



ORIENTEERING
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Equity, Diversity, Inclusion and Accessibility Policy

Equity, Diversity, Inclusion and Accessibility Policy

Adopted by the OANS Board of Directors 14 March 2022

The Orienteering Association of Nova Scotia is committed to ensuring that all its members and other interested parties will have equal access to opportunities within all aspects of the sport, regardless of race, ancestry, colour, spiritual belief, place of origin, visible or invisible physical or mental ability, sexual orientation, gender expression or identity and/or age. We recognize that many of these identities intersect and that therefore, equity, diversity and inclusion can be complex. We value the contributions that each person brings, and are committed to ensuring full and equal participation for all in our community.

Specifically the OANS:

1. Will ensure that participants at all levels have equal opportunity to participate, compete, coach, officiate, administer, organize and lead in a fair, and an unbiased environment.
2. Will ensure that all of its publications and promotional materials use gender-neutral language.
3. Shall strive to have diverse representation on its board of directors and committees.
4. Will actively promote orienteering as a sport for all people, taking strong and clear initiatives to encourage participation at all levels of the sport.
5. Shall encourage all affiliated Clubs to ensure equal opportunities for all.
6. Will ensure all directors, officers and employees act in accordance with the equity and accessibility policy.
7. Will ensure representatives at external meetings act in accordance with the principles of equity as set out in this policy. OANS shall strive to have diverse representation on its delegations to external forums and conferences.
8. Shall play a positive role in raising awareness and understanding of equity, diversity, inclusion and accessibility among its members.
9. Shall ensure that principles of equity, diversity, inclusion and accessibility are followed when developing, updating or delivering OANS programs, policies and materials.
10. Shall evaluate the disbursement of funds to ensure accordance with the principles of equity as set out in this policy.