



## **Vernon Kokanee Swim Club Equity and Access Policy**

Approved By: VKSC Board of Directors

Date of Approval: 15July2026

Next Review: Annually

### **Policy Statement**

*VKSC is committed to providing an environment that affords equal opportunity and access to all. Diversity is a source of strength, and VKSC recognizes that opportunities to participate in and/or lead our organization, will be provided in a manner that respects principles of equity and access. Access refers to the design and implementation of our programs and services, which are available to everyone who is entitled to them, free from any form of inequality or barrier.*

*VKSC will proactively invite and include people regardless of body type, physical characteristics, athletic ability, gender identity, ancestry, ethnic or racial origin, nationality, national origin, sexual orientation, age, marital status, family status, religious beliefs, disability or economic status. VKSC endeavors to support, encourage and ease participation of underrepresented populations in all facets of swimming. This includes but is not limited to competition, administration, coaching, officiating and volunteering. Any programs and services provided by VKSC will be conducted and administered in a fair and unbiased environment.*

### **Objectives:**

- *To ensure that all individuals receive fair and just access to the sport.*

### **Procedure:**

*VKSC shall:*

- *Work cooperatively with other provincial and national sport organizations to provide inclusion within swimming*
- *Work efficiently in dealing with matters relating to equity and access within its codes of conduct and discipline procedures*
- *Promote through its programs and services the concepts of equal opportunity and inclusiveness*