



CATEGORY: 1.0 GOVERNANCE & STRATEGIC DIRECTION POLICIES			
SECTION: 1.9 General Policies			
POLICY: 1.9.5 Equity Policy	APPROVED: June'95	REVISED: Sept'97, July'01, Feb'05, May'12 July '19	PAGES: 1

POLICY:

1. The purpose of this Policy is to achieve equity in the administration, policies, programs and activities of the CPC.

The CPC is committed to the principles of equity, where equity is defined as the belief and practice of fair and just treatment of all individuals regardless of age, ancestry, citizenship, color, religion, disability, ethnic origin, gender expression, gender identity, marital/family status, place of origin, political opinion, race, receipt of public assistance, , record of offenses, sex, or sexual orientation.

2. CPC has as its mandate to promote the Paralympic Movement to the fullest by providing professional management of Canada's Paralympic Teams and by assuming a leadership role in the sport community both domestically and internationally. In fulfilling this mandate, the CPC incorporates the principles of equity in all its activities.
3. CPC's Equity Policy applies to all aspects of the CPC including, but not limited to, employment, operations, services and programs of the CPC.
4. CPC provides opportunities to individuals within its activities and programs on the basis of their skills, knowledge and abilities. The CPC ensures individuals are neither disadvantaged nor denied access on the basis of a prohibited ground pursuant to human rights legislation.
5. CPC includes equity principals and practices as part of its Team Selection process. The CPC establishes selection criteria and standards that are fair and just to all.
6. The CPC assesses its current policies and procedures for their impact on equity and amend such policies and procedures where necessary to reflect the principles of equity adopted by the CPC.



PROCEDURES:

As part of its commitment to the use of equitable practices CPC will review the following checklist during all its operational functions:

1. adopt, where possible, family-friendly work practices such as flex-time and telecommuting;
2. provide a physically accessible workplace environment;
3. ensure a non-smoking environment;
4. ensure a scent free environment;
5. enforce its Discrimination or Harassment Policy;
6. use non-discriminatory language in all official communications, correspondence and other written material;
7. visually depict both gender identities and persons with disabilities represented by the CPC membership on all official communication, correspondence and other written and graphic materials, whenever possible;
8. use non-discriminatory interview techniques;
9. adopt a pay scale reflecting equal pay for work of equal value for its employees; and
10. where appropriate, makes available access to employee assistance counselling.