



## **Canadian Fencing Federation**

### **Policy on Equity and Access**

#### **Preamble**

The Canadian Fencing Federation (hereafter referred to as the CFF) is committed to equity and access for all persons interested in practicing fencing in Canada. The CFF will therefore adopt a policy encouraging the principle of a proactive engagement in the development and delivery of services, funding practices and employment practices. This policy will extend to encouraging a spirit of volunteerism in support of the sport of fencing in Canada.

#### **Purpose**

1. This policy sets out to promote equity and access to the sport of fencing in Canada for all persons wishing to participate, volunteer or support fencing.

#### **Scope and Applicability**

2. This policy applies to all the CFF participants including all Provincial/Territorial federations, associations or branches, licence-holders, High Performance Program athletes, certified and recognized coaches, certified and recognized officials, volunteers, members of the Board of Directors of the CFF, officers, committee members, paid staff members, voluntary staff members and other appointed representatives of the CFF (the "CFF Participants").

3. This Policy on Equity and Access supersedes any previous Equity and Access policies of the CFF effective the date of approval of the policy by the Board of Directors.

4. This Policy on Equity and Access may be considered part of the Code of Conduct to which all CFF Participants are expected to adhere. The Policy on Equity and Access is also considered a core document of the CFF's policy framework and is therefore subject to change as directed by the CFF Board of Directors in order to protect the interests of the CFF and CFF Participants.

## Definitions

5. The following definitions are presented in the context of the CFF Policy on Equity and Access:

- a. Access: The right of an individual to fair and equal approach or entrance into an organisation, federation or association directly or indirectly engaged in the promotion or practice of fencing as a sport in Canada.
- b. CFF Participants: Without limiting the reach of the policy, CFF participants for the purpose of this policy are defined as:
  - i. All individual athletes, or those eligible for nomination to, or forming part of, any team participating in sport competitions over which the CFF has jurisdiction;
  - ii. All persons working with those teams or athletes, including coaches, medical and paramedical personnel, and other support persons;
  - iii. CFF employees and persons under contract with the CFF;
  - iv. All fencing coaches certified and/or recognised by the CFF;
  - v. All fencing officials and referees certified and/or recognised by the CFF;
  - vi. All CFF license-holders (and their parents, grandparents and/or guardians if minor); and
  - vii. Members of the CFF Board of Directors, officers of the CFF, staff members of the CFF, committee members and volunteers working for or serving with or on behalf of or appointed by the CFF.
- c. Equity: The principle of fairness and even-handedness in terms of relationships, access and interpretation of general principles of justice.
- d. Volunteer: A person who voluntarily takes part in an enterprise or takes on a task in support of fencing in Canada, and who works for an association, organisation or federation without remuneration.
- e. Volunteerism: The involvement of volunteers, as unpaid supporters of the sport of fencing in Canada, in an organisation, federation or association.

## Policy Direction

6. In order to promote equitable and fair access to the sport of fencing in Canada to all those desirous of engagement, the CFF will:

- a. Promote programs or projects which target the specific needs of underprivileged and underrepresented groups as are defined in federal, provincial or local legislation.
- b. Ensure that the principles of equity and access are integrated into all general programming, hiring and volunteerism.
- c. Ensure the recipients of funding engage in the principles of equity and access.
- d. Encourage the concept of volunteerism and support volunteers of the sport of fencing in Canada to the maximum extent possible, including recognising the contributions made by those volunteers on an on-going basis.

### **Review and Approval**

7. This policy is to be approved by the Board of Directors of the CFF and shall be reviewed on a regular basis, as and when required.

Recommended for Approval:



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Brad Goldie  
President, Canadian Fencing Federation

May 23, 2018

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Date

Approved by the Board of Directors, 23 May 2018