



Diversity, Equity and Inclusion Policy

Date Approved	Date of Last Review	Date of Last Revision
August 20, 2020	August 20, 2020	January 2024

Definitions

1. The following terms have these meanings in this Policy:

- a) *"Diversity"* – the presence and integration of a variety of individuals with different personal characteristics, particularly Under-Represented Groups, in a group or organization;
- b) *"Inclusion"* – acceptance of individuals with diverse personal characteristics into a group or organization regardless of those characteristics;
- c) *"Equity"* – fairness afforded to individuals with diverse personal characteristics regardless of those characteristics;
- d) *"Under-Represented Groups"* – Under-Represented Groups include women, children in low income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQ2+ community.

Purpose

2. Racquetball Ontario is committed to encouraging diversity, equity and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Racquetball Ontario provides Under-Represented Groups with a full and equitable range of opportunities to participate and lead.

Participation

3. Racquetball Ontario will enhance the quality of, and increase the level of participation in, Racquetball Ontario's leadership and programs by:
 - a) Supporting inclusion, equity, and access for Under-Represented Groups;
 - b) Promoting the value of diversity;
 - c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in Racquetball Ontario's programs, training, and coaching opportunities;
 - d) Dealing with any incidence of discriminatory behaviour according to Racquetball Ontario's *Code of Conduct and Ethics* and *Discipline and Complaints Policy*.

Programming

4. Racquetball Ontario is committed to creating and supporting programs for sport organizations that address diversity, equity, and inclusion issues in sport. For example, Racquetball Ontario will:
 - a) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Racquetball Ontario's programs and policies;
 - b) Create and support new programming that specifically addresses diversity, equity, and inclusion;
 - c) Monitor and evaluate the success of its diversity, equity, and inclusion programming.

Decision-Making

5. Racquetball Ontario will encourage balanced representation by Under-Represented Groups on its Board of Directors and on all committees.
6. Racquetball Ontario will encourage gender diversity of its Board of Directors by communicating that all participants are encouraged regardless of gender identity.

Human Resource Management

7. As part of its commitment to the use of equitable human resource management practices, Racquetball Ontario will:
 - a) Adopt, when possible, family-friendly work practices such as flex-time, job-sharing and home-based offices;
 - b) Provide a physically accessible workplace environment;
 - c) Ensure a non-smoking environment;
 - d) Use non-discriminatory interview techniques;
 - e) Adopt a pay scale reflecting equal pay for work of equal value for its employees;
 - f) When appropriate, make available access to Employee Assistance counselling.

Communications

8. Racquetball Ontario will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.

Ongoing Commitment to Inclusion, Diversity and Equity

9. Racquetball Ontario resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, plans, actions, and operations including technical programs, business management, sponsorship, marketing, media and communications.

Reporting

10. Any violation of this Policy that may be considered “Prohibited Behaviour” or “Maltreatment” (as defined in the UCCMS) will be subject to the rights of the Organization as set out in the *Code of Conduct and Ethics* and any applicable workplace policies.

Evaluation

11. Racquetball Ontario will continually monitor and evaluate its inclusion, equity, and diversity progress.