



## 1. POLICY STATEMENT

Pickleball Canada values diversity and provides equal opportunity for everyone to fully participate in Pickleball Canada events and activities.

## 2. CONTEXT/BACKGROUND

Pickleball Canada recognizes there may be under-represented groups in the sport of Pickleball, including but not limited to:

- Indigenous people;
- individuals under the age of 30;
- people with disabilities, and
- members of the lesbian, gay, bi-sexual, trans and questioning (LGBTQ) community.

Pickleball Canada through its actions and communication will ensure under-represented groups are welcomed and supported to participate in all Pickleball Canada activities.

## 3. APPLICATION

This policy applies to everyone involved in Pickleball Canada activities, including but not limited to athletes, board members, volunteers, coaches and officials.

## 4. COMING INTO FORCE

TBD

## 5. ROLES/RESPONSIBILITIES

### 5.1 Individuals

Individuals participating in Pickleball Canada events and activities will not solicit or accept sponsorship or support from companies or individuals who discriminate against people based on an individual's gender, gender identity, sexual orientation, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, disability, age, marital or family status.

### 5.2 The Board of Pickleball Canada

The Board of Pickleball Canada will strive to increase opportunities for under-represented groups to participate in Pickleball Canada leadership programs and activities by:

- ensuring that the achievement of equal opportunities is a key consideration when developing, updating or delivering Pickleball Canada programs, policies and initiatives;
- committing to provide equitable funding for women and men and girls and boys to play, coach and officiate;
- incorporating equity principles in all strategies, plans and actions of the organization;
- promoting the sport in its promotional materials in a gender balanced fashion and inclusive of under-represented groups;

seeking to enhance diversity when recruiting for leadership positions within the organization and  
striving for gender equity on its Board and Committees

Pickleball Canada believes that there should be equitable allocation of resources and opportunities for participation, leadership and employment for all without discrimination on the basis of individual's gender, gender identity, sexual orientation, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, disability, age, marital or family status. Pickleball Canada is therefore committed to:

Being an equal opportunity employer;

Providing fair terms of employment including equal pay for work of equal value;

Providing equal opportunities and resources for all athletes

Providing equal opportunities for the certification of coaches and officials,

### **5.3 Working with Children or Youth**

When encouraging or facilitating children or youth under the age of eighteen (18) years to participate in Pickleball, consider whether any special equipment, adaptations to the game or consents may be required for their safe participation in the sport. Special considerations for children and youth to participate are consistent with the rules and guidelines of the International Federation of Pickleball and the National Coaching Certification Program of Canada.

## **5 IMPLEMENTATION**

The Board of Pickleball Canada will raise awareness and promote equity and access among its members through its policy and through communication to its members.

## **6 RESULTS**

Increased participation of under-represented groups in all Pickleball Canada activities.

Date: June 2018