



Title: Swim BC Equity and Access Policy

Section: Swim BC Social Policies
Approved by: SBC Board of Directors

Date of Approval: April 18, 2024
Next Review: March, 2027

Policy Statement

Swim BC is committed to providing an environment that affords equal opportunity and access to all. Diversity is a source of strength, and Swim BC recognizes that opportunities to participate in and/or lead our organization, will be provided in a manner that respects principles of equity and access. Access refers to the design and implementation of our programs and services, which are available to everyone who is entitled to them, free from any form of inequality or barrier.

Swim BC will proactively invite and include people regardless of body type, physical characteristics, athletic ability, gender identity, ancestry, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, family status, religious beliefs, disability or economic status. Swim BC endeavors to support, encourage and ease participation of underrepresented populations in all facets of swimming. This includes but is not limited to competition, administration, coaching, officiating and volunteering. Any programs and services provided by Swim BC will be conducted and administered in a fair and unbiased environment.

Objectives:

- To ensure that all individuals receive fair and just access to the sport.

Procedure:

Swim BC shall:

- Work cooperatively with other provincial and national sport organizations to provide inclusion within swimming
- Work efficiently in dealing with matters relating to equity and access within its codes of conduct and discipline procedures
- Promote through its programs and services the concepts of equal opportunity and inclusiveness