

# Policy on Non-Discrimination

Approved by the Board of Directors of the Ottawa-Carleton Ultimate Association on March 16, 2021

## Preamble

The Ottawa-Carleton Ultimate Association (OCUA) is an inclusive organization that welcomes any individual who wishes to participate in the sport of Ultimate.

## Policies

1. OCUA does not and shall not discriminate on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, marital status, economic status, family status, political belief, genetic characteristic, or disability.
  - a. For greater clarity, OCUA may offer leagues, events or programs that are exclusive to specific ages and/or gender identities provided that such leagues, events or programs do not constitute the entirety of playing opportunities offered by OCUA.
2. OCUA shall not use discriminatory or exclusionary language in its communications or interactions, or promote activities that may be perceived as discriminatory, with OCUA members, external partners and the public.

## Procedures

3. OCUA will provide a formal procedure for any individuals who bring forward complaints of *discrimination*. This procedure is overseen by the Executive Director.
4. The member of the Board of Directors designated as the Board Liaison will be available to OCUA employees, members and stakeholders to discuss and investigate any complaints of *discrimination* involving the Executive Director.

## Automatic Review Period

5. The OCUA Board of Directors and Executive Director will review the *Policy on Non-Discrimination* every two years to ensure it continues to advance the organization's goals.

## Review History

Reviewed On	Description
March 12, 2019	Original Version
March 16, 2021	Biennial Review