TAEKWONDO CANADA

Policy

Diversity, Equity and Inclusion

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Revision History

Approved/Reviewed/ Revised/Rescinded	Date	Comments
Approved	November 15, 2026	

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This is a Pan-Canadian Policy.
A Pan Canadian policy is a Taekwondo Canada policy that a Provincial/Territorial Association may choose to adopt, in whole or part, as its own policy.

DEFINITIONS

1. The following terms have these meanings in this policy:
   a) "*DEI*" means Diversity, Equity and Inclusion;
   b) *"Diversity"* – the presence and integration of a variety of individuals with different personal characteristics, particularly Equity-Deserving Groups, in a group or organization;
   c) "Equity" – fairness afforded to individuals with diverse and/or unique personal characteristics;
   d) *"Equity-Deserving Groups"* – Equity-Deserving Groups may include women, children in low-income families, Indigenous people, seniors, people with disabilities, newcomers to Canada, and members of the LGBTQI2S community;
   e) *"Independent Third Party"* – the entity retained by Taekwondo Canada to deal with matters under the UCCMS;
   f) *"Inclusion"* – acceptance of individuals with diverse and/or unique personal characteristics into a group or organization regardless of those characteristics, where people feel welcome, safe and included;
   g) *"Individuals"* – refers to all categories of members and/or registrants defined in the Bylaws of Taekwondo Canada and in the Bylaws of a Provincial/Territorial Association, as applicable, and includes "Participant" as defined in the UCCMS as well as all people employed by, contracted by, or engaged in activities with or on behalf of, Taekwondo Canada or a Provincial/Territorial Association including, but not limited to, employees, contractors, athletes, taekwondo clubs, coaches, mission staff, referees, volunteers, managers, administrators, committee members, parents or guardians, spectators, directors and officers;
   h) *"Organization"* – Taekwondo Canada and/or the Provincial/Territorial Associations;
   i) *"Provincial/Territorial Associations"* – the provincial/territorial member governing bodies for taekwondo in each province/territory that are in good standing with Taekwondo Canada; and
   j) *"UCCMS"* – the Universal Code of Conduct to Prevent and Address Maltreatment in Sport, as published on April 1, 2025, by the Canadian Centre for Ethics in Sport or to any later approved revisions adopted by Taekwondo Canada.

PURPOSE

2. Taekwondo Canada and the Provincial/Territorial Associations will provide Equity-Deserving Groups with an equitable range of opportunities to participate in the sport.

SCOPE AND APPLICATION

3. This policy applies to all Individuals and programs/events of any Organization.

POLICY STATEMENT

4. Taekwondo Canada and the Provincial/Territorial Associations are committed to encouraging DEI in their administration of policies, programs and activities.
5. Taekwondo Canada and Provincial/Territorial Associations oppose all forms of discriminatory practices.
6. More specifically, Taekwondo Canada and Provincial/Territorial Associations will endeavor to design and implement policies, programs and activities that:
   a) support Inclusion and Equity for Equity-Deserving Groups;

b) remove barriers that persons from Equity-Deserving Groups may face in participating in Taekwondo Canada's programs and activities;
c) promote the value of Diversity, and raise awareness of and understanding of DEI issues amongst Individuals;
d) have DEI as key considerations when developing, updating or delivering programs or policies;
e) strive for intentional inclusion of persons from Equity-Deserving Groups in their workplace and on their boards and committees; and
f) monitor and review their DEI commitments on an annual basis.

COMPLAINTS

7. If a person, designated as a UCCMS Participant, is subject to discrimination as defined in the UCCMS, they will refer their discrimination-related complaint to the Sport Integrity Canada or Taekwondo Canada's Independent Third Party, as applicable. If the person is not designated as a UCCMS Participant and is subject to discrimination, they shall file their complaint in accordance with the Discipline and Complaints Policy to their Provincial/Territorial Association, as applicable.

COMMUNICATIONS

8. Taekwondo Canada will identify those persons within their respective organizations who will be responsible for implementing this policy.

REVIEW

9. Each of Taekwondo Canada and any of its Provincial/Territorial Associations that has adopted this policy, will review this policy on a yearly basis.

AMENDMENT

10. As a Taekwondo Canada policy any amendment requires the approval of the Board of Directors of Taekwondo Canada.
11. If a Provincial/Territorial Association has adopted this policy, any amendment requires the approval of the Board of Directors of that Provincial/Territorial Association.

APPROVAL

12. This policy was approved by Taekwondo Canada and its Board of Directors on November 15, 2026.