



Ontario Provincial Trapshooting Association

Inclusion Policy	
Policy Developed by: Pam Muma	Policy Approved by: Neville Henderson
Date of Approval: February 12, 2018	Date of Latest Review:

PREAMBLE

The Ontario Provincial Trapshooting Association is committed to ensuring that inclusion and access is incorporated across all activities of the Ontario Provincial Trapshooting Association and Member Organizations. As the Provincial Sport Organization, we will work with Affiliate Clubs to develop programs and services in sport shooting in accordance with Human Rights Legislation.

Sport is based on equity and access. Sport is welcoming and inclusive, offering an opportunity to participate without regard to age, gender, race, language, sexual orientation, disability, geography, or economic circumstances. Participants have access to affordable sport opportunities that are appropriate to the level of activity chosen and provide opportunities for personal achievement.

PURPOSE

The purpose of this policy clearly identifies the Ontario Provincial Trapshooting Association's commitment inclusion and access in all programs, services, and operations. Actions to be taken in the event of violation of this policy are addressed in the participant specific Code of Conduct Policies.

POLICY

1. The policy of the Ontario Provincial Trapshooting Association is to respect the rights, dignity, and work of every person and will treat everyone equally regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
2. The Ontario Provincial Trapshooting Association will support inclusion and access for all participants that include population sectors that are identified by Sport Canada and Ontario as under-represented populations. Under-represented populations of Ontario – includes women and girls, children in low income families, Indigenous people, people with disabilities, older Ontarians, newcomers to Canada and members of the Lesbian, Gay, Bisexual, Trans and Queer (LGBTQ) communities.
3. The Ontario Provincial Trapshooting Association will ensure that the concerns and needs of all people are identified, promoted, and supported. The achievement of equal opportunity is a key consideration when developing, updating or delivering programs and services. The Ontario Provincial Trapshooting Association is committed to everyone having a responsibility to oppose discriminatory behaviour and promote equity of opportunity.
4. The Ontario Provincial Trapshooting Association will ensure that its governance structure encourages and promotes the full and equal participation and access.

5. The Ontario Provincial Trapshooting Association is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, and abuse.
6. The Ontario Provincial Trapshooting Association will deal with any and all incidences of discriminatory behaviour according to the participant specific Code of Conduct.

RESOURCES

Canadian Sport Policy <http://canadiansportforlife.ca/resources/canadian-sport-policy>
Charter of Rights and Freedoms
Ontario Human Rights Code
Ministry of Tourism, Culture and Sport – Sports Recognition Policy

APPROVAL

Inclusion policy approved by Ontario Provincial Trapshooting Association Board of Directors on February 12, 2018.