



# Equity, Access and Eliminating Discrimination Policy

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## 1. GOAL

- 1.1 Cycling Canada (CC) is committed to providing opportunities for every Participant in the sport of cycling to realize personal excellence. CC strives to involve Canadians from all segments of society in quality cycling programs at all levels and in all forms of participation. CC is committed to providing a sport environment that provides fair and equitable opportunities and that treats all Participants with dignity and respect.

## 2. PRINCIPLES

- 2.1 CC is committed to promoting accessible and available cycling to all persons in Canada. CC will take necessary initiatives to encourage full participation in the sport of cycling. CC will ensure that Equity, diversity and inclusion are key considerations when developing, updating and delivering CC Policies and CC programs. 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. CC will take a leadership position by making a clear commitment to full and equitable participation in all levels of the organizations.
- 2.2 Participants and Staff have the right to participate and work in an environment that promotes equal opportunities and prohibits Discriminatory practices. Any individual who participates in CC business, activities or events will adhere to the CC Code of Conduct and all other CC Policies.

## 3. FIELD OF APPLICATION

- 3.1 This CC Policy shall apply to all Participants, Staff, and other recognized individuals involved in CC activities or those of its Members.
- 3.2 All complaints will be addressed in accordance with CC's Complaint and Discipline Policy. The process available under CC's Complaint and Discipline Policy may vary depending on whether the person is designated as a UCCMS Participant or not (as defined in CC's Complaint and Discipline Policy).

## 4. DEFINITIONS

- 4.1 **Discrimination:** Discrimination means behaviours, policies and/or practices that contribute to differential, inequitable, adverse or otherwise inappropriate treatment of or impact on an individual or a class of individuals based on one or more prohibited grounds. Prohibited grounds

include: race, national or ethnic origin, colour, Indigeneity, religion, age, sex, sexual orientation, gender identity or expression, pregnancy, marital status, family status, language, genetic characteristics or disability, and analogous grounds. Behaviour, policies, and/or practices specifically benefitting members of marginalized groups shall not be considered Discrimination. Discrimination does not include behaviour, policies and/or practices rationally connected to legitimate sport objectives with the honest and good faith belief that they are reasonably necessary to accomplish the relevant objectives, provided that accommodation of the needs of an individual or a class of individuals affected would impose undue hardship on the Participant and/or CC that would have to accommodate those needs, considering health, safety, cost, and legitimate sport objectives. Discrimination does not require an intent to cause harm.

- 4.2 **Equity:** Equity is the belief and the practice of treating persons in ways that are fair and just, regardless of their gender, gender expression, gender identity, race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, language, sexual orientation, disability, age, marital status or family status.
- 4.3 **Maltreatment:** has the meaning given in the University Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS), and includes specific acts or omissions that result in harm or has the potential for physical or psychological harm.
- 4.4 **Members:** the Members of CC are the provincial and territorial associations recognized by the Board which have met the prescribed financial and administrative obligations, as indicated in the CC By-laws.
- 4.5 **Participants:** A Participant is any individual, in good standing with a Member, who participates in any one of the cycling sports, or who acts as a coach, official, volunteer, support personnel, or committee member with CC or with a Member.<sup>1</sup>
- 4.6 **Staff:** An individual recognized by CC operating in a full-time, part-time, term, or contractual capacity. For the purpose of this CC Policy, the term “Staff” shall also include volunteers.

## 5. POLICY STATEMENT

- 5.1 CC will strive to raise the awareness and understanding of the Equity, diversity, inclusion and access issues among Participants, Members, clubs, coaches, athletes and officials in the broader cycling community. CC is committed to providing a sport and work environment that is safe, welcoming, inclusive and respectful. CC has a zero-tolerance stance on Discrimination and all other forms of Maltreatment.

## 6. PROVISIONS

### 6.1 Equity and Access

- 6.1.1 CC will strive to provide all Members and Participants with a full and equitable range of opportunities within which to participate in cycling. CC will initiate, develop and implement programs targeted at increasing access and the participation of under-represented populations in cycling. This will include, but not be limited to, programs

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<sup>1</sup> Note: This CC Policy uses the definition of “Participant” from CC’s By-laws, which varies from the UCCMS.

targeted for new Canadians, persons with a disability, Indigenous Canadians and other identified underrepresented groups.

- 6.1.2 As applicable, CC's Board of Directors and Staff will consider, support and promote Equity, diversity, inclusion and access when setting CC Policies, CC By-laws, reviewing existing CC programs, creating new CC programs, and when making hiring decisions, conducting reviews.

## 6.2 **Eliminating Maltreatment and Discrimination**

- 6.2.1 Any allegations of Maltreatment or Discrimination arising during competition may be dealt with immediately by Staff. In such instances, disciplinary sanctions will be for the duration of the event only. Further sanctions may be applied but only after a review of the matter in accordance with applicable CC Policies.

- 6.2.2 Any person may report an incident or make a complaint according to the [CC Complaints & Discipline Policy or CC Safe Sport Policy](#).

## 7. **REVIEW AND APPROVAL**

- 7.1 Original policy development leads: Greg Mathieu, Kevin Baldwin, and Bill Kinash.
- 7.2 Current policy development leads: Denise Ramsden, Louizandre Dauphin, Lara Check, Mathieu Boucher and Matthew Jeffries