

# **KARATE CANADA**

## **Equity and Access Policy**



**KARATE  
CANADA**

May 31<sup>st</sup>, 2012

## **Purpose**

1. Karate Canada is an inclusive organization. Karate Canada 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, Karate Canada recognizes that the diversity of our people is a source of strength.

## **Language**

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

## **Gender**

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

## **Remote locations**

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

## **Decision-making**

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

## **Communications**

7. Karate Canada 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. Karate Canada will work collaboratively with event hosting partners to gain their support of Karate Canada'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 Karate Canada, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Karate Canada resolves to incorporate equity concerns in its own operations, activities and partnerships on a continuing basis.