



Policy Name		Date of Approval	Activation Date
DIVERSITY, EQUITY, AND INCLUSION POLICY		06/14/2021	06/28/2021
Approved By GymCan Board of Directors	Linking To 1. National Safe Sport Policy 2. Code of Ethics and Conduct Policy 3. Maltreatment and Discrimination Policy 4. Complaints and Discipline Policy		Replacing Previous Version 2014
Review Cycle Reviewed annually by the Chief Executive Officer with recommendations to the Board of Directors			

Table of Contents

1. Organizational Commitment	1
2. Areas of Diversity, Equity, and Inclusion	1
2.1 Age	2
2.2 National or Ethnic Origin	2
2.3 Indigenous Identity	3
2.4 Race and Colour of Skin	3
2.5 Religion	3
2.6 Sex	3
2.7 Sexual Orientation	3
2.8 Gender Identity or Expression	3
2.9 Abilities	4
2.10 Socioeconomic Background	5
2.11 Language	5

1. Organizational Commitment

All participants have the right to engage in a safe, healthy, and inclusive sport environment that is free from all forms of abuse, discrimination, harassment, violence, and other potential harm. Creating and fostering this environment and culture is paramount to the administration and delivery of all gymnastics programs in Canada. Promoting, establishing, and maintaining a positive environment (in person and via technology) is the collective responsibility of each individual member of the gymnastics community. This means not engaging in, allowing, condoning, or ignoring behaviour that violates this Policy. Contravention of this Policy and Safe Sport policies will be subject to review, investigation, and disciplinary and remedial action.

Guided by our organizational values and in respect of every individual's fundamental rights, Gymnastics Canada (GymCan) recognizes the inherent worth and dignity of all participants and aims to provide equitable programming and opportunities to all its members regardless of such factors as age, national or ethnic origin, race, religion, sex, sexual orientation, gender identity or expression, ability, socioeconomic background, language, or any other analogous ground. Wherever possible, reasonable accommodations¹ are to be made to allow participation by all members. This may include, but is not limited to: athletes, coaches, judges, coach developers, board members, staff, and volunteers.

The following policy is meant to set a baseline for appropriate and inclusive actions by all participating individuals and organizations. When reviewing the policy below, please be mindful that everyone in the gymnastics environment (and society) has a unique intersection of characteristics (e.g., age, ethnic origin, gender, ability) that together compose their identity and everyone's unique identity should be recognized, valued, and respected. GymCan also acknowledges that further structural enhancements are needed to better support our member associations in ensuring a diverse, equitable, and inclusive environment. This policy outlines the guiding principles of the environment GymCan is aiming to create and represents its commitment to work collaboratively with all gymnastics organizations and clubs to enhance the framework to support and uphold these policies in practice.

Please note: This policy applies to all activities that fall within the jurisdiction of Gymnastics Canada, which operates within a multijurisdictional sport structure. For activities outside of the jurisdiction of Gymnastics Canada (i.e., FIG activities), the policies, rules, and regulations determined by the international governing body will take precedent.

2. Areas of Diversity, Equity, and Inclusion

¹ A reasonable accommodation may involve adapting a practice or a general operating rule, or granting an exemption to an affected individual or group.

2.1 Age

2.1.1. No one shall be denied access to programming or opportunities within GymCan due to age. Gymnastics is an activity for life and it is therefore important to facilitate lifelong participation. This can be accomplished through, but is not limited to:

- i. Providing the resources to establish programs from Active Start to Active for Life in accordance with Sport for Life's Long-Term Development (LTD) framework;
- ii. Providing the resources, in concert with other stakeholders, to allow individuals of all ages with opportunities to participate; and,
- iii. Selecting athletes, coaches, judges, and other members to committees and events based on their objective merits.

2.1.2. The above subsections shall only be limited, where relevant and applicable, by the:

- i. Rules and regulations set out by provincial/territorial organizations, GymCan, Fédération Internationale de Gymnastique (FIG), Pan American Gymnastics Union (PAGU), International Olympic Committee (IOC) and other international governing bodies, which may include but are not limited to, the age requirement for athletes at various levels of competition and age requirements for partnerships (e.g., ACRO);
- ii. Rules and regulations set out by the Coaching Association of Canada (CAC), which may include, but are not limited to, the age requirement for coaches, and coach developers to participate in various courses; and
- iii. Provincial, federal and international laws and guidelines when they should apply.

