



Canadian Tenpin Federation, Inc.
Fédération Canadienne des Dix-Quilles, Inc.

Canadian Tenpin Federation Equity and Inclusion Policy

Approved by the Board of Directors on May 3, 2021

1. DEFINITIONS:

- Access:** Refers to the ability of all Registrants and potential participants, staff or Registrants to be able to access and participate in any of the organizational activities of CTF.
- Conduct:** The manner in which a person behaves, especially on a particular occasion or in a particular context.
- CTF:** The brand and operating name of the officially registered and incorporated organization formally known as the Canadian Tenpin Federation Inc.
- Equality:** For the purposes of this policy is defined as "of the same quantity, size, number, degree, value, intensity" and "having the same rights, privileges, ability, rank, etc."
- Equity:** For the purposes of this policy is defined as "justice, impartiality; the giving or desiring to give each person their due; anything that is fair."
- Event:** Means any CTF sanctioned competition, program or bowling-related activity.
- Inclusion:** Inclusion is recognizing our universal "oneness" and interdependence. Inclusion is recognizing that as people, we are "one" even though we are not the "same". The act of inclusion means fighting against exclusion - i.e., racism, sexism, ableism, etc., Inclusion also involves assuring that all support systems, adaptive equipment, etc., are available to those who need such support.
- Member:** A Local or Provincial Association approved by CTF.
- Policy:** Means the Equity and Inclusion Policy as set out below in this document.
- Registrants:** Those individuals who are engaged in events that are provided, sponsored, supported or sanctioned by CTF and may include, but are not limited to including, recreational and competitive athletes, members of national teams, coaches, officials, event organizers, administrators or provincial/territorial and

local associations, and volunteers who serve on club executives, committees and boards of directors.

Sports equity: Refers to fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is the principle and process of allocating resources, programs, opportunities and decision making fairly. It is about changing the culture and structure of sport to ensure that it becomes equally accessible to all members of society, whatever their age, ability, sex (gender), sexual orientation, sexual identification, race, ethnicity, family status or social/economic status.

International Bowling Federation

The sport of bowling's international governing body.

2. OBJECTIVE OF THE EQUITY AND INCLUSION POLICY

- 2.1 Sport plays a major role in promoting the inclusion of all groups in society. CTF is committed to inclusive and available sport to all persons in Canada.
- 2.2 CTF is committed to the achievement of sport equity and equal opportunity, including the establishment and maintenance of an organizational and sport environment whereby all Registrants have the opportunity to contribute to the sport to their maximum potential.

3. GOALS AND VISION

- 3.1 CTF has the opportunity to take a compelling leadership position by making a clear commitment to sport equity. All Registrants will enjoy a full and equitable range of opportunities to participate in and lead all activities of CTF.
- 3.2 CTF will:
 - a. Achieve inclusion, sport equity in the administration, policies, and programmes of CTF.
 - b. Play a positive role in raising the awareness and understanding of inclusion and sport equity among its Registrants and Members.

4. SCOPE AND APPLICATION OF THE EQUITY AND INCLUSION POLICY

- 4.1 This Equity and Inclusion Policy covers participation and membership by Registrants, service delivery by the CTF organization, and selection/election of voluntary committees and coaching appointments.
- 4.2 CTF is committed to the principle and practice of fair and equitable allocation of resources and opportunities for all Canadians regardless of race, and ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex (gender), sexual orientation, sexual identification, disability, age, marital status or family status.
- 4.3 CTF will take strong and clear initiatives to encourage participation by women, people with disabilities, Indigenous and Aboriginal people, new Canadians and other minority groups.

- 4.4 The emphasis for inclusion, sport equity and sex (gender) equity is an attempt to attract and include girls and women, people with disabilities, Indigenous and Aboriginal people, new Canadians and other minority groups in bowling, and bring them to an equitable level of participation in bowling and in physical activity and sport in general.

