

## INCLUSION, EQUITY AND ACCESSIBILITY POLICY

### Background:

Inclusion, equity and accessibility are fundamental values of the [True Sport principles](#). Sport must not exclude participants based on differences, whether this is gender identity or expression, sexual orientation, race, national or ethnic origin, colour, religion, age, sex, marital status, family status or disability. The Alberta Orienteering Association (AOA) believes that all individuals deserve respectful and inclusive environments for participation that value the individual's gender identity and gender expression. The AOA wants to ensure that all participants have access to programming in which they feel comfortable and safe.

### Policy:

**The AOA will ensure** that all individuals who wish to be involved in the sport of Orienteering in Alberta regardless of age, sexual characteristics, sexual orientation, gender identity or expression, disability, race, ethnicity, family or marital status or religion **have access to a complete range of opportunities within all aspects of the sport**. The principles of access, equity and inclusion are key considerations when developing, delivering or updating programming and projects and are intended to facilitate the participation of all interested persons.

### Specifically AOA:

1. will ensure that all participants at provincial levels have the opportunity to participate, compete, coach, officiate, administer, organize and lead in a fair, and **unbiased environment**.
2. will ensure that all of its publications and promotional materials use gender-neutral language.
3. shall strive to have diversity and gender balance on its board of directors and committees.
4. will actively promote orienteering as a sport for all people.
5. due to many orienteering events occurring on rough terrain, the AOA will ensure that people with disabilities (physical or intellectual) will have access to safe and appropriate range of opportunities within the sport.
6. will provide categories at most competitions which are non-gender based.
7. since more and more Canadian children, youth and adults are choosing to live their lives in the gender that is more congruent to their sense of self, rather than their assigned sex, the AOA will ensure that any participant may take part in **any AOA sanctioned event** in whatever gender they identify. At the provincial level (both recreational and competitive levels), **an individual may participate in their expressed and identified gender category. Individuals are not required to disclose their trans identity or history.**



**Reference:**

[http://www.orienteeing.ca/pdfs/policy/Policy\\_EquityAndAccess.pdf](http://www.orienteeing.ca/pdfs/policy/Policy_EquityAndAccess.pdf)

[https://www.caaws.ca/e/wp-content/uploads/2018/08/CAAWS\\_Position\\_Statement\\_Trans\\_Inclusion\\_in\\_Sport.pdf](https://www.caaws.ca/e/wp-content/uploads/2018/08/CAAWS_Position_Statement_Trans_Inclusion_in_Sport.pdf)

<https://www.canadagames.ca/safe-and-inclusive-sport-canada-games-open-their-arms-every-participant>