Inclusion Policy

Scope

This policy applies to all of Ontario Sailing's activities. The policy lays out expectations for individuals and organizations affiliated with Ontario Sailing.

Definitions

Discrimination: Behaviour, policies, and/or practices that contribute to differential, inequitable, adverse, or otherwise inappropriate treatment of or impact on an individual or class of individuals based on one or more prohibited grounds, which include race, national or ethnic origin, colour, Indigeneity, religion, age, sex, sexual orientation, gender identity or expression, pregnancy, marital status, family status, language, genetic characteristics or disability, and analogous grounds. Behaviour, policies, and/or practices specifically benefitting members of marginalized groups shall not be considered.

Diversity: The presence of a wide range of human qualities and attributes within a group, organization, or society. The dimensions of diversity include, but are not limited to, ancestry, culture, ethnicity, gender, gender identity, language, physical and intellectual ability, race, religion, sex, sexual orientation, and socio-economic status.

Equity: A condition or state of fair, inclusive, and respectful treatment of all people. Equity does not mean treating people the same without regard for individual differences.

Family Status: Spouse or spousal equivalent, children, parents or siblings.

Gender Expression: How a person publicly presents their gender. This can include behaviour and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender. (Ontario Human Rights Commission)

Gender identity: Each person's internal and individual experience of gender. It is their sense of being a woman, a man, both, neither, or anywhere along the gender spectrum. A person's gender identity may be the same as or different from their birth-assigned sex. Gender identity is fundamentally different from a person's sexual orientation. (Ontario Human Rights Commission)

Harassment: A vexatious comment (or comments) or conduct against an Individual or group, irrespective of whether the comment or conduct occurs in person or via any other media, including Social Media, which is known or ought to reasonably be known to be unwelcome.

Inclusion Policy

Inclusion: The situation in which individuals or communities (both physical and demographic) are fully involved in the society in which they reside, including the economic, social, cultural and political dimensions of that society.

Policy

Ontario Sailing is committed to advancing diversity, equity, and inclusion (DEI) in the sport of sailing as well as within its own organization. This includes ensuring an environment which supports inclusion for all individuals and groups interested in participating and pursuing excellence in sailing within Ontario. We actively strive to create an atmosphere where everyone is treated with respect and dignity, free from bullying, harassment, and discrimination. Ontario Sailing promotes equity, diversity, and inclusion; intentionally ensuring equal and fair opportunities for all individuals within all aspects of our activities, including programs, training, and competition as well as leadership positions.

Where relevant Ontario Sailing's policies and procedures will specifically address our commitment to DEI for the organization and the sport.
Ontario Sailing recognizes the opportunities that arise from increased participation from underrepresented groups and will implement procedures to measure diversity and inclusion in sailing in Ontario, as well as acting on these metrics to improve participation by underrepresented groups in all aspects of sailing.

Ontario Sailing is committed to not only adhering to the Ontario Human Rights Code as a base minimum but also going beyond to ensure inclusivity at all levels of the organization.

Ontario Sailing prohibits actions that discriminate against people based on the following grounds in the Ontario Human Rights Code:

- age
- ancestry
- colour
- race
- citizenship
- ethnic origin
- place of origin
- creed
- disability
- family status
- marital status
- gender identity
- gender expression

- sex (including pregnancy and breastfeeding)
- sexual orientation
- receipt of public assistance
- record of offences

Ontario Sailing will not work with organizations that discriminate, or that seek to limit the legal rights and activities of people. This includes but is not limited to direct actions, and organization materials, website, publications and social media that promotes or communicates discriminatory treatment on any grounds listed above. Membership in Ontario Sailing will be restricted to organizations which support an inclusive environment.

Ontario Sailing is committed to providing an environment in which all individuals are treated with respect. In addition to prohibiting discriminatory practices, Ontario Sailing works to actively promote inclusivity. Members of Ontario Sailing and participants in Ontario Sailing's programs and activities are expected to conduct themselves at all times in a manner consistent with the values of Ontario Sailing.

Appeals

Any athlete or membership decision rendered in accordance with this policy and associated procedures may be appealed in accordance with Ontario Sailing's Appeal Policy. Employment related decisions will follow Human Resource policies and procedures.

Confidentiality

All communications and documents related to procedures associated with ensuring inclusivity, by the member club, athlete, panel, and Ontario Sailing, shall be kept confidential unless written consent is received by all parties or required by law. All documentation associated with the matter shall be kept in the confidential files of Ontario Sailing that are only accessible to authorized personnel.

Board approved last: December 11th 2023
Review date: Fall 2026

Operational Procedures

To promote and support inclusivity in daily operations Ontario Sailing will strive to:

- Ensure the mix of staff and volunteer leaders on the Board and committees reflect the diversity of the larger Ontario Sailing community.

- Undertake strong and clear initiatives to encourage participation at all levels of the sport for populations traditionally underrepresented.
- Play a positive role in raising the awareness and understanding of equity amongst our membership through ongoing education opportunities.
- Work towards ensuring all organization documents include gender neutral language.
- Ensure that inclusivity is implemented when developing, updating or delivering Ontario Sailing programs, policies and materials. Ensure equal effort for all individuals.
- Encourage all member clubs and affiliated agencies to ensure equal opportunities for all.

Procedure for Inclusion as Relates to Gender Identity

The overall philosophy for developmental and recreational sport is one of full inclusion. Athletes in developmental and recreational levels of sailing will be supported in participating in the gender category in which they identify, without any need for disclosure of information or other requirements at all Ontario Sailing events.

The same inclusion principle applies to high performance athletes up until the point where they must comply with international federation rules. In high performance sport, while inclusion is desired, it may be tempered by the application of international rules which will tend to be more restrictive than Canadian rules.

Last reviewed: December 13, 2023

Operational procedures are not approved by the Board of Directors. Operational procedures are approved by the Executive Director.