

Saint John Track & Field Club Inc.

POLICY STATEMENT 6.0: Inclusion & Equity

6.1 Definition:

Inclusion and Equity is the principle and practice of fair and equitable allocation of resources and opportunities to both females and males.

6.2 Policy:

Saint John Track & Field Club (SJTC) supports the principle and practice of providing fair and equitable allocation of resources and opportunities for participation, leadership and promotion in the sport of track & field, cross-country running, road racing and race walking without discrimination.

6.3 Procedure / Gender Issues:

- a) All programs are open to both male and female.
- b) SJTC is an equal opportunity employer and provides fair terms of employment, including pay equity for work of equal value.
- c) The SJTC Board of Directors is structured to reflect equity and encourages gender representation on all policy and decision-making committees.
- d) SJTC provides equal opportunities for the certification of both male and female coaches and officials.
- e) SJTC makes a conscientious effort to use gender neutral language in all of its documents and publications and achieve a balance of male and female images in publications and promotional materials.

6.4 Age and Cultural Issues:

- a) Youth programs provide opportunities to youth of various backgrounds.
- b) Competitions are organized for all age groups – Youth and Juniors in age categories of under 12, 14, 16 and 19 are offered and in addition to open events; age categories are also offered at ages 35+, 40+, 45+, 50+ and 55+ in various events throughout the province.

6.5 Ability Difference:

- a) At the recreational end, even programs involving instruction, local competitions etc. are structured for inclusion of all ability levels. Clinics are provided for both novice and advanced athletes. Competitions are for beginners through to “upper level” competitive players.

Adopted, BoD; March 20, 2014