



FIELD HOCKEY CANADA EQUITY AND ACCESS POLICY

PREAMBLE AND PURPOSE

1. The purpose of the Field Hockey Canada (FHC) equity and access policy is to provide a sport and work environment that provides fair access and equitable opportunities.

DEFINITION

2. Equity and Access is the belief and the practice of treating persons in ways that are fair, equal and just, regardless of their gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status, or family status. FHC is committed to ensuring equitable and accessible participation opportunities in the sport of field hockey in Canada.

SCOPE AND APPLICATION OF ACCESSIBILITY POLICY

3. Equity and access does not necessarily mean that all persons must be treated exactly the same. People may need to be treated differently (equity) in order to be treated fairly. FHC will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.

ACCESS TO PROGRAMMING

4. FHC will encourage and assist its provincial counter-parts, the Provincial Associations in understanding and promoting the concept of equity and access for all. FHC will do this by annually conducting a “Self-Assessment Survey of Equity and Access”, in addition to providing information and resource on the FHC web site to assist with awareness and education.

OPPORTUNITIES TO LEAD

5. Field Hockey Canada will ensure that through all other policies, e.g., code of conduct, employee, bylaws, etc., that equity and access is provided for all and that opportunities



are provided to aspire to and fill positions of leadership within FHC, e.g., Board of Directors, officials, coaches.

6. FHC will make every effort towards raising the awareness and understanding of the equity and access issues among members, coaches, athletes and in the broader sport community.

7. FHC shall in no way solicit nor accept sponsorship/support from companies/individuals which discriminate against persons by gender, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sexual orientation, disability, age, marital status or family status.

APPROVAL OF POLICY

Reviewed and Revised: September 30, 2011