

X1 EQUITY AND ACCESS POLICY

1. DEFINITION

Equity is the principle and practice of fair and equitable allocation of resources and opportunities to both females and males.

2. POLICY

Squash B.C. supports the principle and practice of providing fair and equitable allocation of resources and opportunities for participation, leadership and promotion in the sport of squash without discrimination.

3. PROCEDURE

3.1. GENDER ISSUES

- ◆ All programs are open to both male and female.
- ◆ Squash B.C. is an equal opportunity employer and provides fair terms of employment, including pay equity for work of equal value
- ◆ The Squash B.C. Board of Directors is structured to reflect equity and encourages gender representation on all policy and decision-making committees
- ◆ Squash B.C. provides equal opportunities for the certification of both male and female coaches and officials
- ◆ Squash B.C. makes a conscientious effort to use gender neutral language in all of its documents and publications and achieve a balance of male and female images in publications and promotional materials.

3.2. AGE OF CULTURAL ISSUES

- ◆ Junior programs provide opportunities to youth of various backgrounds
- ◆ Competitions are organized for all age groups - Juniors in age categories of under 12, 14, 16 and 19 are offered and in addition to open events, age categories are also offered at ages 35+, 40+, 45+, 50+ and 55+ in various events throughout the province.

3.3. ABILITY DIFFERENCE

- ◆ At the recreational end, even programs involving instruction, league play, tournaments, etc. are structured for inclusion of all ability levels. Clinics are provided for novice, intermediate and advanced players. Leagues are for beginners through to competitive players.

3.4. ACCESS

- ◆ Squash clubs and squash facilities are located in all eight zones of the province.



XII EYEGUARD POLICY

All junior players (under 19) are required to appropriately wear eye guards when playing in any sanctioned Squash B.C. event. Although not mandatory, it is Squash B.C.'s policy to encourage players of all ages and calibres to wear eye protection.