



**Policy Name: Inclusion and Access**

**Date Approved: September 24, 2024**

**Next Review Date: September 2027**

## **PREAMBLE**

The Northern Ontario Curling Association (NOCA) is committed to ensuring that inclusion and access is incorporated across all activities of the organization. NOCA will develop programs and services for all participants in the sport of curling in accordance with existing Human Rights Legislation.

***Sport is based on equity and access. Sport is welcoming and inclusive, offering an opportunity to participate without regard to age, gender, race, language, sexual orientation, disability, geography, or economic circumstances. Participants have access to sport opportunities that are appropriate to the level of activity chosen and provide opportunities for personal achievement.***

## **DEFINITIONS**

***Under-represented populations of Ontario*** – includes women and girls, children in low income families, Indigenous people, people with disabilities, older Ontarians, newcomers to Canada and members of the lesbian, gay, bisexual, transgender, questioning, queer, intersex, pansexual, two-spirit (2S), androgynous and asexual (LGBTQQIP2SAA) communities.

***Provincial Sport Organization (PSO)*** – Ontario Curling Council

***Member Associations (MA)*** – Curling Ontario and Northern Ontario Curling Association (NOCA). Collectively referred to as 'members.'

## **PURPOSE**

The purpose of this policy is to clearly identify the Northern Ontario Curling Association's commitment to inclusion and access in all programs, services, and operations. Actions to be taken in the event of violation of this policy are addressed in the participant specific Code of Conduct policies.

## **POLICY**

1. The policy of the Northern Ontario Curling Association is to respect the rights, dignity, and work of every person and will treat everyone equally regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
2. The Northern Ontario Curling Association will support inclusion and access for all participants in its programs, including population sectors that are identified by Sport Canada and Ontario as underrepresented populations. The achievement of equal opportunity is a key consideration when developing, updating or delivering programs and services.
3. The Northern Ontario Curling Association is committed to opposing discriminatory behavior and promoting equity of opportunity.
4. The Northern Ontario Curling Association will ensure that its governance structure encourages and promotes full and equitable participation and access.
5. The Northern Ontario Curling Association is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, and abuse.
6. The Northern Ontario Curling Association will deal with any and all incidents of discriminatory behavior according to the Code of Conduct, Harassment and Ethics Policy.

## **RESOURCES**

*Canadian Sport Policy*

<http://www.mtc.gov.on.ca/en/sport/sport/CSP-ComprehensiveVisionEN.pdf>

*Charter of Rights and Freedoms*

*Ontario Human Rights Code*

*Ministry of Tourism Culture and Sport – Sports Recognition Policy*