCC

# Equity & Access Policy

**Final Version**

Adopted by resolution of the Board of Directors, February 16, 2012

SDRCC

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## **Equity & Access Policy**

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# POLICY STATEMENT AND GUIDELINES ON EQUITY AND ACCESS

## POLICY

The Sport Dispute Resolution Centre of Canada (SDRCC) is committed to equity and access, for all individuals and groups, notably for women and girls, persons with a disability, and Aboriginal peoples.

## DEFINITIONS

Equity is the belief and the practice of treating persons in ways that are fair, equal and just.

Access refers to the provision of opportunities for all individuals to benefit from SDRCC services and resources.

## PRINCIPLES

The SDRCC subscribes to the principles of equity and access and undertakes to apply them in its operations.

These principles state:

- a) That every individual or group of individuals must be treated fairly and equitably; and
- b) That every individual or group of individuals must enjoy the same rights and opportunities.

## FIELD OF APPLICATION

This policy applies to Board members, staff, arbitrators/mediators, and SDRCC stakeholders.

## IMPLEMENTATION

The SDRCC is committed to ensuring that equity and access is reflected in its day to day operations. The SDRCC will:

- ensure that equity and access are considered when developing, updating or delivering SDRCC policies, services and resources;
- promote to all populations the opportunity to be named to the SDRCC Board;
- ensure that roster and staff selection processes encourage diversity and are free from bias; and
- use inclusive language and depictions in all visuals, graphics, videos and posters.

## ACCOUNTABILITY

An individual or sport organization may initiate a complaint, in writing to the SDRCC Executive Committee, regarding the measures taken by the SDRCC to implement the Equity and Access Policy.