



Purpose

Parkland Pirates Aquatic Club (Parkland Pirates) is committed to encouraging equity, inclusion and universal participation within its membership and to supporting universal participation within its programs and activities.

The purpose of this Policy is to ensure that the Parkland Pirates provides people with a full and equitable range of opportunities to participate and lead.

Procedures

The Parkland Pirates will enhance the quality and increase the level of participation in the Parkland Pirates leadership and programs by:

- Supporting equity, inclusion, and universal access;
- Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering the Parkland Pirates programs, policies, and projects;
- Ensuring that its governance structure encourages and promotes equitable participation and inclusive decision-making; and
- Dealing with any incidence of discriminatory behaviour according to the Parkland Pirates Code of Conduct and Ethics.

Ongoing Commitment to Diversity and Equity

The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of the Parkland Pirates, whether they related to technical programs, operations, business management, sponsorship, marketing, media or communications. The Parkland Pirates resolves to incorporate equity concerns in its own operations, activities, and partnerships on a continuing basis.

Competitions

While committing to equity, inclusion, and universal participation in its sanctioned competitions, the Parkland Pirates recognizes that competitions and records are bound by and must adhere to the Rules of Competitions as established by FINA, IPC Swimming, Swimming Canada, and/or Swim Alberta.

Evaluation

The Parkland Pirates shall continually monitor and evaluate its equity and access programs.