



Policy Name: Inclusion		Date of Approval: Nov 4, 2023		Effective Date: Nov 4, 2023	
Approved by: Board of Directors		Prepared by: Risk & Safety Committee		Replaces Previous Versions: March 17, 2028	
Review Cycle: Biennial					
Responsible: Board of Directors-Risk & Safety		Accountable: Board of Directors		Consulted: Board of Directors	
				Informed: HNO Members	

Preamble

Hockey Northwestern Ontario (HNO) is committed to ensuring that inclusion and access is incorporated across all aspects of its activities. In doing so, it acknowledges and adopts the following foundation principle from the Canadian Sport Policy: Sport is based on equity and access. Sport is welcoming and inclusive, offering an opportunity to participate without regard to age, gender, race, language, sexual orientation, disability, geography, or economic circumstances. Participants have access to affordable sport opportunities that are appropriate to the level of activity chosen and provide opportunities for personal achievement.

Purpose

This policy establishes HNO's commitment to inclusion and access in all of its activities and outlines the actions to be taken in the event of violation of this policy.

Policy

1. Supports inclusion and access for underrepresented groups that have been identified by Sport Canada such as Women, Aboriginals and People with Disabilities.
2. Respects the rights, dignity and worth of every person and will treat everyone equally within the context of their role (player, coach, official and volunteer), regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
3. Ensures that the achievement of equal opportunities is a key consideration when developing, updating or delivering HNO programs, policies and projects.
4. Ensures that the concerns and needs of all people (including underrepresented groups) are identified, promoted and supported.
5. Ensures that its governance structure encourages and promotes the full and equal participation of all people.
6. Is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
7. Is committed to everyone having a responsibility to oppose discriminatory behaviour and promote equality of opportunity.

8. Is committed to education of Gender and Identity Expression by having all executive, coaches, and bench staff complete an online training course prior to being registered to a team.

9. Deals with any incidence of discriminatory behaviour according to the Codes of Conduct Policy, Harassment, Bullying and Abuse Policy and Discipline Policy.

References

HNO Codes of Conduct

HNO Harassment, Bullying

and Abuse Policy HNO

Discipline Policy

HNO Suspension Policy