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## DIVERSITY AND INCLUSION POLICY

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Equity refers to the belief and practice of fair and equitable treatment for all individuals and equal access to opportunities. Horse Council BC believes in and promotes, through its programs, the concepts of equal opportunity and fairness. To be equitable means to be fair, and to appear to be fair.

Equity does not necessarily mean that every person must be treated exactly the same and it does not require that everyone participate in the same activities. In order to be treated fairly, people may need to be treated differently, including having activities of their own choice provided and administered in a fair and unbiased environment.

Horse Council BC is committed to providing an environment free from discrimination based on a person's race, colour, ancestry, place of origin, political belief, religion, marital status, family status, sexual orientation, physical or mental disability, age or gender.

Discriminatory practices prevent the full participation of all. Horse Council BC's commitment is to ensure that opportunities, resources, services and power are equally accessible to all.

Horse Council BC is committed to equal opportunity in employment and all employment related decisions. Horse Council BC respects the principles of pay equity in relation to paid employees, thereby having equal pay for equal work by any gender.

Horse Council BC shall strive to:

1. Have any gender represented on its board of directors and on committees.
2. Supports equity and access for underrepresented groups that have been identified by Sport Canada such as Women, Aboriginals and People with Disabilities.
3. Respect the rights, dignity and worth of every person and will treat everyone equally within the context of their role (player, coach, official and volunteer), regardless of age, ability, gender, race, ethnicity, religious belief, sexuality or social/economic status.
4. Is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse. Everyone has a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
5. Manage any incidence of discriminatory behaviour according to the Code of Conduct
6. HCBC will conform with all federal and provincial statues regarding equity and access

