

KRA ACCESSIBILITY POLICY

Definitions

1. The following terms apply to this Policy:

- a) “*Individuals*” – All categories of membership defined in the Kingston Ringette Bylaws, as well as all individuals employed by, or engaged in activities with, Kingston Ringette including, but not limited to, athletes, coaches, convenors, referees, officials, volunteers, managers, administrators, committee members, directors and officers of Kingston Ringette.
- b) *Under-Represented Groups* – Under-Represented Groups include women, children in low income families, Indigenous people, people with disabilities, newcomers to Canada, and members of the LGBTQ community.

Purpose

2. Kingston Ringette is committed to encouraging inclusion, equity and access in its administration, policies, programs, and activities. The purpose of this Policy is to ensure that Kingston Ringette provides individuals with a full and equitable range of opportunities to participate and lead as part of the organization.

Procedures

3. Kingston Ringette will enhance the quality of, and increase the level of participation in, Kingston Ringette’s leadership and programs by:
- a) Supporting inclusion, equity, and access for Under-Represented Groups;
 - b) Ensuring that the achievement of equitable opportunities is a key consideration when developing, updating, or delivering Kingston Ringette’s programs and policies;
 - c) Ensuring that individuals from Under-Represented Groups have no barriers to participation in Ringette Ontario’s programs; and
 - d) Dealing with any incidence of discriminatory behaviour according to Kingston Ringette’s *Code of Conduct and Ethics*.

Decision-Making

4. Kingston Ringette will encourage a balanced representation by Under-Represented Groups on its Board and on all Standing and Ad hoc committees.

Communications

5. Kingston Ringette will ensure that Under-Represented Groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is considered in all communications.

Policy updated March 2022.