



<b>Policy Name</b> <b>PROGRAM PRINCIPLES</b>	<b>Date of Approval</b> <b>October 13, 2017</b>	<b>Activation Date</b> <b>October 13, 2017</b>
Approved By Board of Directors	Linking To	Replacing Previous Version From Codes of Ethics January 2010
Review Cycle Reviewed annually by the CEO with recommendations to the Board of Directors		

## Table of Contents

**1.0 Equity and Access to Programs and Services ..... 1**

**2.0 Commitment to a Healthy/Healthful Sport..... 2**

### 1.0 Equity and Access to Programs and Services

Equity refers to the belief and practice of fair and equitable treatment for all individuals and equal access to opportunities. GBC believes in and promotes, through its programs, the concepts of equal opportunity and fairness. To be equitable means to be fair, and to appear to be fair.

GBC is committed to providing an environment free from discrimination based on a person's race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, political belief or age.

Equity does not necessarily mean that every person must be treated exactly the same and it does not require that females and males participate in the same activities. In order to be treated fairly, people may need to be treated differently, including having activities of their own choice provided and administered in a fair and unbiased environment.

Gymnastics BC shall:

- a. work pro-actively with provincial and national agencies to identify and eliminate barriers facing women in sport;
- b. use gender appropriate and accurate language and visuals in all written material.



- c. publicly recognize member clubs that make advancements with respect to equity issues;
- d. work pro-actively with clubs and other agencies to provide programming and opportunities for persons with disabilities;
- e. strive to have both sexes represented on its delegations to external forums and conferences;
- f. not solicit nor accept sponsorship from companies that discriminate against identified groups;
- g. strive to have both genders represented on its Board of Directors and on all committees.

### **2.0 Commitment to a Healthy/Healthful Sport**

GBC is committed to the core positive values of gymnastics. GBC believes that gymnastics participation should focus on enhancing the overall well-being and health of its participants rather than exclusively on performance enhancement or results.

Accordingly, GBC attempts to strike a better balance within its sport by encouraging its coaches, officials, parents and others to place more value and importance on the internal rewards associated within gymnastics.

GBC believes that athletes' involvement in gymnastics should be about the pursuit of sporting and human excellence. Therefore, any pursuit of sporting excellence that undermines the pursuit of human excellence, such as the use of performance enhancing drugs, is totally unacceptable.

The training environment and requirements must take into account athletes' physical abilities, limitations and overall well-being. Over-training or training while injured can be detrimental to the physical and mental well-being of an athlete and will not be tolerated.

GBC supports our commitment to a healthy and healthful sport through endorsement and application of the Gymnastics Canada Gymnastique Long-Term Athlete Development Model and endorsing and supporting Gymnastics Canada Gymnastique and Sport Canada anti-doping policies and testing procedures.