



Vernon Kokanee Swim Club Gender Equity Policy

Approved By: VKSC Board of Directors

Date of Approval: 15 July 2026

Next Review: Annually

Policy Statement

VKSC governs itself with the belief and practice that equity is fair and just treatment for all individuals. Gender equity is the principle and practice of ensuring access, opportunity and the fair equitable allocation of resources to all genders. To be equitable means to be fair and to appear to be fair.

The implementation of gender equity eliminates discriminatory practices, which act as barriers to full participation in the sport. VKSC will work to ensure that gender equity is a key consideration when developing, implementing, updating or delivering programs, policies and projects. Additionally, VKSC will make efforts towards raising the awareness and understanding of the equity issue in the swimming community. Equity does not necessarily mean that all people must be treated the same. Gender Equality requires the consideration of the unique needs, interests and experiences of the target group. This includes having activities of their choice within a fair and unbiased environment.

VKSC has the opportunity to take a compelling leadership position within the sport community in British Columbia by making a clear commitment to gender equity.

Objectives:

- To provide access to a complete range of choices and opportunities regardless of gender
- To ensure that members' needs and interests are met in programs, administration and leadership.
- To ensure that all individuals receive fair and just treatment.

Procedure:

VKSC shall:

- publicly declare that it is an equal opportunity employer and respect the principles of pay equity in relation to paid employees, thereby having equal pay for equal work.
- utilize harassment policies, pay equity and non-discriminatory interview techniques. VKSC will support discussion on further practices if the need arises.
- work with provincial and national sport organizations to identify and eliminate barriers facing underrepresented groups in swimming.
- use gender neutral language in the organization's by-laws, policies and publications.
- publicly recognize member clubs that make advancements in eliminating barriers to swimming
- provide forums for discussions on gender equity issues.

VKSC representatives at external meetings shall understand and be committed to the principles of gender equity as set out in this policy and actions at these meetings should reflect these principles.

VKSC will not solicit nor accept sponsorship from companies that discriminate against women or gender diverse individuals.

VKSC shall strive to have all genders represented on its Board of Directors on all committees, and staff.