



Alberta Rugby Union

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Alberta Rugby Union
Gender Equity & Diversity Policy

Effective Date: October 1, 2018
Board Approved:





1. Policy Objective

The purpose of this policy is to state the commitment of the Alberta Rugby Union (Rugby Alberta) to equity and diversity, and to identify the strategies that will help to promote equity and diversity within our organization and our sphere of influence.

2. Policy Statement

It is the policy of Rugby Alberta to:

- Welcome and promote 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;
- Adhere to our core values of fairness, respect, equity and inclusion in our allocation of resources, program design and decision making;
- Be an equal opportunity employer;
- Providing fair terms of employment including equal pay for work of equal value;
- Identify and address any imbalances in the benefits and opportunities, or barriers and disadvantages, affecting members and non-members of a particular population subset.

3. Application

This policy covers all governance, strategic, operational and financial policies and procedures of Rugby Alberta.

4. Accountability

This policy applies to all Rugby Alberta Board & Staff members, Rugby Alberta Committee Members, Rugby Alberta Working Groups, as well as any contractor or volunteer that is acting on behalf of Rugby Alberta.

5. Supporting Policies

- Rugby Alberta Code of Conduct for Members
- Provincial Age Grade XV & VII Team Selection Policy
- Communications Policy





6. Policy Implementation

- A. Rugby Alberta will equitably allocate resources and provide opportunities for participation, leadership and employment for both males and females without discrimination on the basis of gender.
- B. Rugby Alberta will maintain a policy on Code of Conduct for Members that addresses issues of harassment, including sexual harassment.
- C. Rugby Alberta will ensure that gender is portrayed equitably in promotional materials and official publications, that ethnic minority groups are represented and that appropriate language is used in all communications.
- D. Rugby Alberta will ensure that its programs and activities welcome the participation of all persons, including persons with a disability, aboriginal persons, and other minority groups.
- E. Rugby Alberta will recruit and manage on the basis of an individual's competence, qualifications, and performance.
- F. Rugby Alberta will seek out opportunities to enhance diversity when recruiting for employment or volunteer positions within the organization.
- G. Rugby Alberta will pursue opportunities to encourage gender balance on its Board of Directors and committees.
- H. Rugby Alberta will work cooperatively with our sub-unions, clubs, partner organizations, officials, coaches, athletes and the broader sport community to raise awareness and understanding of equity and diversity issues, and to promote inclusive practices.
- I. Rugby Alberta will collect relevant data and maintain statistics on participation of women and girls, people with disabilities, ethnicity and newcomers to Canada in all facets of the sport.

7. Responsibility, Monitoring & Evaluation

The Rugby Alberta Board of Directors will monitor the scope and currency of this policy. The Board is responsible for developing, where possible, measurable objectives and strategies to meet the objectives of this policy and monitoring the progress of those objectives. Management of Rugby Alberta is responsible for implementing, monitoring, and reporting on measurable objectives as established by the Board.

