



# BRITANNIA YACHT CLUB

## Inclusion Policy

### INTRODUCTION

The Britannia Yacht Club (BYC) is committed to ensuring an environment which supports inclusion for all members and guests that are interested in participating and pursuing excellence in sailing, tennis, other sports and social activities in our community. We actively strive to create an atmosphere where all members, guests and employees are treated with respect and dignity, free from bullying, harassment and discrimination. The Britannia Yacht Club promotes equity, diversity and inclusion; intentionally ensuring equal and fair opportunities for all members, guests and staff within all aspects of our activities, including programs, training, and competition as well as leadership positions.

### DEFINITIONS

The following definitions explain the terms used in this document:

**Discrimination:** Unfair or prejudicial treatment of individuals or groups on the basis of grounds listed in the policy. Discrimination, whether intentional or unintentional, has the effect of preventing or limiting access to opportunities, benefits, or advantages that are available to other members of society. It is not a discriminatory practice for a person to adopt or carry out a special program, plan or arrangement designed to prevent, eliminate or reduce disadvantages that are likely to be suffered by any group of individuals when those disadvantages would be based on or related to the prohibited grounds of discrimination.

**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. (OHRC)

**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:** Any unwanted physical or verbal behaviour that offends or humiliates you. It is considered by the Ontario Human Rights Code (1962) as a form of discrimination. This can occur when someone makes remarks to you that are known or ought reasonably to be known

to be unwelcome including but not limited to your race, religion, age or disability. Harassment also encompasses any comments or conduct that is known or ought reasonably to be known to be unwelcomed because of sex, sexual orientation, gender identity or gender expression.

**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**

The Britannia Yacht Club is committed to adhering to the Ontario Human Rights Code to ensure inclusivity at all levels of the organization.

The Britannia Yacht Club prohibits actions that discriminate against people based on the following grounds in the Ontario Human Rights Code:

- Age
- Creed (religion)
- Sex (including pregnancy and breastfeeding)
- Sexual orientation
- Gender identity
- Gender expression
- Family status (such as being in a parent-child relationship)
- Marital status (including married, single, widowed, divorced, separated or living in a conjugal relationship outside of marriage, whether in a same-sex or opposite-sex relationship)
- Disability (including mental, physical, developmental or learning disabilities)
- Race
- Ancestry
- Place of origin
- Ethnic origin
- Citizenship
- Colour
- Record of offences (criminal conviction for a provincial offence, or for an offence for which a pardon has been received)
- Association or relationship with a person identified by one of the above grounds
- Perception that one of the above grounds applies.

The Britannia Yacht Club will not work with organizations that it knows 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.

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

## **PROCEDURES AND PRACTICES**

To promote and support inclusivity in daily operations the Britannia Yacht Club will strive to:

- Make sure the mix of staff and volunteer leaders on the Board and committees reflect the diversity of the larger BYC 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.
- Make sure that inclusivity is implemented when developing, updating or delivering BYC programs, policies and materials.
- 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, tennis and other sports will be supported in participating in the gender category in which they identify, without any need for disclosure of information or other requirements for all BYC programs and events.

The same inclusion principle applies to high performance athletes while involved in club activities. High performance athletes may, while complying with international federation rules, participate as required in different situations, however all individuals while at club level events will participate in the gender category in which they identify.

## **CONFIDENTIALITY**

All communications and documents related to procedures associated with ensuring inclusivity, by the member, athlete, or partner 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 BYC that are only accessible to authorized personnel.

## **NON-COMPLIANCE**

Any member or staff of BYC who feels that the Britannia Yacht Club is not complying with this policy is encouraged to report it to the General Manager, the Commodore or any other member of the Board of Directors. If the issue cannot be rectified in a timely manner, then it will be directed to a three-member panel selected by the Commodore, or a Board delegate if the Commodore is unavailable or implicated in the issue, from senior voting members who will review the issue and decide if compliance has been met or not.

## **FURTHER INFORMATION**

*“A policy primer: Guide to developing human rights policies and procedures”*. Approved by the Ontario Human Rights Commission: June 19, 1996. Revised by the OHRC: December 2013.

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APPROVAL AND REVIEW

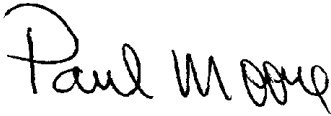
This policy approved by the Britannia Yacht Club Board of Directors



Commodore



Honorary Secretary



General Manager

Dated this 7 8 day of Sept, 2019 at the City of Ottawa.



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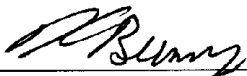
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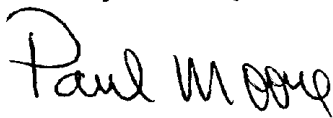
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Commodore



Honorary Secretary



General Manager

Dated this 18 day of Sept, 2019 at the City of Ottawa.