

EQUITY & ACCESS POLICY

Date of Policy development: 2021, February 13

A. INTRODUCTION

This policy recognizes that diversity is a source of strength and establishes that opportunities to participate in and lead our organization will be provided in a manner that respects principles of equity and access.

B. POLICY DETAILS

Alpine Yukon is committed to a sport and work environment that provides equitable opportunities and access and treats all individuals with respect and fairness.

Equity is an organizational value strived for in all aspects of Alpine Yukon. It is understood as the belief and the practice of treating persons in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, color, citizenship, creed, sexual orientation, disability, age, marital status or family status.

Access refers to the design and implementation of programs and services available to everyone who is entitled to them, free of any form of inequity, or any barrier that violates the concepts of fairness and natural justice. Alpine Yukon endeavors to especially support, encourage and ease participation of under-represented populations in all facets of Alpine Yukon (including but not limited to competition, administration, coaching, officiating and volunteering).

Any athlete, employee, volunteer, official, board member, parent, committee member, or applicant for employment may appeal any decision of Alpine Yukon if, in his/ her belief, that decision does not reflect the principles of equity and access. This appeal is to be reported to the anyone of the board of directors or the executive of the board, including the President and/or Vice President of Alpine Yukon.

C. ADDITIONAL PERTINENT INFORMATION

This Equity & Access Policy is consistent with and complements the Harassment Policy. As well, Alpine Yukon supports the position and related equity policies of the Alpine Canada Alpine (ACA).

D. MODIFICATION OF CRITERIA

This policy may be revised by Alpine Yukon, as necessary.