

**FIELD HOCKEY ONTARIO**

Box# 80030
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tel: 1 (877) 605-0855
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DIVERSITY AND INCLUSION POLICY

Purpose

1. The purpose of this policy is to state the commitment of Field Hockey Ontario (FHO) to providing equal opportunities and working environments free of discrimination to all individuals.
2. This policy aids in identifying strategies that will help to promote equity and diversity within our organization and our sphere of influence, but is not an exhaustive list, and as such, FHO is committed to ensuring all practices are inclusive and free of discrimination.

Definition

3. FHO prohibits any treatment which has a discriminatory effect on any person based on any of the following prohibited grounds; sexual identification, race, ethnic origin, class, age, family status, marital status, sexual orientation, religion, or disability. In addition to the rights ensured by this policy, applicants and employees have a legal right to equal opportunities at work. Discrimination is prohibited by several pieces of legislation, including the Canadian Human Rights Act and provincial human rights acts.

Application

4. This policy applies to all FHO board members, members of staff, committee members, working groups, and any contractors or volunteers acting on behalf of FHO.

Accountability

5. FHO will equitably allocate resources and provide opportunities for participation, leadership, and employment for both males and females without discrimination on the grounds of sexual identification, race, ethnic origin, class, age, family status, sexual orientation, religion, or disability.
6. FHO will ensure that gender is portrayed equitably in promotional materials and official publications, that ethnic minority groups are represented and that appropriate language is used in all communications.
7. FHO will ensure that its programs and activities welcome the participation of all persons, including persons with a disability, Indigenous persons and other minority groups.
8. FHO will recruit and manage on the basis of an individual's competence, qualification and performance.
9. FHO will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization.
10. FHO will pursue opportunities to encourage gender balance on its Board of Directors and committees.
11. FHO will not solicit or accept sponsorship from companies which knowingly discriminate or undermine the values of FHO.





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12. FHO will work cooperatively with our Clubs, other partner organizations, officials, coaches, athletes and the broader sport community to raise awareness and understanding of equity and diversity issues, and to promote inclusive practices.
13. FHO will conduct regular equity and diversity audits to evaluate FHO's organizational culture and maintain effective implementation of this policy.

