

Equity and Access Policy

Policy Statement

1. Pentathlon Canada is committed to providing opportunities for every individual in sport to reach his or her maximum potential in fitness and excellence. Pentathlon Canada is committed to providing a sport and work environment that provides fair and equitable opportunities.

Purpose

2. Equity is the belief and practice of treating persons in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, family status or a criminal offense for which a pardon has been issued.
3. Pentathlon Canada is committed to ensuring accessible and available sport in Canada for all Canadians, including Persons with a Disability and Aboriginal People. Pentathlon Canada will take clear initiatives to encourage full participation in the sport. Pentathlon Canada will ensure that equity is a key consideration when developing, updating or delivering Pentathlon Canada's policies and programs.
4. Equity does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently in order to be treated fairly. Pentathlon Canada will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

Application

5. Pentathlon Canada will provide members with an equitable range of opportunities within which to participate and lead.
6. Any employee, volunteer, official, board member, athlete, parent, members of committees, applicants for employment within Pentathlon Canada is invited to appeal decisions of Pentathlon Canada if, in their belief, the decision does not reflect equity. This appeal is to follow the appeals policy and process outlined in the Pentathlon Canada operational documents.

Limitations

7. Pentathlon Canada shall in no way solicit nor accept sponsorship from companies which discriminate against persons by gender, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status or family status.

Approved by Pentathlon Board of Directors – May 2018