



## **Curling Canada Equity, Diversity and Inclusion Policy**

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### **PURPOSE**

1. Curling Canada is committed to encouraging Equity, Diversity and Inclusion (EDI) in its Activities and has enacted this Policy to provide Underrepresented Groups with fair and equitable opportunities to participate in its Activities without any hindrance.
2. This Policy:
  - a. Promotes the benefits, principles and opportunities of EDI within Curling Canada and with all of its partners and stakeholders;
  - b. Encourages Organizational Participants of all demographic groups, particularly those of Underrepresented Groups, and all genders, to become involved in the sport of curling as athletes, coaches, officials, volunteers, staff, supporters and spectators;
  - c. Creates environments, programs, policies and processes that welcome everyone to the sport of curling and seeks to increase the diversity of Organizational Participants and organizations involved in curling; and
  - d. Ensures that Curling Canada serves as an example to the Canadian and international sport community, investing in programs that seek to promote, celebrate, and recognize diversity in society overall.

### **APPLICATION**

3. This Policy applies to all of the following:
  - a. Curling Canada, its Member Associations and all Organizational Participants;
  - b. Employees and anyone under contract with Curling Canada and anyone attending its offices or other workplaces for work or training-related purposes. This includes all persons working with teams or athletes, including coaches, medical and paramedical personnel and other support persons.
4. This Policy applies at all times, wherever an Activity takes place, which includes Curling Canada's offices as well as external locations in Canada and abroad where a Curling Canada Activity is taking place.
5. This Policy also applies to conduct outside of Curling Canada's Activities when such conduct adversely affects relationships within Curling Canada and its work and sport environment or is detrimental to the integrity, image or reputation of Curling Canada.

## **PRINCIPLES OF EQUITY, DIVERSITY AND INCLUSION**

6. Curling Canada recognizes that discrimination, prejudice, or Harassment based on personal attributes, including but not limited to race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability, is contrary to human rights principles and will not be tolerated. Curling Canada is therefore fully committed to implementing inclusive rules, policies and practices that ensure all people are able to participate in a safe, open, and welcoming environment in our sport.
7. Equity is demonstrated by treating people fairly and is promoted and achieved by removing barriers and by the creation of accessible and respectful environments, including any reasonable accommodations required to allow equal opportunities, equal access, and equal benefits to participate so that all Organizational Participants can achieve their personal potential in the sport of curling.
8. Valuing Diversity means respect and appreciation of differences in Organizational Participants and in groups and honouring and upholding human rights. It also means valuing various points of view and being open to new and different ideas.
9. Inclusion ensures that everyone feels welcome, comfortable, and that they belong.

## **CURLING CANADA COMMITMENTS**

10. In order to achieve EDI within the Canadian curling community, Curling Canada will:
  - a. Educate Organizational Participants, through this Policy and resources on its website, regarding the importance of EDI and how EDI can be attained through practices, policies, procedures and by setting behavioural standards;
  - b. Provide registration forms and other documents that allow the Organizational Participant to indicate their gender identity and expression instead of their sex or gender and to ensure that registration forms and processes include inclusive language with respect to self-identification;
  - c. Allow Organizational Participants to decide not indicate a gender identity without any consequence to the Organizational Participant;
  - d. Allow Organizational Participants to indicate their pronouns and/or their preferred name(s) and to refer to Organizational Participants by their preferred pronoun and/or preferred name;
  - e. Promote inclusive language and images on its website and other documents or materials;
  - f. Consult with Underrepresented Groups to implement, monitor and update this Policy;
  - g. Allow Organizational Participants to use the facilities of their gender identity (i.e., washrooms, changerooms) when Curling Canada has control over such authority;
  - h. Respect all Organizational Participants' gender identity and gender expression when providing uniforms and setting dress codes; and
  - i. Determine eligibility guidelines for Organizational Participants from all gender

identities.

11. Curling Canada further commits to undertake the following EDI efforts:

- a. Support EDI for all Underrepresented Groups;
- b. To continuously take EDI matters into account in its strategies, plans, actions, and operations, including technical programs, business management, sponsorship, marketing, media and communication;
- c. To develop a working group tasked to improve and address areas of EDI that can be improved within the sport of curling in Canada;
- d. To conduct an internal audit of Curling Canada programs from an EDI perspective;
- e. To conduct an annual review of Curling Canada's competition guides and other related documents to ensure that rules in place for each curling season will support a culture of Inclusion. Any such annual review shall include consultation with Curling Canada's stakeholders;
- f. To schedule a regular review of Curling Canada registration policies to ensure that they are inclusive;
- g. To develop and maintain educational materials related to EDI on the Curling Canada website and to regularly review and update such resources;
- h. Consult representatives from Underrepresented Groups when developing programs and policy that will directly affect their participation in the sport of curling in Canada;
- i. Address concerns of EDI in all educational and promotional materials; and
- j. Share learnings and best practices in EDI with provincial and territorial members to strengthen EDI initiatives within the sport of curling across the country.

