

# Peace River Winter Swim Club Policy

## “Equity, Inclusion and Universal Access”

### **Purpose:**

Peace River Winter Swim Club is committed to encouraging equity, inclusion, and universal participation within its membership and to supporting universal participation within its programs and activities.

The purpose of this policy is to ensure that PRWSC provides people with a full and equitable range of opportunities to participate and lead.

### **Policy:**

#### **Procedures**

- Peace River Winter Swim Club will enhance the quality and increase the level of participation in their club and leadership of the club by:
  - a) Supporting and promoting equity, inclusion and universal access.
  - b) Ensuring that the achievement of equal opportunities is first and foremost when considering development and delivery of new policies and projects.
  - c) Ensuring the governance structure encourages and promotes equitable participation and inclusive decision making.
  - d) Dealing with any incidence of discriminatory behaviour according to Peace River Winter Swim Club Code of Conduct & Ethics in conjunction with Swim Alberta Code of Ethics.

#### **Ongoing Commitment to Diversity and Equity**

- Peace River Winter Swim Club will agree to uphold principles of diversity, inclusion and equity in the policies and procedures of the club, and in promotion of diversity and equity with its participants, governance, media relations, and communications. This also applies to social media content as well. Peace River Winter Swim Club also agrees to address equity, inclusion or universal access concerns in an expedited fashion to adhere to our commitment of equity.

#### **Competitions**

- Peace River Winter Swim Club does commit to principles of equity, inclusion, and universal access for all, recognizing that swimming competitions are beholden to the rules as set out by FINA (Federation Internationale De Natation), Para Swimming and/or Swimming Canada. Any incidence of misconduct in equity, inclusion, and universal access at the competition level can be first addressed as per the Peace River Winter Swim Club policies and procedures.