

EQUITY AND ACCESS POLICY

1. 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.

This policy will be read in accordance with any human rights legislation as may be applicable in the circumstances. In the event of any conflict between this policy and the relevant and applicable human rights legislation, the relevant and applicable human rights legislation will apply.

2. POLICY DETAILS

Triathlon Canada 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 Triathlon Canada. 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, colour, 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. Triathlon Canada endeavours to especially support, encourage and ease participation of under-represented populations in all facets of triathlon (including but not limited to competition, administration, coaching, officiating and volunteering).

Notwithstanding any language to the contrary in Triathlon Canada's Appeals Policy, any athlete, employee, volunteer, official, board member, parent, committee member, or applicant for employment may appeal any decision of Triathlon Canada if, in his/ her belief, that decision does not reflect the principles of equity and access. This appeal is to be reported to the CEO of Triathlon Canada and will follow the Appeals Policy established by our organization which can be found at www.triathloncanada.com.

3. ADDITIONAL PERTINENT INFORMATION

This Equity & Access Policy is consistent with and complements the **Respectful Workplace Policy**. As well, Triathlon Canada supports the position and related equity policies of World Triathlon.

4. POLICY IMPLEMENTATION

The CEO and Board is responsible for the implementation and enforcement of this policy.

5. MODIFICATION OF CRITERIA

This policy may be revised by Triathlon Canada, as necessary.