

ACCESSIBILITY, EQUITY & INCLUSION

1. Purpose:

- 1.1 Ontario Karate Federation is committed to ensuring that equity and access is incorporated across all aspects of its activities. In doing so, it acknowledges and adopts the following foundation principle from the Canadian Sport Policy:

Sport is based on equity and access. Sport is welcoming and inclusive, offering an opportunity to participate without regard to age, gender, race, language, sexual orientation, disability, geography, or economic circumstances. Participants have access to affordable sport opportunities that are appropriate to the level of activity chosen and provide opportunities for personal achievement.

- 1.2 The purpose of an accessibility policy is to expand, create and communicate accessible opportunity in the sport and administration of Karate-do in Ontario;
- 1.3 The purpose of an inclusivity policy is to promote diversity, to create opportunities for gathering and sports practice and competition that are free of harassment and the presence of direct or indirect discrimination.
- 1.4 The inclusivity policy will correspond with expectations of government, and specifically with the Canadian Human Rights Act and the Accessibility for Ontarians with Disabilities Act.
- 1.5 The accessibility and inclusivity policy will serve to promote the practice of Karate-Do in a safe, ethical and vibrant way, corresponding and in coordination with the intent and the letter of the constitution of the Ontario Karate Federation and in alignment with the governance of Karate Canada and the rules and regulations of the World Karate Federation;
- 1.6 The accessibility and inclusivity policy may be read in coordination with the discrimination, harassment and para-sports policies.

2. Principles:

- 2.1 All Participants of the OKF including coaches, athletes, officials and volunteers deserve an accessible and inclusive environment for the sport and administration of Karate-do regardless of age, ability, gender, gender identity, race, ethnicity, religious belief, sexuality, or social/economic status;
- 2.2 An accessible environment is a more inclusive environment, which benefits all sport participants as well as sports observers. The Para Karate Committee will work in conjunction with Karate Canada to ensure that provincial guidelines align appropriately.
- 2.3 Specifically Ontario Karate Federation:
- a) Acknowledges that sport equity is about fairness in sport, equality of access, recognizing inequalities and taking steps to address them. It is about changing the

culture and structure of sport to ensure it becomes equally accessible to everyone in society.

- b) Supports equity and access for underrepresented groups that have been identified by Sport Canada such as women, Aboriginals, people with disabilities, lower socio-economic families, the elderly and members of the LGBTQ community.
- c) Respect the rights, dignity and worth of every person and will treat everyone equally within the context of their role (player, coach, official and volunteer), regardless of age, ability, gender, gender identity, race, ethnicity, religious belief, sexuality or social/economic status.
- d) Is committed to everyone having the right to enjoy their sport in an environment free from threat of intimidation, harassment and abuse.
- e) Believes that everyone has a responsibility to oppose discriminatory behaviour and promote equality of opportunity.
- f) Will deal with any incidence of discriminatory behaviour according to the Code of Conduct and sanctions policy.

3. Definitions:

- 3.1 “Accessibility” means the removal of barriers.
- 3.2 “Inclusivity” means social diversity, the absence of direct or indirect discrimination, and the absence of exclusion of persons on the basis of gender, race, religion, level of ability or sexual orientation.

4. Key Items of Organizational Responsibility:

- 4.1 Looking to providing accessibility to Ontarians according to the guidance of the Canadian Human Rights Act and the Accessibility for Ontarians with Disabilities Act.
- 4.2 Look for opportunities to innovate towards improvement of accessibility to Ontarians, with respect to the sport and administration of Karate-do.
- 4.3 Ongoing review of reduction / removal of barriers, including attitudinal, information and communication, systemic, physical and architectural, and technological barriers.
- 4.4 To maintain an inclusive environment for the sport and administration of Karate-do.

5. Initiatives:

- 5.1 Improve communication, specifically the introduction of accessible (pdf) publication of key communication documents including announcements, events minutes and decisions of OKF. OKF is committed to meeting the communication needs of people with disabilities. When asked, we will provide information and communications materials in accessible formats or with communication supports. This includes publicly available information about our goods, services and facilities, as well as publicly available emergency information;
- 5.2 Introduce opportunities for member feedback, including regular publication and updating of FAQ-format communications related to member inquiry and customer commentary;
- 5.3 Provide accessibility plans for all public events, describing access to facilities including parking, washroom facility and viewing of events. These guidelines will become a factor

- considered during sanctioning of events to ensure a minimum standard. OKF will enable persons with disabilities to use their personal assistive devices while attending OKF sanctioned events. OKF will also ensure that event premises permit service animals and support persons upon whom persons with disabilities rely;
- 5.4 Make meetings accessible, including locations and all requirements otherwise identified for public events. Minimum standards will be indicated in the sanctioning guidelines;
 - 5.5 OKF will actively seek and develop initiatives to develop athletes, coaches and officials in an inclusive manner;
 - 5.6 Create, develop and improve opportunities for para-athletics in Ontario, in alignment with Karate Canada's National program for integration in to events, including the competition structure;
 - 5.7 OKF will take responsibility for development of gender inclusivity, and will review the best recommendations of the Canadian Centre for Ethics in Sport towards developing awareness, training and competition opportunity for mixed gender and trans athletic participation. This inclusivity will include parameters with respect to addressing the current deficit with respect to female coaches at all levels within the province of Ontario;
 - 5.8 OKF will communicate its inclusivity in the promotion of visual media that reflects its diversity and social richness;
 - 5.9 OKF is committed to training staff on Ontario's accessibility laws and on accessibility aspects of the Human Rights Code that apply to persons with disabilities. Training will occur on an ongoing basis and whenever changes are made to relevant policies, practices and procedures;
 - 5.10 With respect to employment (ED position) or volunteer positions, the OKF will notify the public and staff that, when requested, disabilities will be accommodated during the recruitment and assessment processes and when people are hired. If using performance management, career development and redeployment processes, OKF will take into account the accessibility needs of employees with disabilities.

6. Review

- 6.1 OKF will review this policy and procedures on an annual basis, or as required, and will make necessary adjustments to ensure that it meets the needs of all members.
- 6.2 OKF is committed to ensuring that its policies, practices and procedures are consistent with and promote the core principles of dignity, independence, integration and equal opportunity. Any OKF policy that does not respect and promote the dignity and independence of persons with disabilities will be modified or removed.