#### **EDUCATION AND COMMUNICATION**

12. Curling Canada will ensure this Policy is well publicized, including on its website. Information should be included in all relevant training materials to ensure use.

13. Curling Canada will ensure that this Policy is communicated to those who will be responsible for implementing and upholding it.

#### **PROGRAMS**

14. Curling Canada is committed to creating and supporting programs that address EDI issues in sport. As such, Curling Canada will:

- a. Ensure that equitable opportunities are considered when developing, updating, or delivering Curling Canada programs and policies;
- b. Ensure that Organizational Participants from Under-Represented Groups have no barriers to participation in its programs, training, and coaching opportunities;
- c. Create and support new programming that specifically addresses EDI;
- d. Fund programs and services equally;
- e. Create special opportunities to advance women in coaching; and
- f. Consider a balance of presenters from all gender identities when planning and conducting education sessions.

## **GOVERNANCE**

15. Curling Canada will:

- a. Strive to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision-influencing bodies, and in seeking nominations for and appointments to the Board;
- b. Include gender equity as a stated value that is accepted and promoted on nominating and selection committees;
- c. Ensure equal opportunities exist for all staff to receive professional development to move towards senior levels of decision-making; and
- d. Develop, update and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted and supported.

## **COMMUNICATIONS AND MEDIA**

16. Curling Canada will:

- a. Strive to ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications;
- b. Produce all written and visual materials in a gender-inclusive manner;
- c. Develop a communication plan that strives to give media visibility to Under-Represented Group; and
- d. Use gender-appropriate or gender-neutral language and positive, active visuals in all publications, graphics, videos, posters and on its website.

## **HUMAN RESOURCES**

17. As part of its commitment to the use of equitable human resource management practices, Curling Canada will:

- a. Where possible, adopt 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. Provide opportunities for all staff to advance to senior decision-making levels and receive equitable remuneration;
- f. Publicly declare Curling Canada to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees;
- g. When appropriate, make available access to Employee Assistance counselling

## **RESOLVING ISSUES IN RELATION TO EDI**

18. Should an Organizational Participant consider that they have been subject to, or believe another person has been the victim of, discrimination, bullying, Harassment, Abuse or Sexual Harassment, they may take appropriate action through the Curling Canada *Discipline and Complaints Policy*.

19. Any Organizational Participant that pursues recourse under Curling Canada's *Discipline and Complaints Policy* shall not be subject to any retribution, reprisal or retaliation for making a good faith complaint.
20. Any violation of this Policy that may be considered "Prohibited Behaviour" or "Maltreatment" (defined in the UCCMS and/or the *Code of Conduct and Ethics*) when the Respondent is an Organizational/Registered Participant who has been designated by the Organization as a UCCMS Participant, will be handled pursuant to the policies and procedures of the Office of the Sport Integrity Commissioner ("OSIC"), subject to the rights of the Organization as set out in the *Code of Conduct and Ethics* and any applicable workplace policies.

## **DEFINITIONS**

21. The following terms have these meanings in this Policy:
  - a. "**Activity**" – All business and activities of Curling Canada;
  - b. "**Board**" – The Board of Governors of Curling Canada;
  - c. "**Diversity**" – the presence and integration of a variety of Organizational Participants with different personal characteristics, particularly Underrepresented Groups, in a group or organization;
  - d. "**Equity**" – fairness afforded to Organizational Participants with diverse personal characteristics regardless of those characteristics;
  - e. "**Good Faith**" – the general presumption that all parties will deal with each other honestly;
  - f. "**Inclusion**" – acceptance of Organizational Participants with diverse personal characteristics into a group or organization, regardless of those characteristics;
  - g. "**Organizational Participant**" – Refers to all categories of individual members and/or registrants defined in the By-laws of the Organization who are subject to the policies of the Organization, as well as all people employed by, contracted by, or engaged in activities with, the Organization including, but not limited to, employees, contractors, Athletes, coaches, instructors, officials, Athlete Support Personnel, volunteers, managers, administrators, parents or guardians, spectators, committee members, and Directors and Officers.
  - h. "**Underrepresented Group**" – Describes a subset of a population that holds a smaller percentage within a significant subgroup than the subset holds in the general population. In sport, research shows that underrepresented groups include: women and girls, persons with disabilities, LGBT—QI2S community, marginalized youth, Black, Indigenous and People of Colour (BIPOC), socio-economically disadvantaged people, newcomers to Canada, rural, remote and isolated regions, and older adults;