



Title: Swim BC Gender Equity Policy

Section: Swim BC Safe Sport Policies
Approved by: Swim BC Board of Directors

Date of Approval: August 2026
Next Review: August 2029

Policy Statement

Swim BC believes in equity and the fair and just treatment for all individuals. Gender equity is the principle and practice of ensuring access, opportunity, and the fair equitable allocation of resources to all genders. To be equitable means both to be fair and to appear to be fair.

Swim BC is committed to eliminating any discriminatory practices that may act as barriers to full participation in the sport of swimming. Swim BC will work to ensure that gender equity is a key consideration when developing, implementing, updating, or delivering programs, policies, and projects. Additionally, Swim BC will raise awareness and understanding of equity issues in the swimming community. Equity does not necessarily mean that all people must be treated the same. Gender Equality requires the consideration of the unique needs, interests, and experiences of target groups. This includes providing and facilitating activities in a fair and unbiased environment.

Objectives:

- To provide access to a complete range of choices and opportunities regardless of gender
- To ensure that members' needs and interests are met in programs, administration, and leadership.
- To ensure that all individuals receive fair and just treatment.

Procedure:

Swim BC shall:

- publicly declare that it is an equal opportunity employer and respect the principles of pay equity in relation to paid employees, thereby having equal pay for equal work.
- utilize harassment policies, pay equity and non-discriminatory interview techniques.
- work with provincial and national sport organizations to identify and eliminate barriers facing underrepresented groups in swimming.
- Seek diverse gender representation on its Board of Directors, committees, and staff.
- use gender neutral language in the organization's by-laws, policies and publications.
- publicly recognize member clubs that make advancements in eliminating barriers to swimming.
- provide forums for discussions on gender equity issues.

Swim BC representatives at external meetings shall be committed to the principles of gender equity as set out in this policy and conduct themselves at these meetings consistent with these principles.

Swim BC will not solicit nor accept sponsorship from companies that discriminate against any gender or gender diverse individuals.