



LUGE CANADA POLICY

Equity, Diversity and Inclusion Policy

Department	Human Resources	Section	Code of Conduct
Effective Date	March 20, 2025		
Version	1	Replaces	Sport Equity & Access Policy
Approved			

A. PURPOSE

This Equity, Diversity and Inclusion Policy (the “**Policy**”) is intended to update the approach of the Association to achieving and maintaining equity, diversity and inclusion on the Association’s Board of Directors (“**Board**”), in its staff, volunteers, contractors and in the organization in general. This Policy is to be read in conjunction with, and not in priority to, Luge Canada maintaining merit based considerations in the operation of the organization.

The Association believes in treating all people with respect and dignity, and is committed to ensuring that its mission and operations are inclusive and accessible to all. Under this Policy, every person has a right to equitable treatment regardless of race, ethnicity, ancestry, place of origin, citizenship or immigration status, age, ability, gender, sexual orientation, sex, gender identity, class, socio-economic status, official language of Canada spoken, religion, education, marital status and values. The Association values diversity, promotes inclusion and opposes discrimination in any form.

B. APPLICATION

This Policy applies to the Association’s Board, staff, volunteers, contractors and the operation of the organization in general.

C. OBJECTIVE AND POLICY

1. Objective

The objectives of this Policy are to recognize the value of diversity of membership amongst the Association's Board, staff, volunteers and contractors and to promote equitable and inclusive opportunities in diverse communities.

2. Policy

General

- The Association will work toward ensuring that staff, volunteers, contractors and members of the Board reflect the diversity of Canada while providing them with appropriate training and education in anti-racism and equity.
- All operations and services will strive to be sensitive, responsive and relevant to cultural and ethno-racial diversity.
- Communications will strive to present culturally appropriate, positive and balanced portrayals of diversity.
- The Association will not tolerate discriminatory or racist behaviour and, wherever possible, strive to eliminate systemic barriers to full participation, ensure equitable opportunities, and promote positive attitudinal change.

Board of Directors

The Board will assume responsibility for:

- creating an environment that is supportive, accessible, welcoming, safe and free of stigma, harassment and discrimination for all stakeholders;
- monitoring operations and services to ensure they are equitable, inclusive, respectful and culturally appropriate, along with re-examining current approaches and responding to the changing needs of diverse communities;
- cultivating a community of the Association (i.e. members, supporters and volunteers) that is reflective of diversity in the community at large;

- reviewing the Association's vision, mission and core values to ensure consistency with this Policy;
- soliciting input from diverse viewpoints within the Association and in the community in general;
- recommending and conducting appropriate training and education for staff, volunteers, officials and Board members; and
- developing diversity plans and activities that can be integrated into existing program plans and will support sustainable change.

Governance

- The Board will strive to ensure that its composition reflects the diversity of the community it serves and direct recruitment efforts accordingly.
- The Board will take a leadership role in upholding the principles contained in this Policy and remaining informed on issues as they relate to anti-racism and equity.
- The Board will be accountable to its stakeholders for upholding the intent, spirit and purpose of this Policy through annual reports and other appropriate forums.

Staff, Volunteers, Officials and Contractors

- The Association will promote fairness, transparency and equity in employment at all levels of the organization and provide consistent opportunities for retention, promotion and mentoring.
- The Association will work towards ensuring that its staff, volunteers, officials and contractors do not ignore racial, ethnic, cultural, linguistic and gender diversity in Canada.
- Employment and volunteer opportunities will be advertised internally within the Association in an effort to promote diversity at all levels of the organization.
- Advertisements for employment or volunteer opportunities will also include postings on diverse job sites.

- Hiring decisions will be made by individuals or groups who understand the concerns of anti-racism, diversity and equity to ensure that all qualified individuals have equal access to employment.
- Staff can be provided with training in anti-racism, diversity and equity.
- Volunteers and officials can be recommended to complete training in anti-racism, diversity and equity.
- The Association will include in its recruitment volunteers from diverse racial, cultural and linguistic communities.
- The efforts of all staff, volunteers and officials to promote anti-racism and equity will be recognized, appreciated and validated.

Operations and Services

- This Policy will form part of the operations and services of the Association.
- Operations and services will be developed and implemented without discrimination and prejudice, providing our best efforts to accommodate the specific needs of diverse groups within our community.
- The Association will share knowledge, skills and resources with other organizations as part of an ongoing learning process to promote diversity and improve equity-based initiatives.

Communication

- The Association will develop internal and external communications that are inclusive and reflective of diversity.
- Regular efforts will be made to conduct outreach to diverse communities using culturally relevant and accessible communication materials.
- Wherever possible, efforts will be made to ensure that any physical environment of the Association is inviting and accessible to persons from diverse communities.

D. Implications for Competition

In the interest of applying this policy to regulations for Luge Canada competitions, Luge Canada will mandate the following requirements pertaining to gender identity.

Data Collection

- All personal information and data relating to an individual and collected for the purpose of a competition must be treated as confidential in accordance with data collection and privacy laws. Such information will not be used for any other purpose.
- Personal information collected from and shared about participants must be relevant to their participation in the competition.

Domestic/International Competition

- Individuals participating in Luge Canada domestic competitions must compete in the gender in which they are eligible to represent Canada internationally under the FIL Statutes and Regulations and the FIL International Luge Regulations.

E. COMPLIANCE WITH LAW

To the extent any provision in this Policy conflicts with the Association's constating documents or applicable law, such provision in the constating documents or applicable law, as the case may be, will govern. This Policy is not intended to give rise to civil liability on the part of the Association or its directors or officers to members, customers, suppliers, competitors, employees, stakeholders or other persons or to any other liability whatsoever on their part.

F. REVIEW

This Policy will be reviewed annually by the Board to confirm whether the Policy should be updated or, if no changes are required, the Policy will be affirmed by the Board.

G. ADOPTION

The Association adopted this Policy by way of resolution of its Board at its meeting on March 20, 2025.