



DORCHESTER RINGETTE ASSOCIATION CONSTITUTION AND BYLAWS

Equity and Access Policy

Purpose

1. Dorchester Ringette Association is committed to promoting opportunities for every individual in the sport of Ringette to reach his or her maximum potential in fitness and excellence.
2. Dorchester Ringette Association is committed to providing a sport and work environment that provides equitable volunteering opportunities, maintaining respect and providing fair treatment of all individuals of the Ringette community.
3. This Policy recognizes that the diversity of our people is a source of strength. The differing backgrounds, culture, gender, language and ideas of our people help us in meeting our goals as an organization.

Application of this Policy

4. Any employee, volunteer, official, board member, athlete, parent, members of committees, applicants for volunteering within Dorchester Ringette Association is invited to appeal decisions of Dorchester Ringette Association if, in their belief, the decision does not reflect equity. This appeal is to follow the process outlined in the Dorchester Ringette Association Appeal Policy.

Definitions

5. The following term has this meaning in this Policy:

"Equity" - 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, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, aboriginal status or family status.

Limitations

6. Dorchester Ringette Association shall in no way solicit nor accept sponsorship from companies which discriminate against persons by gender, race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, aboriginal status or family status.

This Policy is subject to review at least once every three years
Date of last review: May 2016