2.2 National or Ethnic Origin

2.2.1. GymCan will not deny any individual access to programming or opportunities within GymCan due to their national or ethnic origin. However, it is recognized that the technical rules and regulations for each gymnastics discipline may require certain formalities or procedures to be respected, as described in such rules and regulations, and that this may impact an individual's ability to participate in a GymCan event.

2.2.2. The above subsection shall only be limited in the instance where citizenship and/or permanent residency are requirements to represent Canada and therefore impact the selection of national team programs.

2.3 Indigenous Identity

2.3.1. No one shall be denied access to programming within Canada or opportunities to train, compete, or represent GymCan on the domestic or international stage on the basis of indigenous identity.

2.4 Race and Colour of Skin

2.4.1. No one shall be denied access to programming within Canada or opportunities to train, compete, or represent GymCan on the domestic or international stage on the basis of race or the colour of their skin.

2.5 Religion

2.5.1. No one shall be denied access to programming or opportunities within GymCan due to their religion, or the religion of a family member. This will be accomplished through, but is not limited to:

- i. Allowing employees, volunteers, coaches, judges, athletes, and any member to observe religious holidays without reprimand;
- ii. Allowing employees, volunteers, coaches, judges, athletes, and any member to observe daily prayer or rituals; and
- iii. Providing alternatives to required uniforms where possible, in accordance with the FIG.

2.5.2. The above subsections shall only be limited in the event that one could reasonably assume that such accommodations would place too high a burden on the organization, or that it could pose a safety risk to either the member directly, or those with whom they are responsible.

2.6 Sex

2.6.1. No one shall be denied access to programming or opportunities within GymCan due to their sex assigned at birth.

2.7 Sexual Orientation

2.7.1. No one shall be denied access to programming or opportunities within GymCan on the basis of sexual orientation.

2.8 Gender Identity or Expression

2.8.1. No one shall be denied access to programming within Canada or opportunities to train, compete, or represent GymCan on the domestic and international stage on the basis of their gender identity or expression. This includes, but is not limited to, those who may identify as transgender, non-binary, or gender non-conforming.

2.8.2. Reasonable accommodations related to one's gender identity or expression may include, but are not limited to:

- i. Ask for preferred name and/or pronoun and strive to recognize a person by their preferred name and/or pronoun on an ongoing basis;
- ii. Providing training and competitive opportunities for an athlete within their preferred discipline;
- iii. Creating a safe physical space for athletes, coaches, judges, integrated support team members, and others to participate (e.g., designated gender-neutral bathrooms); and
- iv. Providing alternatives to the required uniforms where possible, in accordance with the PAGU and the FIG.

2.8.3. The above subsections shall only be limited in accordance with regulations and policies set out by the PAGU and the FIG.

2.9 Abilities

2.9.1 GymCan strives to create a sporting environment that is open to all developmental, intellectual, and physical abilities. GymCan and its provincial/territorial associations will act as a resource for programming by:

- i. Encouraging participation in the Gymnastics for All discipline for all functional ability levels;
- ii. Encouraging competitive disciplines to integrate athletes of all abilities whenever possible and appropriate; and
- iii. Encouraging collaboration and consultation with parasport organizations and Special Olympics.

2.9.2 The above subsections shall only be limited in the event that one could reasonably assume that such accommodations would place too high a burden on the organization, or that it could pose a safety risk to the member directly, or those with whom the organization is also responsible. Please refer to your provincial/territorial human rights laws for a full overview of your responsibilities and rights related to the duty to accommodate.

2.10 Socioeconomic Background

2.10.1 No one shall be denied access to programming or opportunities to train, compete, or represent GymCan on the domestic or international stage on the basis of socioeconomic background. This will be accomplished through, but is not limited to:

- i. Helping those in need of financial assistance by directing them to alternative funding sources;
- ii. Being discrete and confidential when discussing participants' financial matters, as to not alienate anyone;
- iii. Clearly communicating additional expenses related to trainings, competitions, and events (e.g. equipment, uniforms, meals etc.) ahead of time.

2.10.2 Nothing in this section places an obligation on the organization to fund participants in such a way that is inequitable or financially unsound. It is rather a baseline of inclusive practices when reaching out to various underserved communities.

2.11 Language

2.11.1 No one shall be denied access to programming or opportunities to train, compete, or represent GymCan on the domestic or international stage on the basis of language.

2.11.2 GymCan is committed to serving its membership in both of Canada's official languages by focusing on key areas, including but not limited to:

- i. Key operating documents;
- ii. Receiving, responding to, or redirecting inquiries;
- iii. GymCan website;
- iv. National events and information; and,
- v. AGM materials and an AGM where delegates are encouraged to speak in either of Canada's two official languages.