



Policy Title: Accessibility Policy	Policy No: 5.9
Approved: November 11, 2004 Date of last review: July, 2012	Pages: 2

1. OBJECTIVE

- 1.1 To provide persons with disability and aboriginal people with opportunities within which to participate in the activities of Synchro Canada (SC).

2. FIELD OF APPLICATION

- 2.1 This policy applies to all employees, directors, volunteers, coaches, athletes, officials and members of SC while engaged in the activities of the organization.

3. DEFINITIONS

- 3.1 Persons with Disability:** Includes persons with physical or mental disability.
- 3.2 Aboriginal People:** Includes all persons of Canadian first nations.

4. PRINCIPLES

- 4.1 SC believes that the achievement of equal opportunities is a key consideration when developing, updating, or delivering SC policies, programs and projects, and that the concerns and needs of aboriginal persons and persons with disability are identified, promoted and supported.
- 4.2 SC believes that its governance structure should encourage and promote opportunities for aboriginal persons and persons with disability as athletes, volunteers and officials.

5. POLICY STATEMENT

- 5.1 SC is committed to promoting inclusion of aboriginals persons and persons with disability as athletes, coaches and volunteers, and recognizes the importance of measuring all of its activities against the values of equity and fairness

6. PROVISIONS

- 6.1 SC will encourage and advocate for aboriginal persons and persons with disability to participate as fully as possible as athletes, coaches and volunteers, with due consideration being given to meeting the criteria for qualification and safety at high performance competitions.
- 6.2 The training/coaching needs of aboriginal persons and persons with disability will be defined and incorporated within the SC's documented plans and priorities.
- 6.3 The leadership of SC will encourage and advocate representation from aboriginal persons and persons with physical disability within the Committees and Board of Directors.
- 6.4 SC will encourage aboriginal persons and persons with disability to act as role models for young participants, believing it is essential that they be viewed as participants in synchronized swimming.
- 6.5 SC will focus promotional efforts on portraying the sport without bias to aboriginal persons and persons of disability, reflecting their positive involvement in synchronized swimming.
- 6.6 In dealing with external organizations at international and domestic levels, SC will advocate and lobby to enhance opportunities for aboriginal persons and persons with disability to emerge as leaders and participants.

7. REVIEW AND APPROVAL

- 7.1 The Synchro Canada Board of Directors and CEO shall review this policy biennially.
- 7.2 Original Policy Lead: