

OAKVILLE GYMNASTICS CLUB DIVERSITY AND INCLUSION POLICY

1. Introduction

The Oakville Gymnastics Club (the “**Club**”) has implemented the following diversity and inclusion policy to eliminate any structural or program barriers to diversity and inclusivity at the Club.

2. The Club’s Commitment to a Safety in the Workplace

The Club is committed to inclusivity and diversity in the Club’s membership, structure, and programs. The Club is also committed to eliminating discrimination, exclusion, and marginalization based upon any Prohibited Grounds (as defined below) under any human rights legislation.

3. Relevant Definition

“**Prohibited Grounds**” means a personal characteristic or series of personal characteristics often used as the basis for discrimination against certain individuals. These prohibited grounds include race, perceived race, ancestry, place of origin, ethnic origin, aboriginal origin, colour, citizenship, creed, religion, religious belief, religious association, religious activity, sex, pregnancy, possibility of pregnancy, circumstances related to pregnancy, sexual orientation, gender identity, gender expression, age, marital status, family status, family affiliation, civil status, physical disability, mental disability, reliance on a service animal or wheelchair or any other remedial device or appliance, perceived disability, disfigurement, political belief, political association, social origin, social disadvantage, social condition, source of income, irrational fear of contracting an illness or disease, language, linguistic background, record of offences, criminal charges, criminal conviction unrelated to employment, summary conviction unrelated to employment, conviction for an offence for which a pardon has been granted, conviction for an offence in respect of which a record suspension has been ordered, association with an individual having any of the aforementioned characteristics or any other prohibited ground of discrimination.

4. Diversity and Inclusion Policy

(a) The Club will:

- (i) incorporate diversity and inclusion as elements of its programs, policies and procedures;

- (ii) ensure that people with disabilities and vulnerable or minority groups have equal access and opportunity to utilize our services;
 - (iii) regularly review our policies, regulations, procedures and programming to ensure they reflect our commitment to diversity and inclusion;
 - (iv) ensure all services are available to everyone, without regard to any personal characteristic which is considered a prohibited ground under human rights legislation, and that support structures are in place to do so;
 - (v) advocate for inclusion and diversity throughout the gymnastics community; and
 - (vi) create experiences that help youth understand the importance of diversity and inclusion.
- (b) The Club will prohibit any form of violence and unlawful harassment, including harassment based upon any prohibited ground under any human rights legislation.
- (c) We allow members to excuse themselves if any program activity is thought to contravene the rules of their faith or spirituality.