

# Equity and Access policy



**June 14, 2019**

# EQUITY AND ACCESS POLICY

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## Policy Statement

Judo Canada is an inclusive organization that is committed to promoting a sport and work environment that provides fair and equitable opportunities.

## Purpose

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, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, family status or a criminal offense for which a pardon has been issued.

Judo Canada is committed to ensuring accessible and available sport to all persons in Canada. Judo Canada will take clear initiatives to encourage full participation in the sport of Judo. Judo Canada will ensure that equity is a key consideration when developing, updating or delivering policies and programs.

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. Judo Canada will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

## Application

As such, the organization will adopt this principle in a proactive manner in the development and delivery of services, funding practices, employment practices, and engagement of volunteerism in support of the association.

Therefore, Judo Canada will:

- Promote programs or projects which target the specific needs of underprivileged groups;
- Ensure that the principles of equity and access are integrated into all general programming, hiring and volunteerism.
- Ensure the recipients of funding engage in the principles of equity and access.
- Shall in no way solicit or accept sponsorship from companies that discriminate against persons by gender, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status or family status or a criminal offense for which a pardon has been granted or in respect of a record suspension has been ordered.

*Approved by Board on June 14, 2019*