

ONTARIO COUNCIL OF SHOOTERS (OCS)

INCLUSION POLICY

PREAMBLE

The Ontario Council of Shooters is committed to ensuring that inclusion and access is incorporated across all activities of the Ontario Council of Shooters and Member Organizations. As the Provincial Sport Organization, we will work with Member Organizations to develop programs and services in sport shooting in accordance with 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

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 and Queer (LGBTQ) communities.

Provincial Sport Organization (PSO) – Ontario Council of Shooters

Member Organizations (MO) – Maple Leaf International Muzzle Loading Association, ONTarget- Rifle and Pistol Alliance, Ontario Olympic Trapshooting Association, Ontario Provincial Trapshooting Association, Ontario Rifle Association, and Ontario Skeet Shooting Association.

PURPOSE

The purpose of this policy clearly identifies the Ontario Council of Shooters' 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 participant specific Code of Conduct Policies.

POLICY

1. The policy of the Ontario Council of Shooters is to respect the rights, dignity, and work of every person and will treat everyone equally regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.

2. The Ontario Council of Shooters will support inclusion and access for all participants that include population sectors that are identified by Sport Canada and Ontario as under-represented populations.
3. The Ontario Council of Shooters will ensure that the concerns and needs of all people are identified, promoted, and supported. The achievement of equal opportunity is a key consideration when developing, updating or delivering programs and services. The Ontario Council of Shooters is committed to everyone having a responsibility to oppose discriminatory behaviour and promote equity of opportunity.
4. The Ontario Council of Shooters will ensure that its governance structure encourages and promotes the full and equal participation and access.
5. The Ontario Council of Shooters is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment, an abuse.
6. The Ontario Council of Shooters will deal with any and all incidences of discriminatory behaviour according to the participant specific Code of Conduct.

RESOURCES

Canadian Sport Policy <http://canadiansportforlife.ca/resources/canadian-sport-policy>
Charter of Rights and Freedoms
Ontario Human Rights Code
Ministry of Tourism, Culture and Sport – Sports Recognition Policy

Approved by the Ontario Council of Shooters' Board of Directors and representatives of each Member Organization July 20, 2020