



FREDERICTON ROWING CLUB EQUITY AND DIVERSITY POLICY

Effective date	March 29 th , 2023
Archived date	-
Date last reviewed	March 29 th , 2023
Scheduled review date	Annually by 15 th April
Replaces and/or amends	Ver 0.1 (Draft) March 12 th , 2023
Approved by and date	Ordinary Resolution of the Meeting of the Board of Directors held on March 29 th , 2023
Appendix(-ces) to this Policy	None
Reference(s)	<ol style="list-style-type: none">1. RCA Equity and Diversity Policy2. Fredericton Rowing Club Letters Patent (Ref. No. 022563 dated 9th, April 1986)3. Fredericton Rowing Club By-Law No.1 dated November 30th, 2022)

1. Introduction

Fredericton Rowing Club (FRC) is an inclusive organization. **Fairness, respect, equity and inclusion** are included in FRC's Mission, Vision and Values. FRC welcomes the involvement of all persons in its programs and services, leadership and employment regardless of language, gender, gender identity, sexual orientation, race, ethnicity, physical ability, or marital or family status.

2. Purpose

The purpose of this policy is to state FRC's commitment to equity and diversity, and to identify strategies to be used by FRC that will help to promote equity and diversity within our organization and our sphere of influence.

3. Gender

FRC believes that there should be equitable allocation of resources and opportunities for participation, leadership and employment for both males and females without discrimination based on gender.

FRC is also committed to:

- being an equal opportunity employer;
- providing fair terms of employment including equal pay for work of equal value, and



FREDERICTON ROWING CLUB EQUITY AND DIVERSITY POLICY

- maintaining a policy on Member Conduct that addresses issues of harassment, including sexual harassment.

FRC will ensure that gender is portrayed equitably in promotional materials and official publications, and that appropriate, gender-neutral language is used in all communications.

4. Minority Groups

FRC will ensure that its programs and activities welcome the participation of all persons, including persons with a disability, aboriginal persons and other minority groups.

5. Leadership

FRC will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization. Furthermore, FRC will pursue opportunities to encourage gender balance on its board of directors and committees.

6. Sponsorships and Partnerships

FRC will not solicit or accept sponsorship from companies which knowingly discriminate. FRC will work cooperatively with our National Rowing Organization (RCA), Provincial Rowing Associations (PRA), the Province of New Brunswick, the City of Fredericton, other clubs, regatta organizers, other partner organizations, officials, coaches, athletes and the broader sport community to raise awareness and understanding of equity and diversity issues, and to promote non-discriminatory practices.

7. Ongoing Commitment to Equity and Diversity

The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of FRC, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. FRC is committed to incorporating equity and diversity concerns in its activities on a continuing basis.