

Equity, Accessibility, Diversity and Inclusion Policy

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<i>Policy</i>	<i>Every 4 years</i>	<i>December 2024</i>	<i>October 2020</i>

1 Purpose

Sail Manitoba is committed to developing, maintaining, and supporting a culture of equity, accessibility, diversity, and inclusion in its workforce and in the delivery of its programs and services. This Policy outlines the organization's approach and practices for Equity, Accessibility, Diversity, and Inclusion.

2 Definitions

Intentionally left blank.

3 Policy

Sail Manitoba is committed to advancing accessibility, diversity, equity, and inclusion (DEI) in the sport of sailing and within its own organization. This includes ensuring an environment that supports inclusion for all individuals and groups interested in participating and pursuing excellence in sailing within Manitoba. We actively strive to create an atmosphere where everyone is treated with respect and dignity, free from bullying, harassment, and discrimination. Sail Manitoba promotes equity, diversity, and inclusion, intentionally ensuring equal and fair opportunities for all individuals within all aspects of our activities, including programs, training, competition, and leadership positions.

3.1 Scope

This policy applies to all employees, directors, officers, volunteers, coaches, athletes, officials, judges, and members of Sail Manitoba. It also applies to discrimination against designated groups that may occur during the course of all Sail Manitoba business, activities, and events.

3.2 Accessibility

Sail Manitoba will use its best efforts to provide a work and sporting environment where all aspects of the sport of sailing are accessible to all Canadians.

Sail Manitoba commits to making reasonable accommodations for individuals where doing so would support equity, accessibility, diversity, and inclusion in the programs and/or operations of Sail Manitoba. Accommodations will depend on individuals' accessibility needs and may include options such as communication of key information in different forms or mediums, support to understand provided information, accessible facilities and equipment, etc.

3.3 Diversity, Equity, & Inclusion (DEI)

Sail Manitoba recognizes that every employee and member is entitled to a climate free of discrimination from gender, racial or cultural background and physical or intellectual disabilities and is committed to incorporating DEI in its operations, activities and partnerships.

Sail Manitoba will strive to promote full participation of all individuals in our programs and activities, irrespective of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, family status or disability.

Leveraging this philosophy as a cornerstone, Sail Manitoba will ensure that equity, accessibility, diversity and inclusion are key considerations when developing, updating or delivering Sail Manitoba policies and programs and will make all efforts to raise awareness and understanding of the equity, accessibility, and diversity and inclusion issues among members, coaches, athletes, officials, staff, committees, board members and in the broader sport community.

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

3.4 Disputes & Resolution

Any complaints or disputes related to equity, accessibility, diversity, or inclusion issues will be dealt with using Sail Manitoba's relevant policies.

Sail Manitoba will take such disciplinary action as it deems appropriate against any person under its direction who subjects any employee or member to discrimination.

4 Procedure

[Submit a dispute](#)

5 Governance, Review, & Approval

The roles and responsibilities for the oversight, review and delivery of this policy are identified as follows:

- **Executive Director:** Administration and regular review of this policy
- **Sail Manitoba Board of Directors:** Responsible to review and approve