



Biathlon Yukon

Diversity, Equity, and Inclusion Policy

Reviewed and approved Biathlon Yukon Board

PURPOSE: To encouraging diversity, equity and inclusion in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Biathlon Yukon is committed to provide all individuals with a full and equitable range of opportunities to participate and lead.

DEFINITIONS:

The following terms have these meanings in this Policy:

- a) *“Diversity”* – the presence and integration of a variety of individuals with diverse personal characteristics in a group or organization.
- b) *“Inclusion”* – acceptance of a variety of individuals with diverse personal characteristics into a group or organization regardless of those characteristics.
- c) *“Equity”* – fairness afforded to all individuals regardless of their personal characteristics.

GENERAL

Biathlon Yukon will:

- a) Support inclusion, equity, and access for all individuals.
- b) Exercise influence with external agencies to encourage equity.

PROGRAMMING

Biathlon Yukon is committed to creating and supporting programs that address diversity, equity, and inclusion issues in sport. For example, Biathlon Yukon will:

- a) Ensure that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Biathlon Yukon’s programs and policies.
- b) Ensure that all individuals have no barriers to participation in Biathlon Yukon’s programs, training, and coaching opportunities.
- c) Create and support new programming that specifically addresses diversity, equity, and inclusion.
- d) Monitor and evaluate the success of its diversity, equity, and inclusion programming.
- e) Encourage members to act as role models for young participants.
- f) Create special opportunities to advance the number and levels of females in coaching.
- g) When planning educational sessions, consider the balance of female and male presenters.

STAFF, BOARD OF DIRECTORS, AND COMMITTEE

Biathlon Yukon will:

- a) Strive to achieve gender balance in the appointment of all committees, task forces and other decision-making or decision-influencing bodies, and in seeking nominations for and appointments to the Board.
- b) Include gender equity as a stated value that is accepted and promoted on nomination and selection committees.
- c) Ensure equal opportunities exist for all employees to receive professional development to move towards senior levels of decision-making.
- d) Develop, update and deliver all policies, programs and services ensuring the concerns and needs of Under-Represented Groups are identified, promoted and supported.
- e) Deal with any incidents of discriminatory behaviour according to Biathlon Yukon's *Code of Conduct and Ethics* and *Discipline and Complaints Policy*.

MEDIA RELATIONS

Biathlon Yukon will:

- a) Strive to ensure that all Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.
- b) Produce all written and visual materials in a gender-inclusive manner.
- c) Develop a communication plan that strives to give media visibility to all Groups.
- d) Use gender-appropriate or gender-neutral language and positive, active visuals in all publications, graphics, videos, posters and on websites.

HUMAN RESOURCE MANAGEMENT

As part of its commitment to the use of equitable human resource management practices, Biathlon Yukon will:

- a) Adopt, when possible, work practices such as flex-time, job-sharing and home-based offices
- b) Provide a physically accessible workplace environment.
- c) Ensure a non-smoking environment.
- d) Use non-discriminatory interview techniques.
- e) Provide opportunities for all employees to advance to senior decision-making levels and receive equitable remuneration.
- f) Publicly declare Biathlon Yukon to be an equal opportunity employer and respect and implement the principle of pay equity in relation to salaried and contract employees.
- f) When appropriate, make available access to Employee Assistance counselling.

ONGOING COMMITMENT TO INCLUSION, DIVERSITY AND EQUITY

Biathlon Yukon resolves to continue to incorporate inclusion, diversity, and equity matters in its strategies, coaching, training, actions, and operations; including technical programs, sponsorship, marketing, media and communications.

EVALUATION

Biathlon Yukon will continually monitor and evaluate its inclusion, equity, and diversity progress.

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Policy reviewed and approved: March 18, 2021