5. PROCEDURES

- 5.1 CTF will work to ensure that inclusion and sport equity are key considerations when developing, updating or delivering CTF policies, governance, programs, projects and services.
- 5.2 Leadership and Administration
- a. CTF will ensure its by-laws use sex (gender) neutral language.
 - b. CTF will ensure that all Canadians at all levels in the Bowling system have equal opportunity to participate, compete, coach, officiate, administer, organize, lead, and instruct in a fair, and an unbiased environment.
 - c. CTF shall declare publicly that it is an equal opportunity employer and respects the principles of pay equity in relationship to salaried employees.
 - d. CTF shall practice family-friendly work practices such as flex-time, job sharing, child care support, anti-harassment policies, non-discriminatory interview techniques, and pay equity.
 - e. CTF shall develop positions and work proactively with Provincial/Territorial Members and national agencies to identify and eliminate barriers facing all Canadians in bowling.
 - f. CTF shall strive to have an inclusive balance of representation comprising its Board of Directors.
 - g. CTF shall strive to have inclusive representation on its committees. For example: Provincial/Territorial Members Council, High Performance Committee, Judges' Committee and Coaching Certification Committee.
 - h. CTF shall collect data on sex (gender), disability and Indigenous and Aboriginal people, through its membership database.

6. EDUCATION AND PREVENTION

- 6.1 CTF believes that an effective education program is a cornerstone to achieving the success of this policy, and equity in the sport of bowling. Efforts will be made to raise the awareness and understanding of the importance of equity and inclusion, within CTF and the Canadian bowling community (within the jurisdiction of CTF).
- 6.2 CTF shall:
- a. Use sex (gender) neutral and/or appropriate language in all written and verbal communications, program resource materials, codes, policies, promotional materials, etc.;
 - b. For all publications, videos and advertisements, use imagery that is representative of Canadian society and includes a balance of men, women, persons with disabilities and minority groups;
 - c. Publicly recognise Registrants (i.e., individuals and clubs) and Members that make advancements with respect to inclusion and sport equity.

- d. Provide forums for discussions on access and sex (gender) equity issues.
- e. Through CTF's and its Members modes of communication, promote and disseminate the achievements of all athletes, and where appropriate, highlighting the achievements of women, persons with disabilities, Indigenous and Aboriginal populations, and minority groups in bowling.
- f. Develop an information pamphlet promoting the opportunities for women, persons with disabilities, indigenous populations and minority groups in bowling, and actively promote their circulation.

6.3 External Liaisons

- a. CTF representatives participating at meetings both internal and external to the organization shall understand and be committed to the principles of inclusion and sport equity as set out in this policy, and actions at these meetings should reflect these principles.
- b. CTF shall strive to have inclusive and balanced representation on its delegations to external forums and conferences.
- c. CTF shall not solicit nor accept sponsorship from companies that discriminate against any of the following: girls and women, persons with disabilities, Indigenous and Aboriginal populations, minority groups, or persons based on their sexual orientation or sexual identification.
- d. CTF shall continue to support the objectives of organizations that are concerned with the status of girls and women, persons with disabilities, Indigenous and Aboriginal populations or minority groups. (For example, the Canadian Association for the Advancement of Women and Sport and Physical Activity (CAAWS), Canadian Paralympic Committee (CPC), Aboriginal Sport Circle, etc.)

7. JURISDICTION

- 7.1 This policy shall be governed in accordance with the Canada Not-for-Profit Act in the country of Canada.

8. REVIEW AND APPROVAL

- 8.1 The CTF Board of Directors and Executive Director shall review this policy every four (4) years.

Approved:

Review: 2025

9. ADDITIONAL RELEVANT POLICIES:

- CTF Appeal Policy
- CTF Athlete Agreement
- CTF Code of Conduct and Ethics
- CTF Alternative Dispute Resolution Policy
- CTF Complaint and Disciplinary Policy
- CTF Social Media Policy

- CTF Harassment and Abuse Policy