



Equity, Inclusion and Universal Access Policy

Strathcona County Swim Club (also known as SilverRays or SRAYS) is committed to encouraging universal participation within its program and activities. It is founded on the belief that all swimmers can develop and reach their full potential given the opportunity with appropriate programming and effective coaching. This commitment ensures that we provide people with an inclusive and equal opportunity to participate which will create a more diverse organization.

Strathcona County Swim Club shall include equity principles in all strategies, plans and actions of the club, whether related to the technical program, operations, sponsorship, or communications on an ongoing basis.

General Guidelines

Strathcona County Swim Club will enhance the quality and level of participation in our program by:

- i. Supporting equity, inclusion and universal access;
- ii. Ensuring the achievement of equitable opportunities is a key consideration when developing, updating or delivering programs and policies; and
- iii. Ensuring the program structure encourages and promotes inclusive participation and decision making.

Enforcement

Any incidents of discriminatory behaviour or actions will be handled in accordance with the:

- i. Code of Conduct and Ethics Policy
- ii. Discipline, Complaints & Dispute Resolution Policy
- iii. All other bylaws, policies, procedures and regulations, as adopted and amended by the Club

Approved: October 7, 2020
Strathcona County Swim Club Board of Directors