

TORONTO BUCCANEERS RFC
EQUITY POLICY



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1. POLICY STATEMENT

TORONTO BUCCANEERS RFC recognizes the importance of affording equity, equal opportunity and fair treatment to all present, past and potential members as well as its young people, staff, volunteers, coaches and managers.

We aim to ensure that all people irrespective of their:

- Age
- Gender
- Ability
- Race
- Religion
- Ethnic Origin
- Creed
- Color
- Nationality
- Social Status
- Sexual Orientation

Will have a genuine and equal opportunity to participate / work in Rugby Union at all levels and in all roles.

That is, as a beginner, participant or performer and as a coach, official referee, volunteer, administrator or spectator.

Our aim is not to disadvantage any individual by imposing any conditions or requirements which cannot be justified.

Failure to comply with any conditions, requirement or policies implemented may result in Disciplinary action being taken.

Advice and training will be offered to all those involved with TORONTO BUCCANEERS RFC.

TYPES OF DISCRIMINATION

There are two types Direct and Indirect.

DIRECT DISCRIMINATION is defined as treating a person less favorably than others are or would be treated in the same or similar circumstances.

INDIRECT DISCRIMINATION occurs when a requirement or condition is applied which, whether intentional or not, adversely affects a considerably larger proportion of people of one race, sex, marital status than another and cannot be justified on grounds other than race, sex or marital status.

2. OBJECTIVES

The TORONTO BUCCANEERS RFC Equity policy has the following objectives:

- Adopt a planned approach to elimination perceived barriers which discriminate against particular groups. This will include widening the traditional approach and include communities currently under-represented in the game or experiencing disadvantage, poverty and health.
- Ensure that no-one playing or wishing to play for or on behalf of Toronto Buccaneers RFC receives less favorable treatment on the grounds outlined in the Policy Statement.
- Give clear guidance to individuals working within Toronto Buccaneers RFC whether they are employed or volunteers, on the commitment to equal opportunities.
- Ensure that all those who participate in Rugby Union, at all levels and in all roles, receive fair and equitable treatment.
- Ensure that the format and content of all competitions regulations and assessments provide equity for all, unless specific situations and conditions properly or reasonably prevent this.

3. IMPLEMENTATION

TORONTO BUCCANEERS RFC will promote equity and equality at all times through:

- Monitoring of practices, procedures and data relating to the operations of competitions, schemes, initiatives and the development of materials.
- Regular reviews of existing rules and regulations to ensure that they are up to date and do not inhibit the participation of people from groups which may suffer discrimination.
- Increasing the collaboration with partner organizations to ensure equity, fair and consistent treatment of everyone.
- Provision of appropriate training for all members of the Committee and other Key Volunteers of Toronto Buccaneers RFC in order to continually raise the awareness of both collective and individual responsibilities, to support their progress within the club and, where appropriate, provide specialized facilities, equipment and individual training.
- In pursuance of this policy, Toronto Buccaneers RFC may take special measures of positive action in favor of any group which is currently under represented in its membership, representative bodies or its workforce.

4. MONITORING

The committee of the TORONTO BUCCANEERS RFC will be responsible for:

- Providing the respective members with data for monitoring the effectiveness of this policy, and for providing information to members about the policy and its implementation and impact.
- Will work with key equity partners and accountable officers within the respective organizations to ensure that all programs and initiatives are inclusive.
- Continuously monitor and review the selection criteria and procedures in relation to participation and employment to ensure individuals are selected and treated solely on the basis of the skills and abilities appropriate to the position applied for.
- Work with and alongside key equity partners and accountable officers within the respective organizations to ensure that all programs and initiatives are inclusive.

5. EXEMPTIONS

Toronto Buccaneers RFC reserves the right to limit competitions / training sessions / games to persons of specific age, gender or disability where this is necessary to ensure equitable, safety and equal competition.

6. RESPONSIBILITIES

TORONTO BUCCANEERS RFC expects all those acting on behalf of the club to adhere to this policy.

In pursuance of this policy TORONTO BUCCANEERS RFC reserve the right to discipline any of its members, volunteers and employees who practice any form of discrimination on the grounds of:

- Ability
- Age
- Creed
- Color
- Disability
- Ethnic Origin
- Gender
- Nationality
- Race
- Religion
- Sexual Orientation
- Social Status

If you have a concern that any part of this policy has been contravened please contact a member of the Toronto Buccaneers RFC committee.