

STATEMENT of POLICY and PROCEDURE			
Subject:	Diversity, Equity and Inclusion Policy	Effective:	August 1, 2021
Issue to:	All Members of Weightlifting Canada Haltérophilie	Page:	1 of 2
		Replaces:	N/A
Issued by:	WCH Executive		

Policy Statement

1. Weightlifting Canada Haltérophilie (hereinafter “WCH”) is committed to developing, maintaining, and supporting a culture of inclusion, diversity, equity and in its membership, workforce and in the delivery of its programs.

Purpose

2. Equity is the belief and the practice of treating persons in ways that are fair, equitable and just.
3. WCH is an inclusive organization and welcomes 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 and expression, age, marital status, family, social or economic status or disability.
4. 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. WCH will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organization.
5. WCH will encourage participation in the sport of weightlifting. WCH will ensure that inclusion, diversity, and equity are key considerations when developing, updating or delivering WCH policies and programs.

Application

6. WCH commits to incorporating inclusion, diversity, and equity, and in its operations, activities, and partnerships.
7. As an inclusive, diverse, and equitable organization, WCH will incorporate those values and principles in its strategies, plans and actions, whether they relate to technical programs, operations, business management, sponsorship, marketing, media, or communications.
8. Efforts will be made towards raising the awareness and understanding of the inclusion, diversity, and equity issues among WCH Members, coaches, athletes, officials, staff, committees, board members and in the broader sport community.

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9. WCH will Mmke reasonable accommodations for individuals where doing so would support inclusion, diversity, and equity in the programs and/or operations of WCH.
10. WCH will ensure that its programs and activities welcome the participation of all persons, including persons with a disability, aboriginal persons, and other minority groups.
11. WCH will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization. Furthermore, WCH will pursue opportunities to encourage inclusion and diversity on its board of directors and committees and promote the same with their Provincial Members.
12. WCH will ensure the application and promotion of Canada's Official languages.
13. WCH will solicit or accept sponsorship from companies that knowingly promote and endorse the principles and values of inclusion, diversity, and equity.
14. WCH will work cooperatively with its Provincial Associations, Clubs, competitions organizers, other partner organizations, officials, coaches, athletes, and the broader sport community to raise awareness and understanding of inclusion, diversity, and equity issues, and to promote non-discriminatory practices.
15. This Policy shall be complemented and read in conjunction with the Harassment, Abuse and Bullying Policy, the Code of Conduct and Ethics and other related policies.