

Universal Access & Inclusion Policy

“Organization” refers to: Calgary Tritons Summer Swim Club

Purpose

1. The Organization is committed to encouraging equity, inclusion and universal participation within its membership and to supporting universal participation within its programs and activities.
2. The purpose of this Policy is to ensure that the Organization provides people with a full and equitable range of opportunities to participate and lead.

Procedures

3. The Organization will enhance the quality and increase the level of participation in the Organization’s leadership and programs by:
 - a) Supporting equity, inclusion, and universal access;
 - b) Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering the Organization’s programs, policies, and projects;
 - c) Ensuring that its governance structure encourages and promotes equitable participation and inclusive decision-making; and
 - d) Dealing with any incidence of discriminatory behaviour according to the Organization’s *Code of Conduct and Ethics*.

Ongoing Commitment to Diversity and Equity

4. The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of the Organization, whether they are related to technical programs, operations, business management, sponsorship, marketing, media or communications. The Organization resolves to incorporate equity concerns in its own operations, activities, and partnerships on a continuing basis.

Competitions

5. While committing to equity, inclusion, and universal participation in its sanctioned competitions, the Organization recognizes that competitions and records are bound by and must adhere to the Rules of Competitions as established by FINA, IPC Swimming, Swimming Canada, and/or Swim Alberta.

Evaluation

6. The Organization shall continually monitor and evaluate its equity and access programs.

CALGARY TRITONS SUMMER SWIM CLUB
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Approval Sign Off Sheet

The undersigned indicate understanding and approval of this policy.

Natalie Lau Board Member Name	Feb. 23, 2022 Date
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Victoria Fazio Board Member Name	Feb 24.2022 Date
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Bram Laarman Board Member Name	Mar. 1, 2022 Date
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Karly Steed Board Member Name	Mar 3, 2022 Date
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Erin Flory, Meet Manager Board Member Name	March 6, 2022 Date
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Don Yuan Board Member Name	March 20, 2022 Date
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Colleen De Neve Board Member Name	April 3, 2022 Date
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Joan Hamilton Board Member Name	April 4, 2022 Date
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