



TAEKWONDO CANADA

Policy

Gender Equity & Inclusion

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Revision History

Approved/Reviewed/ Revised/Rescinded	Date	Comments
Initial Policy Approval	TBA	

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SCOPE

1.1 This Policy applies to all Individuals and across all programming.

POLICY

2.1 Taekwondo Canada (the Association) is committed to the achievement of gender equity and recognizes the importance of measuring all activities against the values of equity and access.

2.2 The Association is committed to the equitable allocation of financial resources and provision of services for all participants as outlined in the organization's corporate priorities and official plan. Where it is deemed necessary to address undesirable or inequitable balances, the allocation of financial resources and provision of services to females will be prioritized.

2.3 The Association will provide equitable opportunities to participate and compete for all participants.

2.4 The programming needs of all participants will be defined and incorporated within the Association's strategic plan. Where it is deemed necessary to address undesirable or inequitable balances, programming which targets the needs of females will be prioritized.

2.5 The leadership of the Association will include a mix of genders at the Board and operations level, as well as on all committees.

2.6 The Association will undertake promotional efforts to portray the sport without gender bias, reflecting the positive influence of all genders at all levels and all roles. Gender-neutral language shall be used in all communications.

2.7 At both the domestic and international levels, the Association will advocate and enhance opportunities for gender parity across referees, coaches, volunteers, and participants.

2.8 The Association recognizes that competition at the National level and higher must be in accordance with World Taekwondo regulations with respect to sex and gender

2.9 General objectives for the Association have been developed for the categories of opportunity, leadership, promotion, resources and advocacy.

2.10 The Association is committed to addressing systemic barriers related to gender equity.

2.11 The Association recognizes that competition at the National level and higher must be in accordance with World Taekwondo regulations with respect to sex and gender.

2.12 Enforcement and non-retaliation

Enforcement

Any member who has been found to have violated this policy by threatening to withhold athletic opportunity or harassing any Taekwondo athlete based on their gender identity may be subject to disciplinary action, pursuant to the Disciplinary Policy.

Retaliation

Retaliation is specifically forbidden against anyone who complains about discrimination based on gender identity or expression, and this action may be subject to disciplinary action, pursuant to the Disciplinary Policy

REFERENCES AND RELATED DOCUMENTS

3.1 Applicable Provincial Human Rights Legislation

3.2 Taekwondo Canada Workplace Harassment and Human Rights Policy

3.3 Taekwondo Canada Complaints Policy