

EQUITY, INCLUSION AND UNIVERSAL ACCESS GUIDING PRINCIPLE

Purpose

1. Swim Alberta is committed to encouraging equity, inclusion and universal participation within its membership and to supporting universal participation within its programs and activities.
2. The purpose of this Policy is to ensure that Swim Alberta provides people with a full and equitable range of opportunities to participate and lead.

Procedures

3. Swim Alberta will enhance the quality and increase the level of participation in Swim Alberta leadership and programs by:
 - a) Supporting equity, inclusion and universal access;
 - b) Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering Swim Alberta programs, policies, and projects;
 - c) Ensuring that its governance structure encourages and promotes equitable participation and inclusive decision making; and
 - d) Dealing with any incidence of discriminatory behavior according to the Swim Alberta *Code of Conduct and Ethics*.

Ongoing Commitment to Diversity and Equity

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

Competitions

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

Evaluation

6. Swim Alberta shall continually monitor and evaluate its equity and access progress.