

Title:	Inclusion Policy	Issued Date:	06-21-2018
Policy No:	TO-HR-005	Effective Date:	06-21-2018
Approved By:	Board of Directors	Revision / Replaces:	v2018.1

Definitions

1. **Member** – all categories of membership defined in the TO bylaws.
2. **Under-represented populations of Ontario** – women and girls, children in low income families, Indigenous people, people with disabilities, older Ontarians, newcomers to Canada and members of the Lesbian, Gay, Bisexual, Trans and Queer (LGBTQ) communities.

Purpose

As the recognized Provincial Sport Organization (PSO) governing the sport and martial art of Taekwondo in the province of Ontario, Taekwondo Ontario (TO) is committed to access and inclusion in all programs and services, regardless of age, gender, race, language, sexual orientation, disability, geography, or economic circumstances.

The purpose of this policy is to identify TO's commitment to access and inclusion in all programs and services across the organization.

Scope

This policy applies to all TO members as defined above.

Responsibility

1. The President or designate is responsible for updating and maintaining the policy.
2. The Board of Directors is responsible for providing feedback and approving the policy.
3. All members are responsible for adhering to the Inclusion Policy.

Policy

1. The policy of the TO is to respect the rights, dignity, and work of every person and to treat everyone equally regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
2. TO will support inclusion, access and fair opportunities for all participants, including the under-represented populations of Ontario.
3. TO will ensure that the concerns and needs of its members are identified, promoted, and supported. The achievement of equal opportunity is a key consideration when developing, updating or delivering programs and services.



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4. TO is committed to opposing discriminatory behavior and promoting equity of opportunity.
5. TO is committed to its members having the right to enjoy their sport in an environment free from threat of intimidation, harassment and/or abuse.
6. TO will deal with all incidences of discriminatory behavior in accordance with the TO Discrimination, Harassment & Abuse Policy.

Policy Review

This policy will be maintained by the President or designate and reviewed and approved by the Board of Directors at minimum every two years.