



POLICIES AND PROCEDURES

Title: Equity and Access	Policy Number: EA-2016
Effective Date: June 1 2015	Supercedes:
Date approved by Board: Oct 1 2017	Pillar:

POLICY STATEMENT

Tennis BC is committed to encouraging equity in its administration, policies, programs, and activities.

APPLICATION

The Equity & Access Policy ensures that Tennis BC provides people with a full and equitable range of opportunities to participate and lead.

PROCEDURES

1. Tennis BC will enhance the quality and increase the level of participation in Tennis BC leadership and programs by:
 - a. Supporting equity and access for under-represented groups (including women, aboriginals, and people with disabilities);
 - b. Ensuring that the achievement of equal opportunities is a key consideration when developing, updating, or delivering Tennis BC programs, policies, and projects;
 - c. Ensuring that its governance structure encourages and promotes equal participation; and
 - d. Dealing with any incidence of discriminatory behaviour according to Tennis BC *Employee Code of Conduct*.
2. Tennis BC will ensure that its programs and activities welcome the participation of persons with a disability, aboriginal people and other minority groups.
3. Tennis BC will encourage balanced gender representation on its Board and on all committees.
4. Tennis BC will ensure that genders and minority groups are portrayed equitably in promotional materials and official publications, and that gender-neutral language is used in all communications.
5. The key to being a more diverse and equitable organization is to incorporate equity principles in all strategies, plans and actions of Tennis BC, whether they relate to technical programs, operations, business management, sponsorship, marketing, media or communications. Tennis



BC resolves to incorporate equity concerns in its own operations, activities and partnerships on a continuing basis.

6. Tennis BC shall continually monitor and evaluate its equity and access progress.