



<b>Title</b> <b>Inclusion Policy</b>	<b>Effective Date</b> <b>September 18<sup>th</sup>, 2021</b>	<b>Page</b> <b>1 of 2</b>
<b>Policy Number</b> <b>HR23</b>	<b>Updates and Replaces</b> <b>March 10<sup>th</sup>, 2018</b>	
	<b>Next Review Date</b> <b>September 2024</b>	

**POLICY STATEMENT**

This policy applies to all employees of the Ontario Tennis Association (OTA), as well as to all directors, officers, consultants, volunteers, coaches, athletes, and officials associated with specific OTA activities (collectively referred to in this policy as “members” of the OTA).

The purpose of this policy is to clearly identify the OTA’s commitment to inclusion and access in all programs, services, and operations. Actions to be taken in the event of violation of this policy are addressed in the Complaint Procedure section of the Abuse & Harassment Policy (HR1).

The Ontario Tennis Association (OTA) is committed to ensuring that inclusion and access is incorporated across all activities of the organization. As the Provincial Sport Organization, the OTA will work with members to develop programs and services for its participants in accordance with existing Human Rights Legislation.

***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.***

**DEFINITIONS**

1. **“Members”** refers to all employees of the Ontario Tennis Association (OTA), as well as to all directors, officers, consultants, volunteers, coaches, athletes, and officials associated with specific OTA activities.
2. **“Under-represented populations of Ontario”** includes women and girls, children in low income families, Indigenous people, people with disabilities, older Ontarians, newcomers to Canada and members of the Lesbian, Gay, Bisexual, Trans, Queer and two-spirited (LGBTQ2+) communities.

**POLICY**

1. The policy of the Ontario Tennis Association is to respect the rights, dignity, and work of every person and to treat everyone equitably regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
2. The Ontario Tennis Association will support inclusion, access and fair opportunities for all participants, including the under-represented populations of Ontario.



**ONTARIO TENNIS  
ASSOCIATION**

**GENERAL  
POLICIES & PROCEDURES**

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3. The Ontario Tennis Association will ensure that the concerns and needs of its members are identified, promoted, and supported. The achievement of equal opportunity is a key consideration when developing, updating or delivering programs and services. The OTA is committed to opposing discriminatory behavior and promoting equal opportunity.
4. The OTA will ensure that its governance structure encourages and promotes full and equal participation and access.
5. The OTA is committed to its members having the right to enjoy their sport in an environment free from threat of intimidation, harassment and/or abuse.
6. The OTA will deal with any and all incidences of discriminatory behavior according to the Complaint Procedure section of the Abuse & Harassment Policy (HR1).

**REFERENCE POLICIES**

HR1 - Abuse and Harassment

**RESOURCES**

Charter of Rights and Freedoms

Ontario Human Rights Code

Ministry of Heritage, Sport, Tourism and Culture Industries – Sport Recognition Policy

**APPROVALS**

Chair of the Board		Date:
on behalf of the Board of Directors		Date: